A Project on

Hiring Process Analytics

PROJECT DESCRIPTION- This project is about the hiring procedure of a company for new candidates. During the project I gain some enormous knowledge and learned some statistical & analytical process for tracking to learned the hiring pattern. During this project I am able to knew about the criteria and process which envolve in hiring.

Approach- I take Microsoft Excel platform for deriving some business insight to help my firm. Observe all the tables, columns, rows. Afterwards check all the tables' content carefully. Then one by one I have executed queries according to the questions asked. I used my analytical thinking and some own personal experience for making this project.

Tech -stack used-I used latest version of Microsoft Excel sheets to perform statistical analysis on this dataset because allows users to edit, organize, and analyze different types of information and also used NOTEPAD++ for this project.

Insight- This project provides me immense knowledge about the job role of data analytics, how a data analytics should work to derive the meaningful business insights for their company. I learn the responsibility and importance of this analytics process for a company for their business growth.

Result-This project give me a futuristics view about the responsibility and importance role of data analytics, definitely it will help me in future for my working career in a company for the role of data analytics.

A. Hiring: Process of intaking of people into an organization for different kinds of positions.
Your task: How many males and females are Hired ?

Solution: 1. Num of Males Hired = **2563**

Formula- **=COUNTIFS(D2:D7169,"MALE",C2:C7169,"HIRED")**

2. Num of Females Hired = **1856**

Formula- **=COUNTIFS(D2:D7169,"FEMALE" ,C2:C7169,"HIRED")**

B. Average Salary: Adding all the salaries for a select group of employees and then dividing the sum by the number of employees in the group.
Your task: What is the average salary offered in this company ?

The Average Salary is- **49983.03**

Formula- **=AVERAGE(G2:G7169)**

C. Class Intervals: The class interval is the difference between the upper class limit and the lower class limit.
Your task: Draw the class intervals for salary in the company ?

Solution A - There are two ways to count num of people offered salary.

Formula 1- =COUNTIFS(G2:G7169,">=0",G2:G7169,"<=49999")

NOTE-(Formula 1 applying on each range value)

Formula 2. By Creating a Pivot table b/w offered salary & event_name and then applying group by on "Offered Salary"

Solution B- For calculating sum of offered salary.

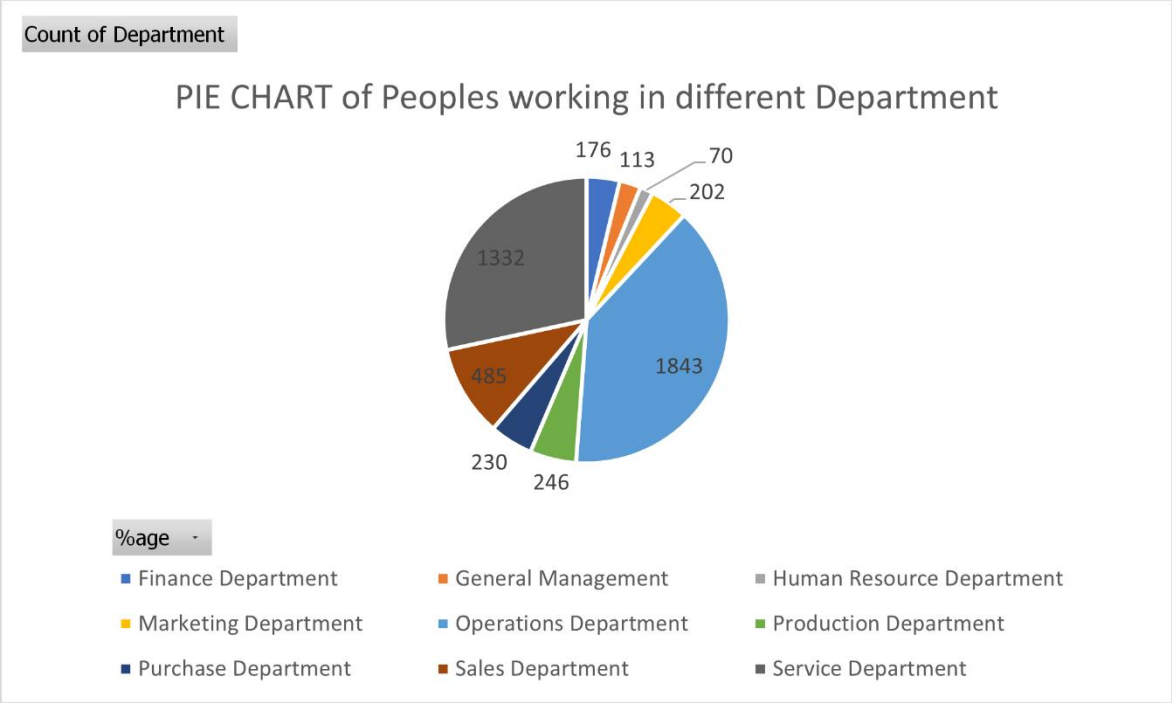
Formula- I used Filter option and applying on offered salary column by filtering salary "Between" option and then I sum the all filtered values.

