HIRING PROCESS ANALYTICS

(EDA)

Trainity Project Report

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AGENDA

- Description
- About Dataset
- Goals & Approach
- Tech-Stack use
- Findings
- Insight
- Summary & Regards

DESCRIPTION

This Report is based on Analysis of data records of hirings with moto to answer critical questions related Hiring process and to calculate estimate and insights to help in decision making and further Hiring planning.

ABOUT DATASET

- Dataset contain the records of previous Hiring Process have following Attributes

  - Application ID – Unique No. of each application
  - Interview Date – Date on which Interview was Schedule
  - Status – ‘Hired’ OR ‘Rejected’
  - Gender – Male , Female or ‘Didn’t Mention’
  - Department – Dept. Name in which applicant apply
  - Post Name – Post tiers name
  - Offer Salary – amount of salary offer to candidate

- This Dataset have 7168 data record
- This is 4 months data from May 2014 to August 2014

TECH-STACK USE

- **‘Microsoft Excel 2013** was used to perform Analysis
- **Excel Formulas** were used to check outliers & clean the Data set
- To find the answer of set goals I used **Pivot table**
- Click below to view excel sheet containing solution

Hiring_Process_Analytics.xlxs

PRIMARY GOALS

A. Total Number of Hired People

B. Average Salary offer by company

C. Distribution of Salary

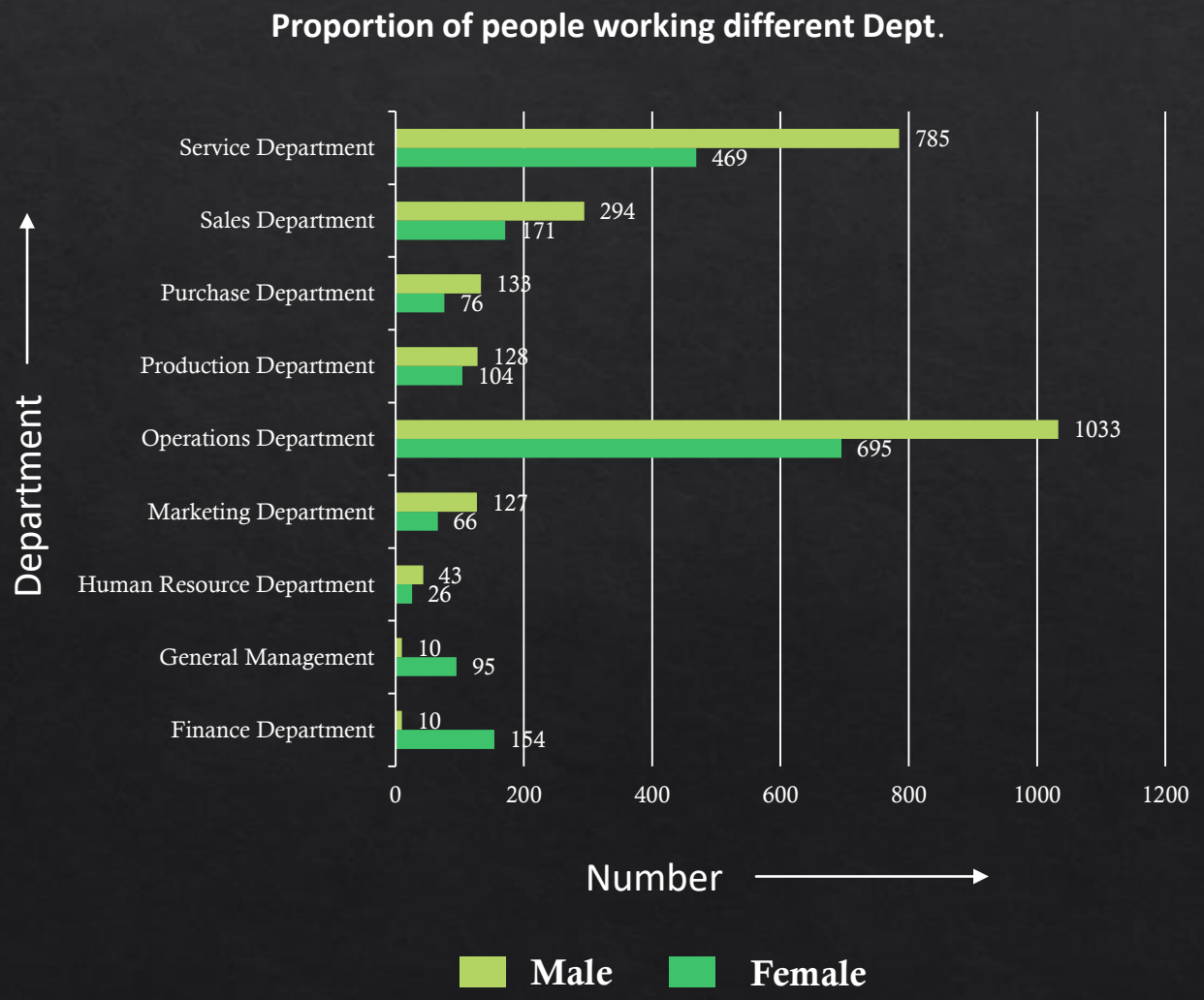
D. Proportion of employee in different Department

