

Hiring Process Analytics

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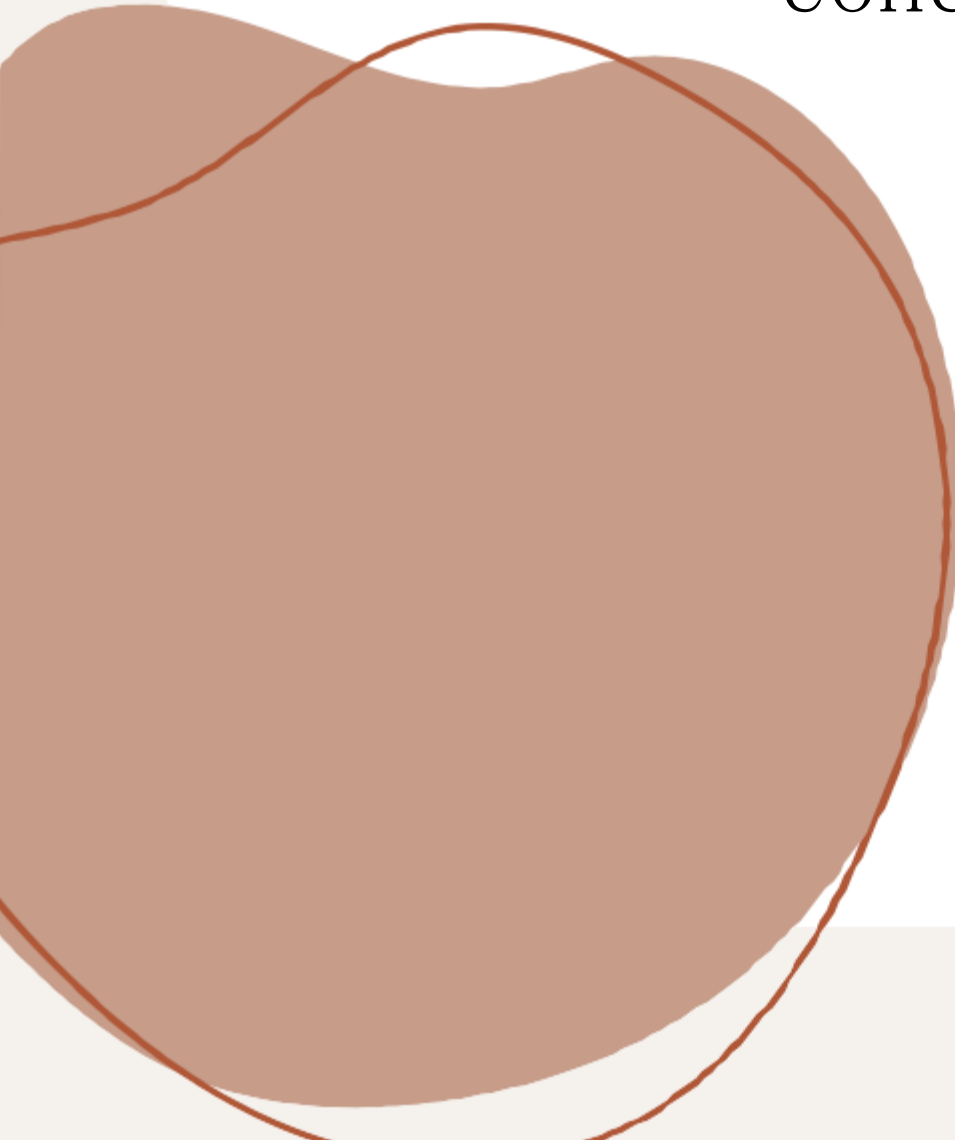


Project Description

Hiring process is the fundamental and the most important function of a company. Here, the MNCs get to know about the major underlying trends about the hiring process.

You are working for a MNC such as Google as a lead Data Analyst and the company has provided with the data records of their previous hirings and have asked you to answer certain questions making sense out of that data.

You are given a dataset of a company where the details about people who registered for a particular post in a department of this company. You are required to use your knowledge in statistics and use different formulas in excel and draw necessary conclusions about the company.