Salary RangE	Num of people offered salary	sum of offered salary
0 - 49999	3611	92457587
50000 - 99999	3553	264870782
100000-- 149999	0	0
150000-199999	0	0
200000-249999	1	200000
250000-299999	0	0
300000- 400000	2	700000
Grand Total	7167	358228369

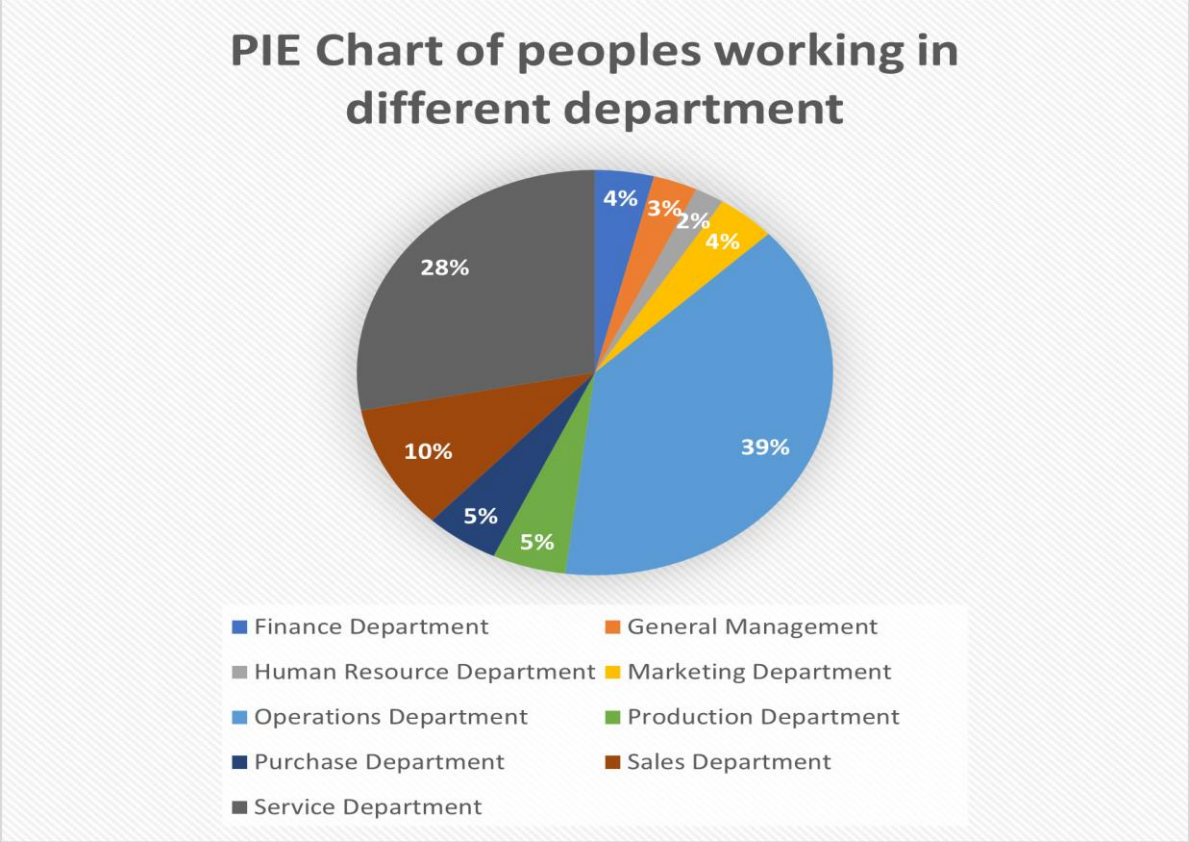
D. Charts and Plots: This is one of the most important part of analysis to visualize the data.
Your task: Draw Pie Chart / Bar Graph (or any other graph) to show proportion of people working different department ?