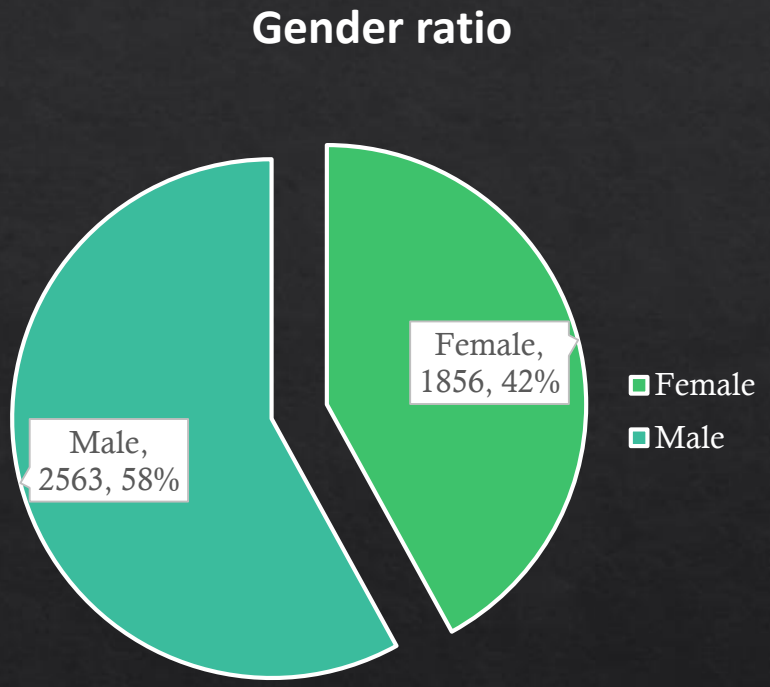
E. No. of people and their Post

APPROACH

- To perform Analysis on data records the very first step is cleaning in which I checkout the below Steps for EDA.
  a) Made separate column for date & time and apply
     - Uniform format.
     - Check missing / inappropriate data
     - Check outliers Removing it
- After cleaning, filtering and sorting the dataset, it time to further analysis, Here I use Pivot Table, apply different combinations and visualize it to understand it better.
- Further all the Graph organize in single workbook sheet and made interactive Dashboard to take meaningful insights from data records Expect cleaning process all analysis is done by using Pivot table