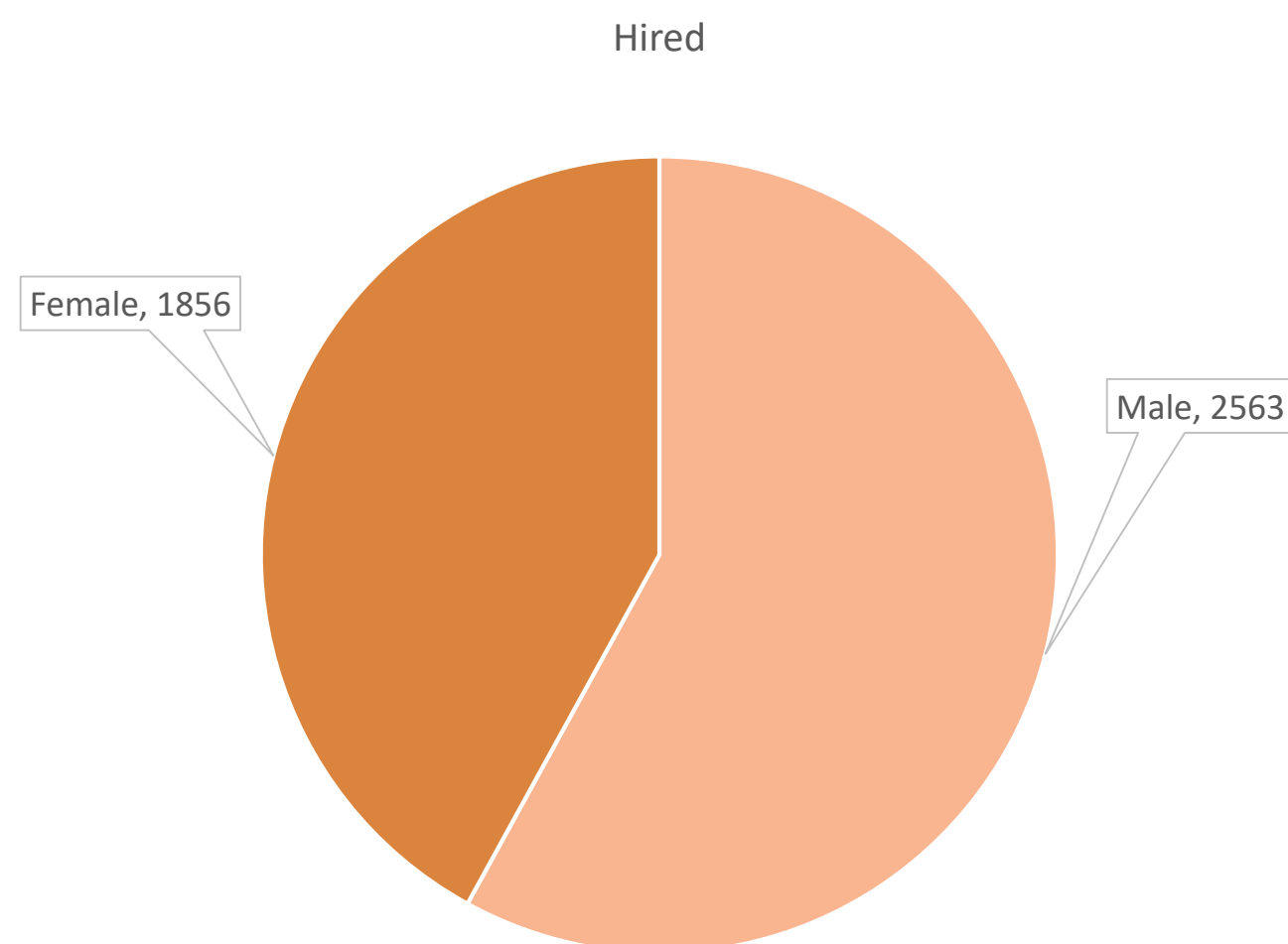


Tasks

- Hiring: Process of intaking of people into an organization for different kinds of positions.
- 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.
- Class Intervals: The class interval of different employee offered salary bins .
- Charts and Plots: This is one of the most important part of analysis to visualize the data.
- Charts: Use different charts and graphs to perform the task representing the data.

