HIRING PROCESS ANALYTICS

BY
RAVI BHUSHAN SINGH

APPROACH

First I downloaded the dataset and imported to MS-Excel. After importing it I analyzed all the columns and values, checked if there is any missing values in the table and I found there are some, so found the correct ways to fill the missing cells. After doing that I studied all the Problems carefully which needed to be answered. Here is the link to the excel file in which I have worked on:-

https://docs.google.com/spreadsheets/d/1KBwdjwaXH6m4L6HBPb-eJkek4xuYmV3A/edit?gid=846387590#gid=846387590

TECH STACK USED-

MS-Excel

Pivot table

Pivot charts

DATA CLEANING

data cleaning is the process of detecting and correcting corrupt or inaccurate records from a record set, table, or database and refers to identifying incomplete, incorrect, inaccurate or irrelevant parts of the data and then replacing, modifying, or deleting the dirty or coarse data.

In the Provided data I have found some missing values. There were some missing value in Event_name where the values are Male, Female and Don't Prefer to say, so what I did was I Calculated the Mode and put it in the Place of Missing values in event_name. Similarly there was a missing value in post_name column, so for this also I have calculated mode for that specific department and put the mode in the place of missing value. There was a missing value also in offered_salary column, so to fill the missing value I calculated the average offered salary in that particular department and put the average in that place.

DATA PREPROCESSING

Data preprocessing is very essential Part of data analysis process. In preprocessing we curate and arrange the column according to our needs like what we want from data.

So in this dataset I have found disarrangement in offered_salary column, so I made another column salary_range where I have divided the offered salary into five categories below 25K, 25K-50K, 50K-75K, 75K-1L, Above 1L.

INSIGHTS

HIRING ANALYSIS

The hiring process involves bringing new individuals into the organization for various roles. Determine the gender distribution of hires. How many males and females have been hired by the company?

Gender	Hired
Male	2573
Female	1856
Don't want to say	268
Grand Total	**4697**

Gender Wise Distribution
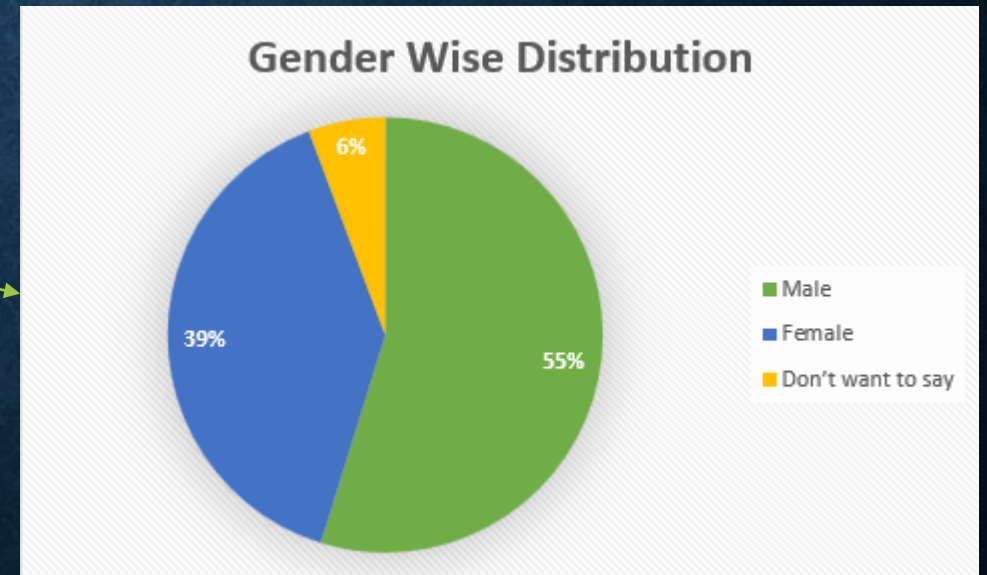
SALARY ANALYSIS

The average salary is calculated by adding up the salaries of a group of employees and then dividing the total by the number of employees. What is the average salary offered by this company? Use Excel functions to calculate this.

Sol.- The average salary offered by this company for Male, female are 49923,50089 respectively. The average salary of all the employees is 49984.

Which I have calculated using AVERAGE, ROUND and AVERAGEIF functions. The complete formula is mention below :-

=ROUND(AVERAGEIF(D2:D7169, "Male",G2:G7169),0)

=ROUND(AVERAGEIF(D2:D7169, "Female",G2:G7169),0)

=ROUND(AVERAGE(G2:G7169),0)

SALARY DISTRIBUTION

Class intervals represent ranges of values, in this case, salary ranges. The class interval is the difference between the upper and lower limits of a class. Create class intervals for the salaries in the company. This will help you understand the salary distribution.