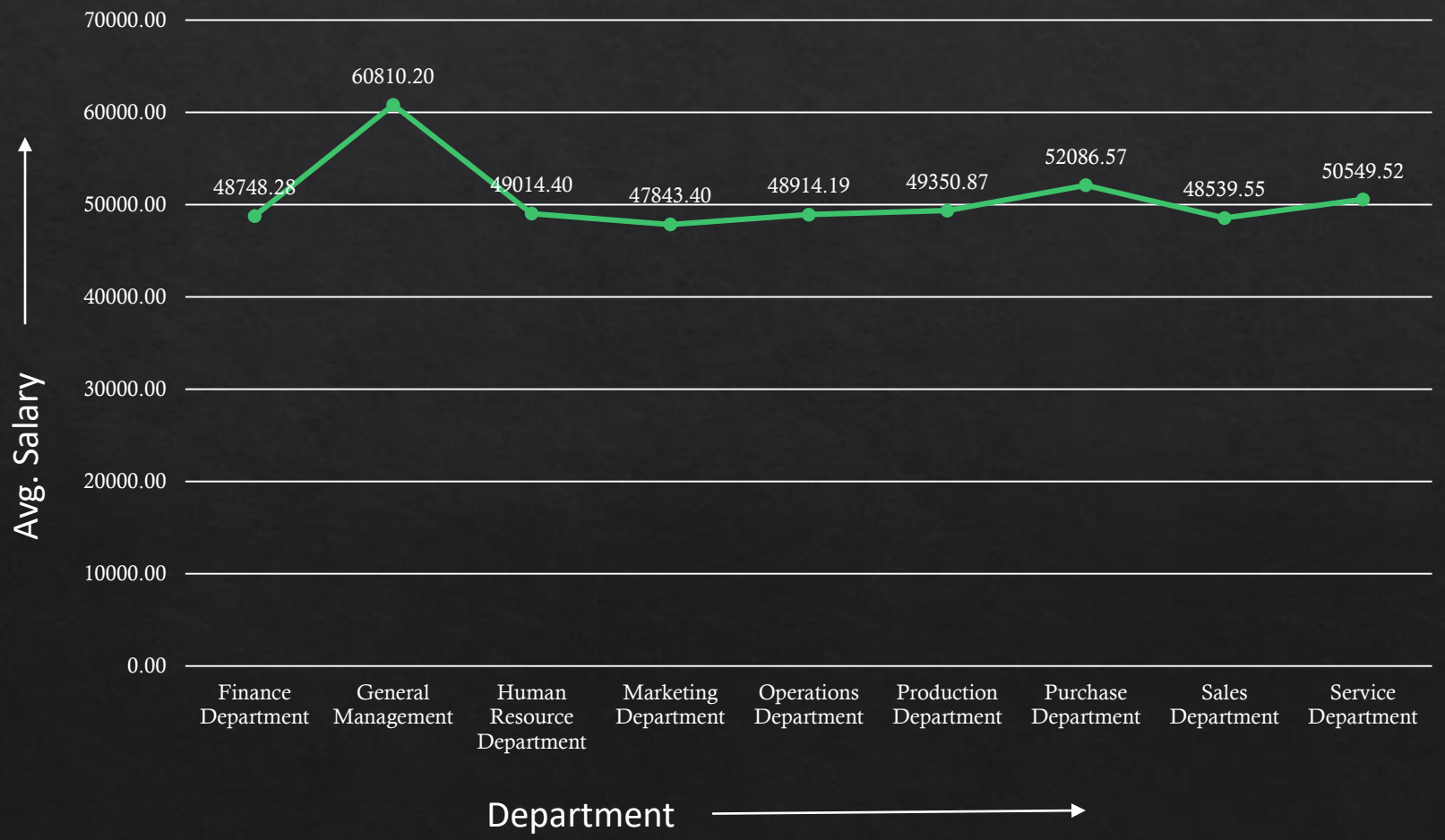
Total Number of Hired People