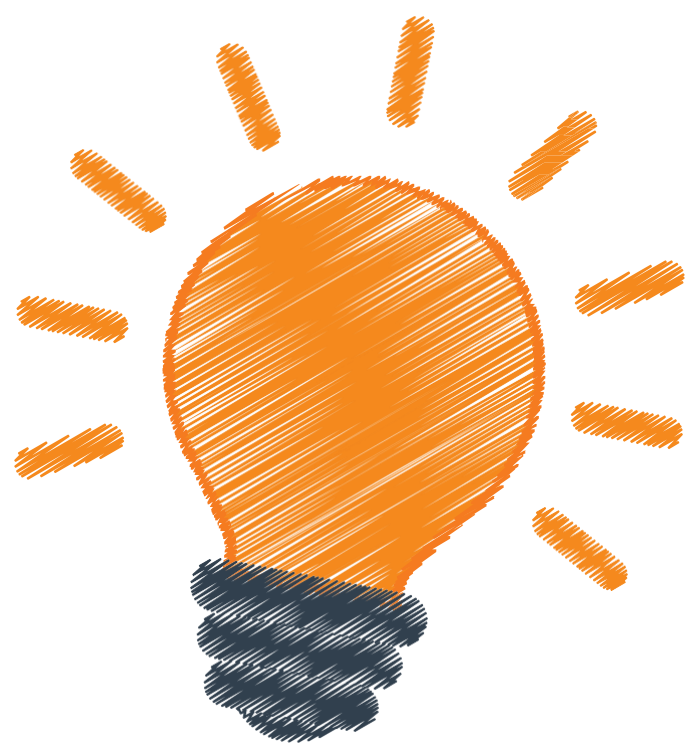
Hiring: Process of intaking of people into an organization for different kinds of positions.

Your task: How many males and females are Hired ?



Here we have counted the number of `event_name` according to the conditions given i.e. Hired-Male, Hired

- Female. I have simply used `countifs` function. For the whole sheet, the value is the same for the new column which is Hiring



Basically here we got an analysis that the Total males hired is **2563** and the total females hired is **1856**

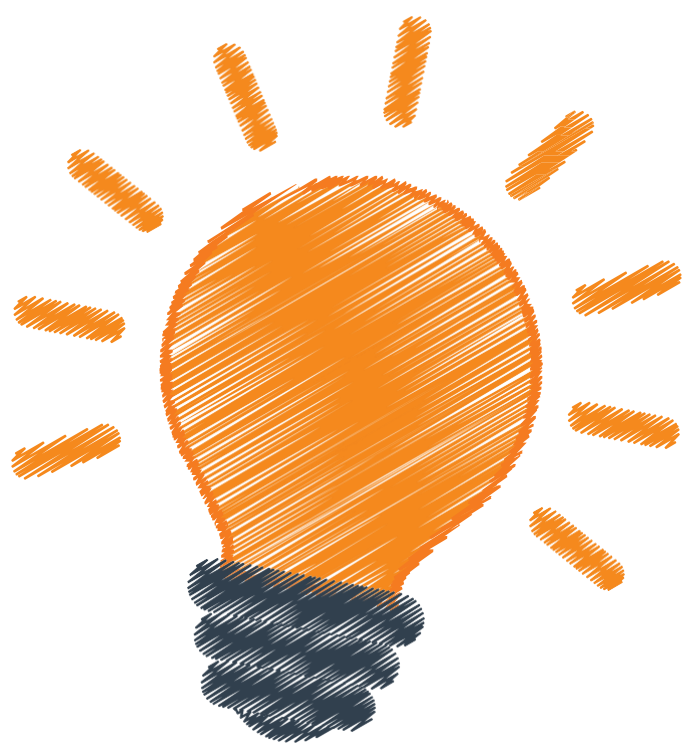
Average Salary: Adding all the salaries for a select group of employees and then dividing the sum by the number of employees in the group.

Your task: What is the average salary offered in this company ?

J2	=AVERAGE(G\$2:G\$7169)					
	A	B	C	D	I	J
1	application_id	Interview Taken on	Status	event_name	no . Of employee	Average Sal
2	383422	01-05-2014 11:40	Hired	Male	7168	49983.029
3	907518	06-05-2014 08:08	Hired	Female	7168	49983.029
4	176719	06-05-2014 08:08	Rejected	Male	7168	49983.029
5	429799	02-05-2014 16:28	Rejected	Female	7168	49983.029
6	253651	02-05-2014 16:32	Hired	Male	7168	49983.029
7	383422	01-05-2014 11:40	Hired	Male	7168	49983.029



Here we have counted the number of employees (hired + rejected) and then took out a summation of all the salaries of the employees and divide it by the total number of employees. Using the average function we can do this very easily.