Formula Used-

=IF(G2 < 25000, "Below 25k",IF(G2 <= 50000, "25-50K",IF(G2 <=75000,"50K - 75k",IF(G2 <= 100000, "75K-1L","Above 1L"))))

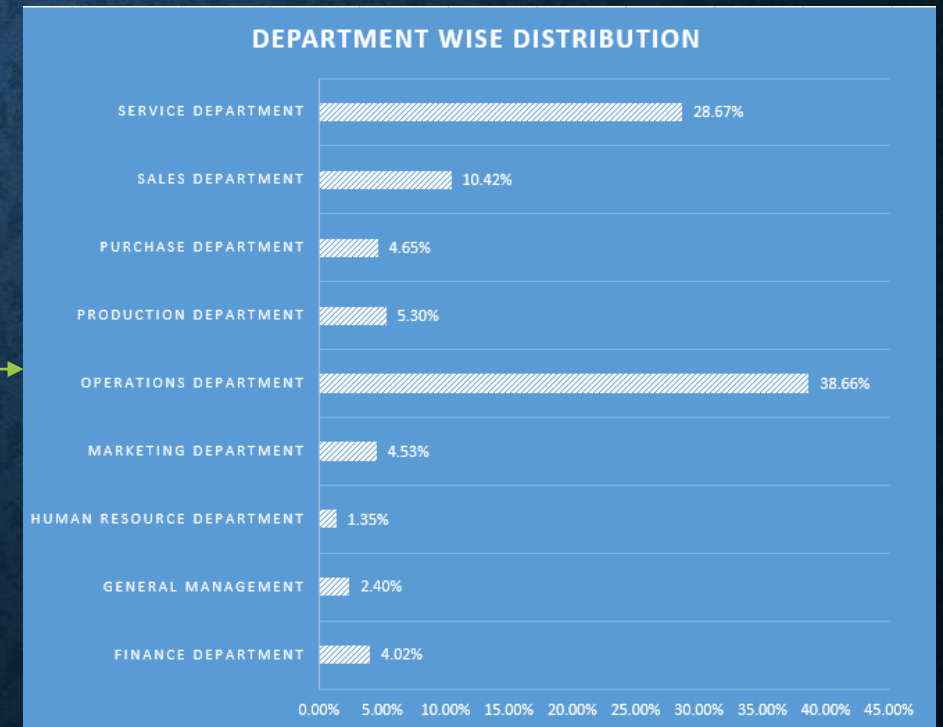| Row Labels	No. of Employees
Below 25k	1757
25-50K	1855
50K - 75k	1797
75K-1L	1756
Above 1L	3
Grand Total	7168
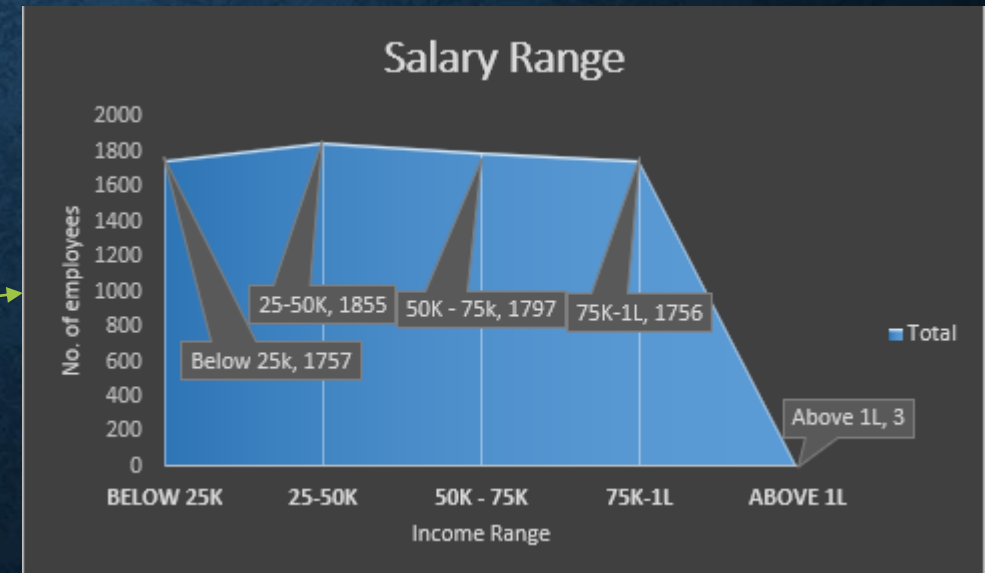
DEPARTMENTAL ANALYSIS

Visualizing data through charts and plots is a crucial part of data analysis. Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.

DEPARTMENTAL ANALYSIS

Different positions within a company often have different tiers or levels. Use a chart or graph to represent the different position tiers within the company. This will help you understand the distribution of positions across different tiers.

Row Label	Count of application_id
b9	463
c-10	232
c5	1748
c8	320
c9	1792
i1	222
i4	88
i5	787
i6	527
i7	982
m6	3
m7	1
n10	1
n6	1
n9	1
Grand Total	7168

Position wise Distribution