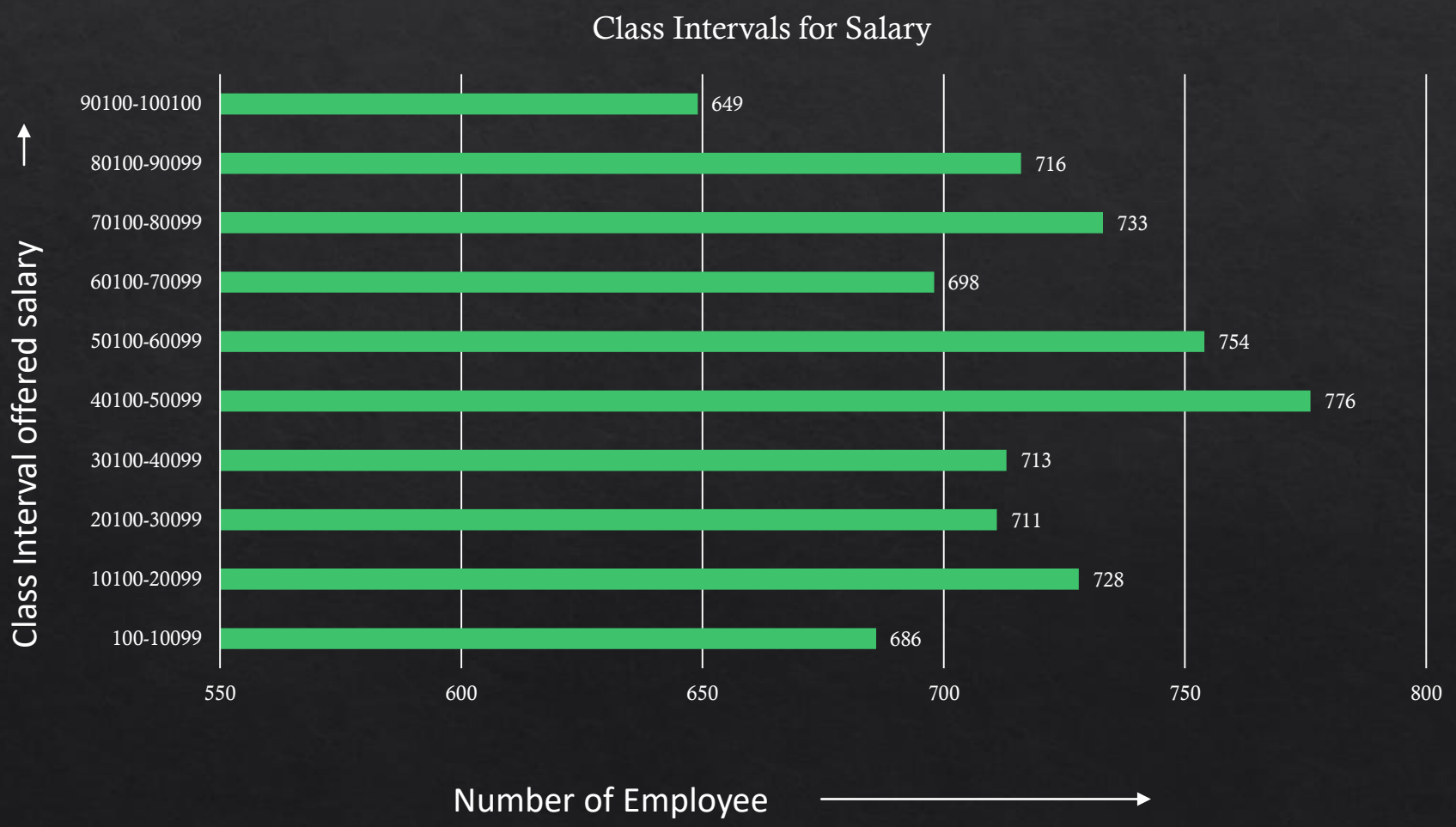
There are 2563 Males(58%) and 1856(42%) Females which get hired