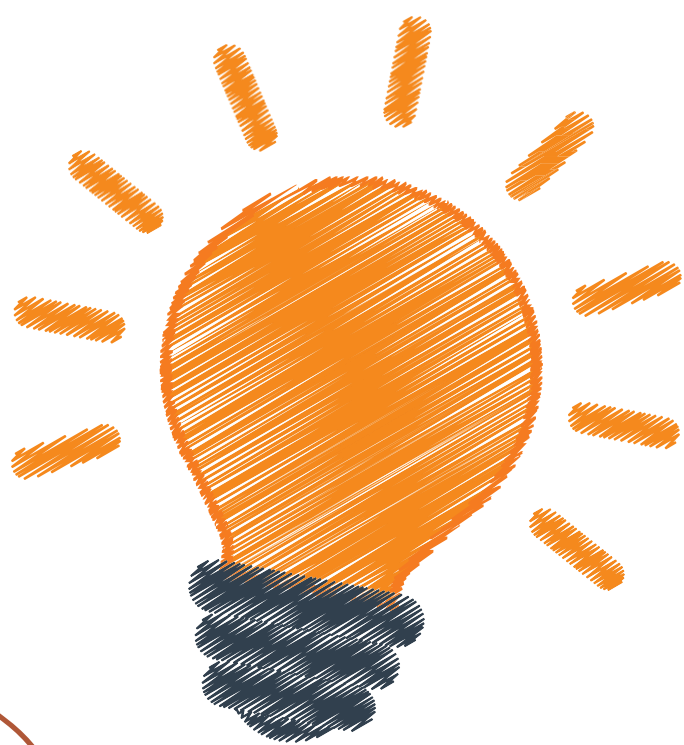
Basically after this calculation it found that the average salary of the employees in the company is Rs. 49983.03 .

Class Intervals: The class interval

Employee Salary Bins

Your task: Draw the class intervals for salary in the company ?

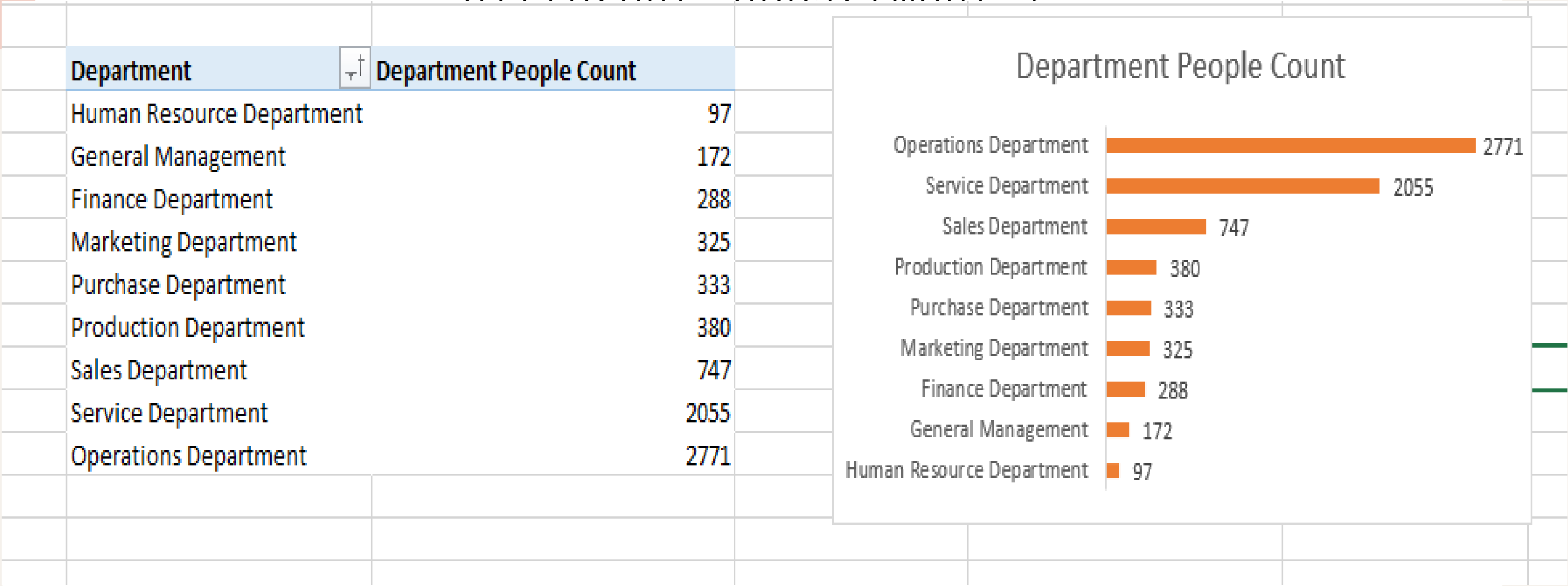
Salary Bins & Individual Count	
Salary Bins	Count of Offered Salary
100-5100	306
5100-10100	380
10100-15100	355
15100-20100	373
20100-25100	349
25100-30100	362
30100-35100	335
35100-40100	378
40100-45100	418
45100-50100	358
50100-55100	388
55100-60100	367
60100-65100	337
65100-70100	361
70100-75100	353
75100-80100	380
80100-85100	360
85100-90100	356
90100-95100	321
95100-100100	328
195100-200100	1
295100-300100	1
395100-400100	1