Formula- First I used filter function by applying on status column to retrieved the data of only hired people along with Department clmn.Then I make a pivot table of both column & then calculated percentage department wise each.

1- **Pie Chart in "Number of Peoples wise".**



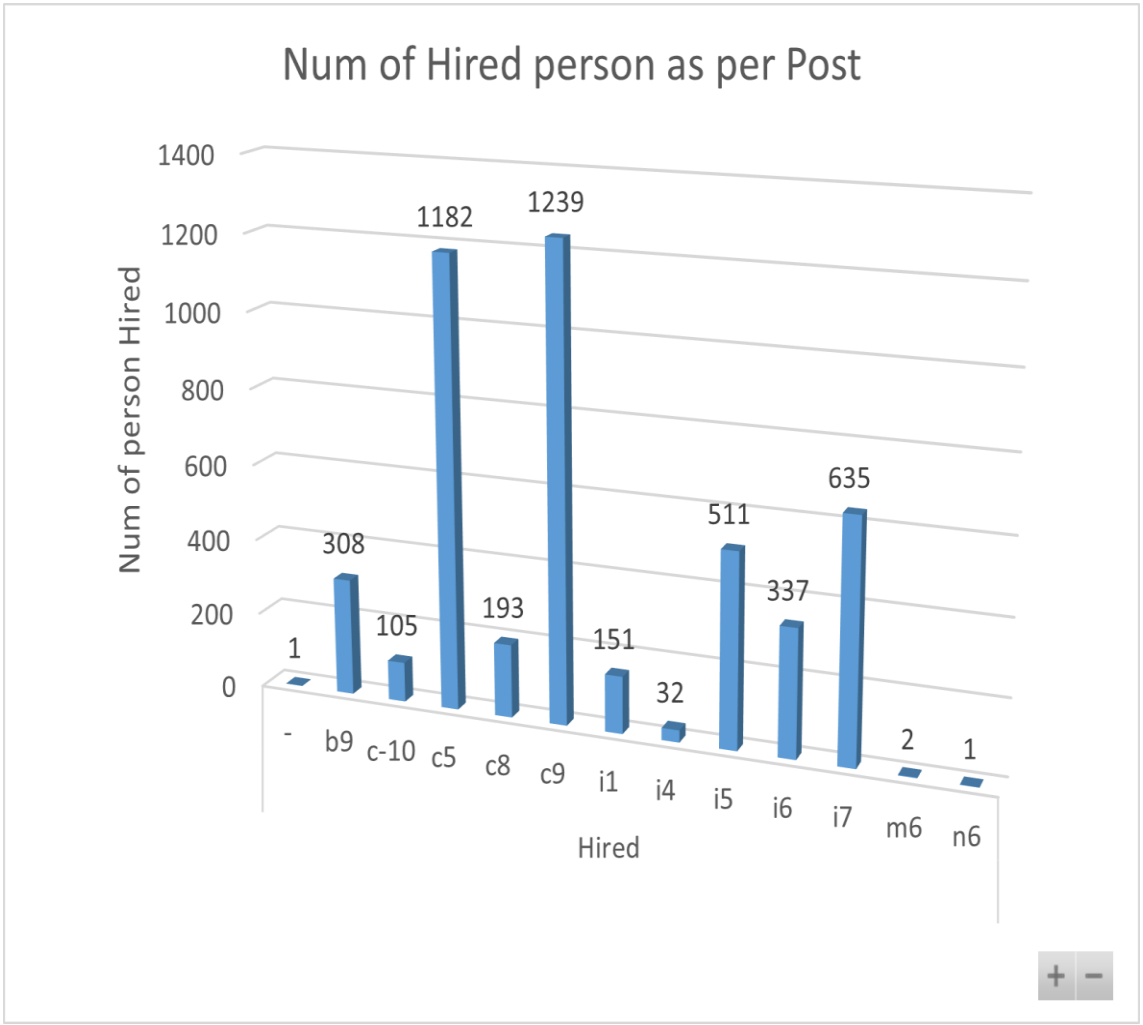
2. Pie Chart in "Percentage of Peoples wise".



E. Charts: Use different charts and graphs to perform the task representing the data.
Your task: Represent different post tiers using chart/graph?

Formula- First I used filter function by applying on status column to retrieved the data of only hired people along with Post column. Then I make a pivot table of both column & then calculated the num of hired people post wise.

1. BAR GRAPH OF HIRED PEOPLE POST WISE.



2. 2D LINE GRAPH OF HIRED PEOPLE POST WISE