Average Salary Offered by Company



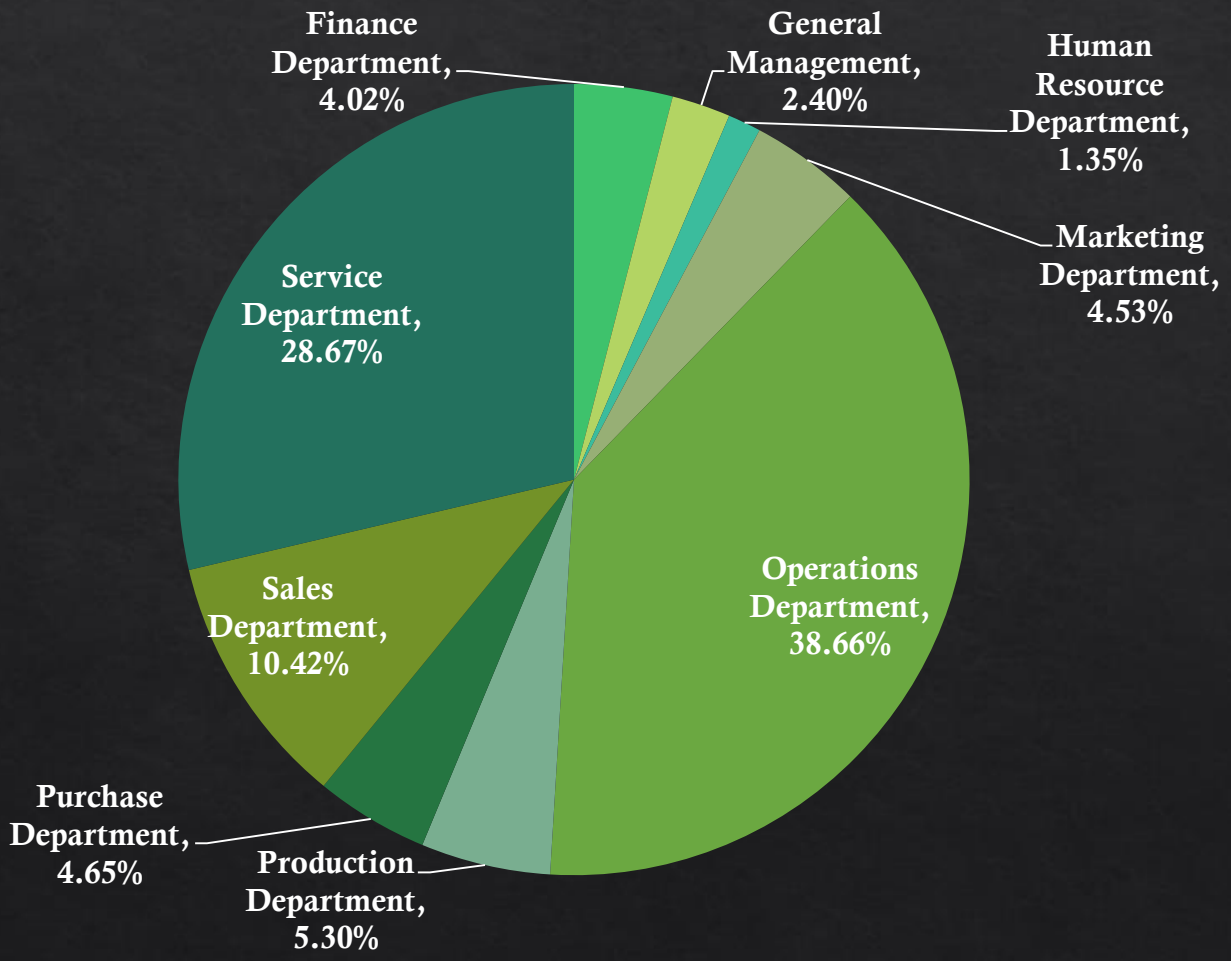
Average Overall Salary	49983.03
Average Hired Salary	49752.90
Average Rejected Salary	50420.65