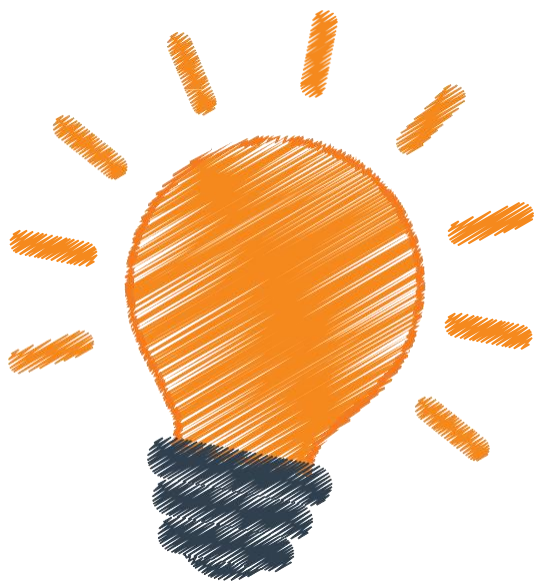
Bin size is 5000 ,and the bin range between 40100-45100 has 418 employee with offered salary

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 ?



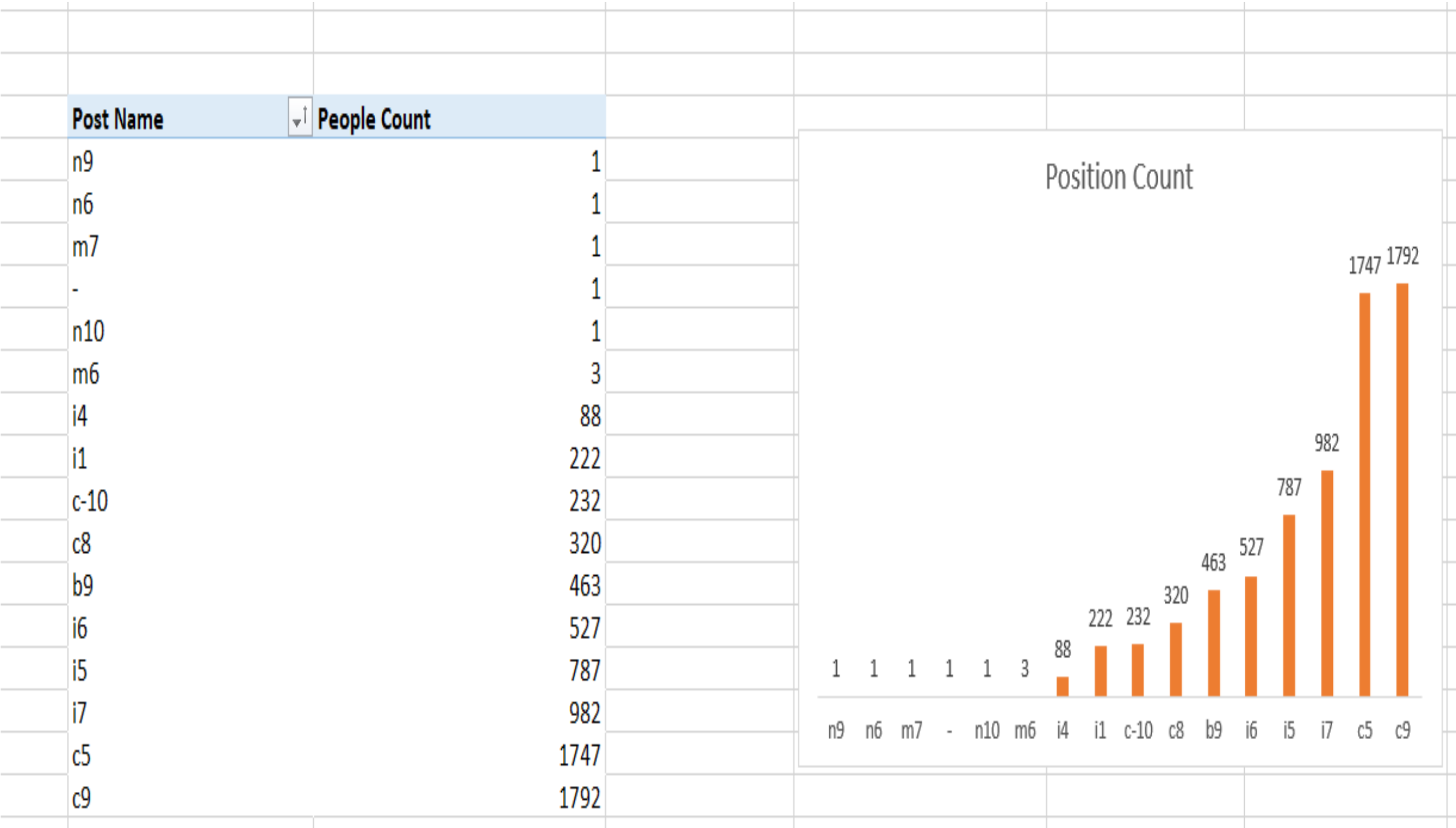
Here, we have created a pivot table showing the different departments and the count of people in different departments. Then we basically focused on making a chart that visualized the scattered proportion of the people.



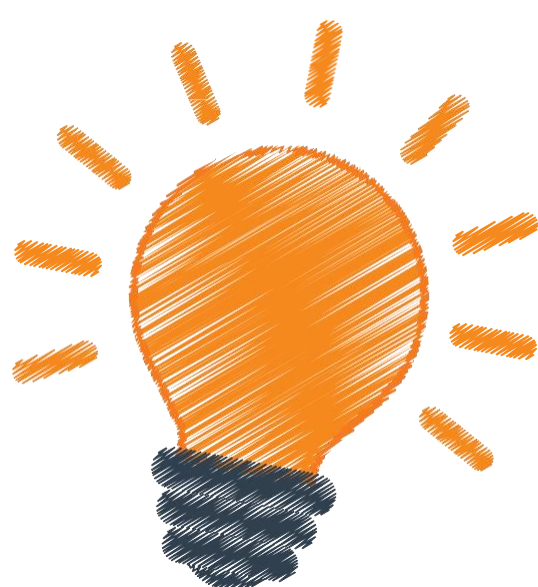
Here we can see that the biggest proportion of the people are there in the **Operations Department** and **Service Departments**

Charts: Use different charts and graphs to perform the task representing the data.

Your task: Represent different post tiers using chart/graph?



Here, we have created a pivot table related to all the post names and counted how many are there in that posts, and eventually created a column chart for the same. And can now clearly see the chart/graph which we can distinguish accordingly.



After the visualization we can see **C9** and **N9** posts are occupying the majority section of the pie chart.

Result

Learnt EXCEL new terms and methods and many of the new functions. Getting proper insights from the problem statement solving real-world problems.

All the concepts have helped me get a deep insight into the problem statement.

This project has helped me to gain confidence in analyzing a problem and eventually to learn the practical use of the concepts taught in the training.

Excel Link:

<https://docs.google.com/spreadsheets/d/1j03pR2mn5GAUuXHmvhXgGVhtlanSqZUC/edit?usp=sharing&oid=108433007974397532023&rtpof=true&sd=true>

Thank You...!