Distribution of Salary



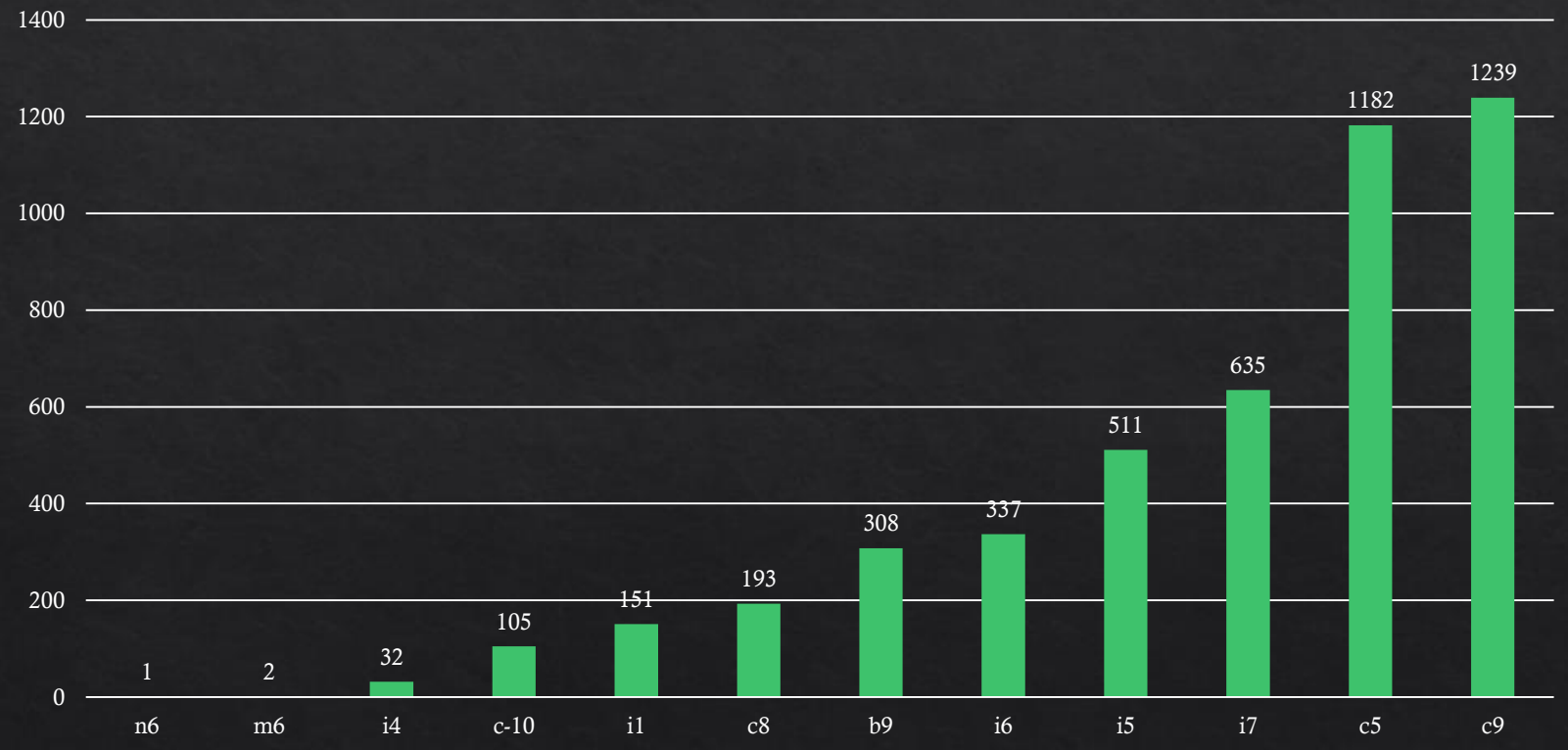
Row Labels	Count of Offered Salary
100-10099	686
10100-20099	728
20100-30099	711
30100-40099	713
40100-50099	776
50100-60099	754
60100-70099	698
70100-80099	733
80100-90099	716
90100-100100	649
Grand Total	7164

Proportion of Employee in Different Department



Row Labels	Count of Gender
Finance Department	4.02%
General Management	2.40%
Human Resource Department	1.35%
Marketing Department	4.53%
Operations Department	38.66%
Production Department	5.30%
Purchase Department	4.65%
Sales Department	10.42%
Service Department	28.67%
Grand Total	100.00%

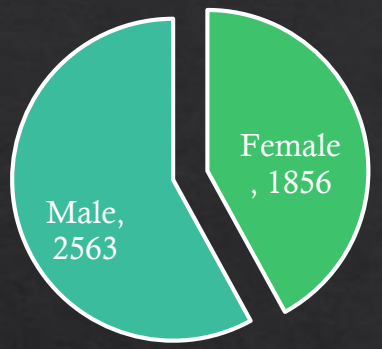
Different Post Tiers

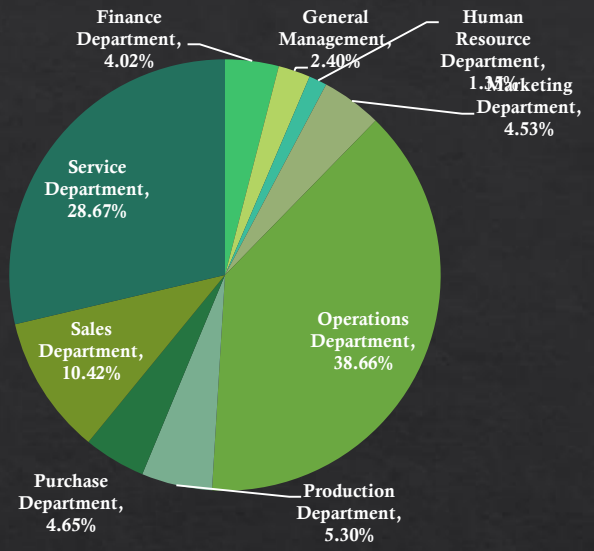


Row Labels	Count of Post Name
n6	1
m6	2
i4	32
c-10	105
i1	151
c8	193
b9	308
i6	337
i5	511
i7	635
c5	1182
c9	1239
Grand Total	4696

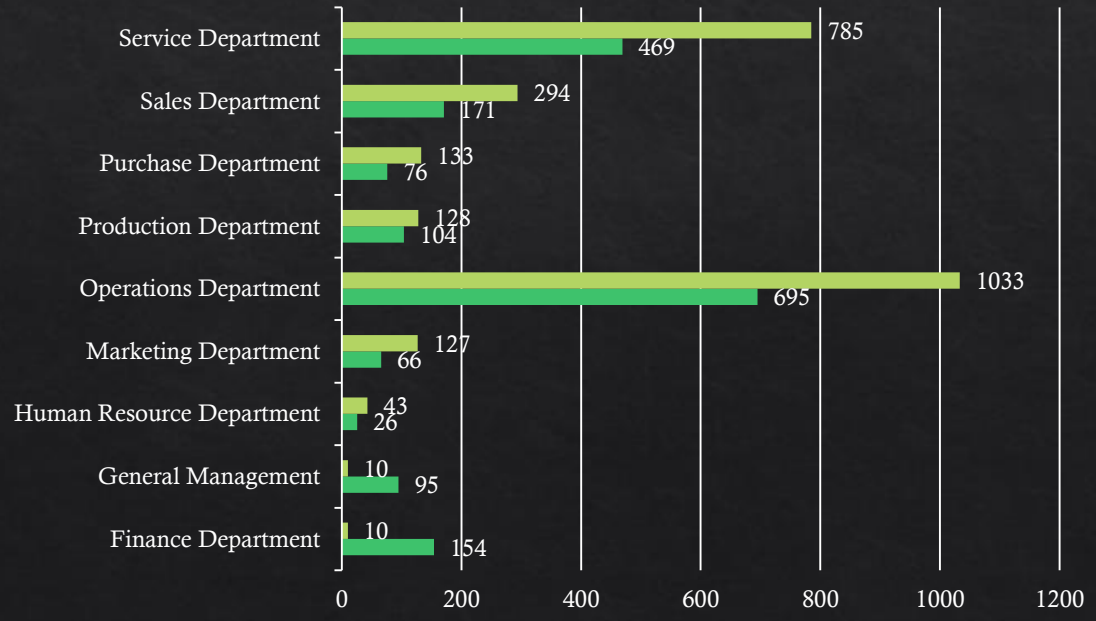
DASHBOARD

Gender ratio

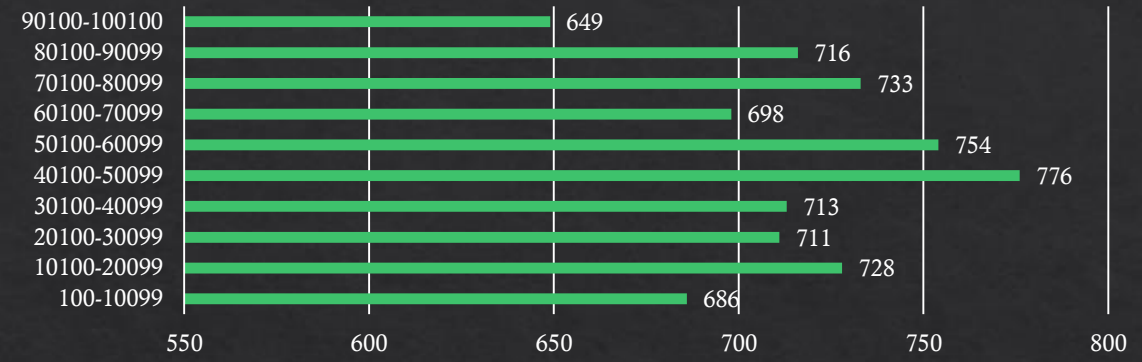


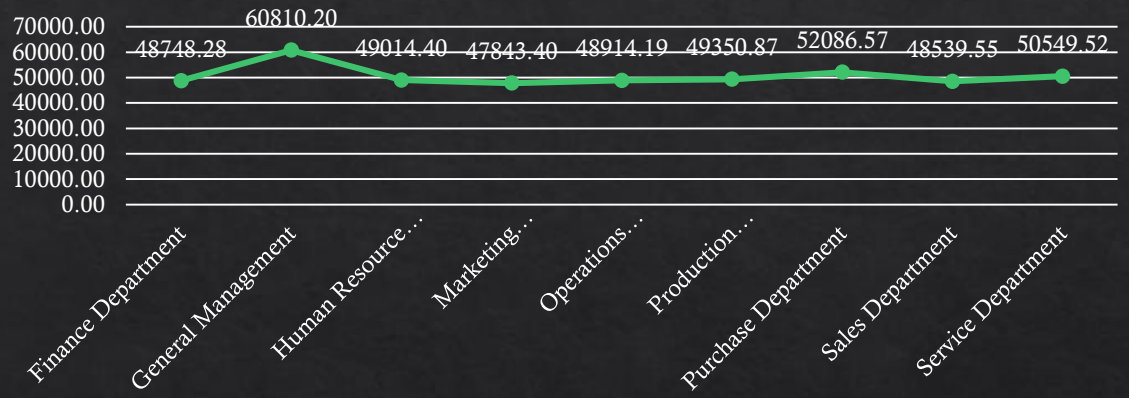


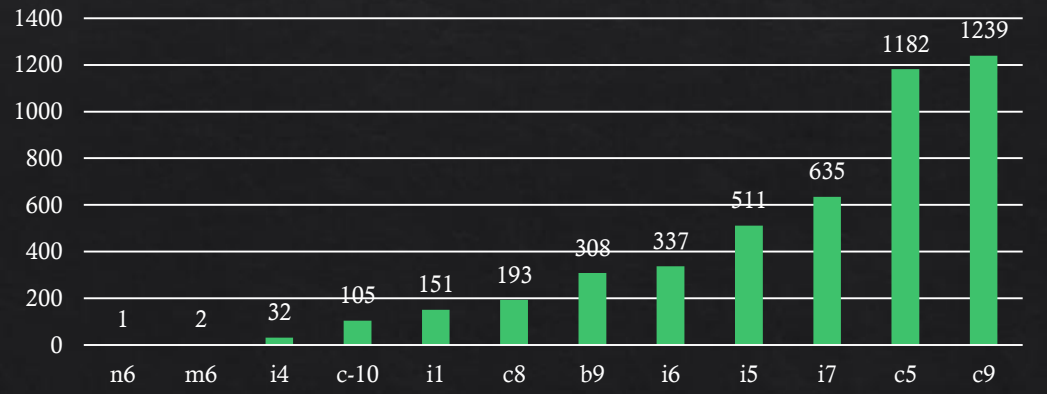
Proportion of people working different Dept.



Class Intervals for Salary







INSIGHTS

- With total Applications 66% people hired in year 2014.
- M ost people secure their job in Operation Dept.
- Our 38% + work force work only in operation dept. which is higher than aggregate work force of other 6 dept. except service dept.
- Only in 2 Dept. female employee has dominance i.e. Finance Dept. & General M anagement
- Purchase Dept. record highest Average salaries compare to other expect General M anagement

SUMMARY

- This Project Helps me a lot to understand key concepts and application of advance excel
- I learn different features & uses of Pivot Table, work with Charts and graphs, apply different formulas

Thank You !