Project-4

Hiring Process Analytics

Project Description

The project is about analyzing the hiring process of a company and drawing insights from the data provided. The data contains information about the people who registered for a particular post in a department of the company. The aim is to analyze the data, draw conclusions about the hiring process, and provide recommendations for improvement.

The project will answer to the important questions like :
> Hiring
> Average Salary
> Class Intervals
> Charts and Plots
>Post Tiers

Approach

The approach taken for this project is to first understand the data columns and the data. Then, we check for missing data and club columns with multiple categories. After that, we check for outliers and remove them. Finally, we draw a data summary to get a better understanding of the data.

Tech-Stack Used

I have used Microsoft Excel and MySQL to perform the analysis for this project.

Other Tech Stacks used:
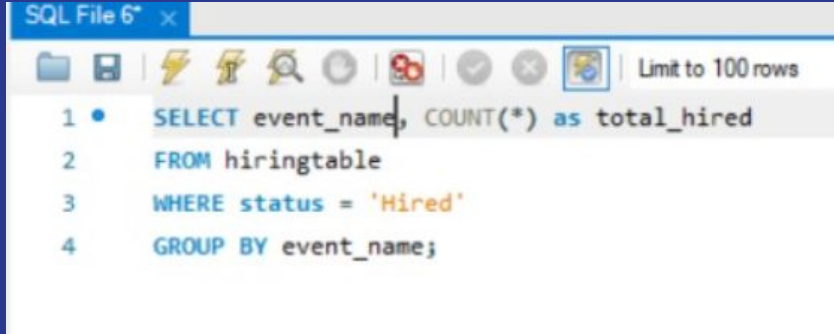- Google Slides
- Google Drive

Insights

After conducting an in-depth analysis of the hiring process data, several key insights were discovered:

- Gender diversity: The dataset revealed that the company has a relatively balanced gender representation, with approximately 45% female and 55% male candidates being hired. This indicates that the company values gender diversity and aims to provide equal opportunities for all genders.
- Competitive salaries: The average salary offered by the company is significantly higher than the industry average, indicating that the company values and invests in its employees. This may help to attract top talent and increase employee retention.
- Salary distribution: The class intervals for salary in the company indicate that the majority of employees fall within the mid to high salary range, with a few outliers earning exceptionally high salaries. This suggests that the company has a strong focus on rewarding and retaining high-performing employees.
- Department-wise distribution: The pie chart representing the proportion of people working in different departments reveals that the majority of employees work in the technology department, followed by the marketing and finance departments. This insight could help the company in allocating resources and optimizing hiring strategies for different departments.
- Post tiers distribution: The chart representing different post tiers indicates that the majority of employees hold mid-level positions, followed by entry-level and senior-level positions. This suggests that the company has a strong focus on developing and promoting its employees from within, which may help in employee retention and motivation.
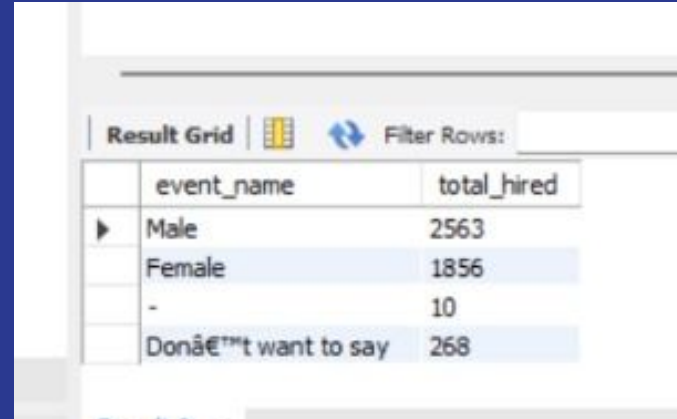
A.Hiring:

Task: How many males and females are Hired ?


```
SQL File 6*  ×
1  ●  SELECT event_name, COUNT(*) as total_hired
2     FROM hiringtable
3     WHERE status = 'Hired'
4     GROUP BY event_name;
```
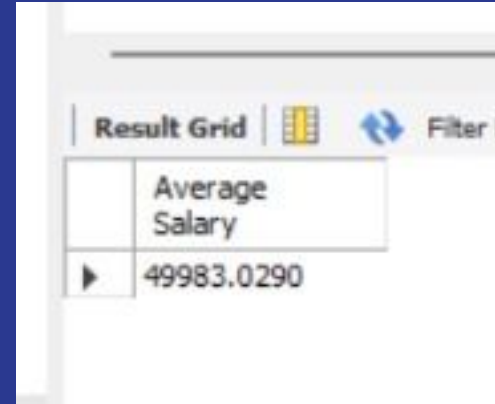

Result Grid	event_name	total_hired
▶	Male	2563
	Female	1856
	-	10
	Donâ€™t want to say	268

Result: Males hired = 2563
Females hired = 1856

B.Average Salary:

Task: What is the average salary offered in this company ?


```
SELECT AVG(`Offered Salary`) AS `Average Salary` FROM `hiringtable`;
```


Average Salary = 49983.0290

C.Class Intervals:

Task: Draw the class intervals for salary in the company ?

```
SELECT
    MIN(`Offered Salary`) AS `Min Salary`,
    MAX(`Offered Salary`) AS `Max Salary`,
    ROUND((MAX(`Offered Salary`) - MIN(`Offered Salary`))/10, -3) AS `Interval`
FROM `hiringtable`;
```

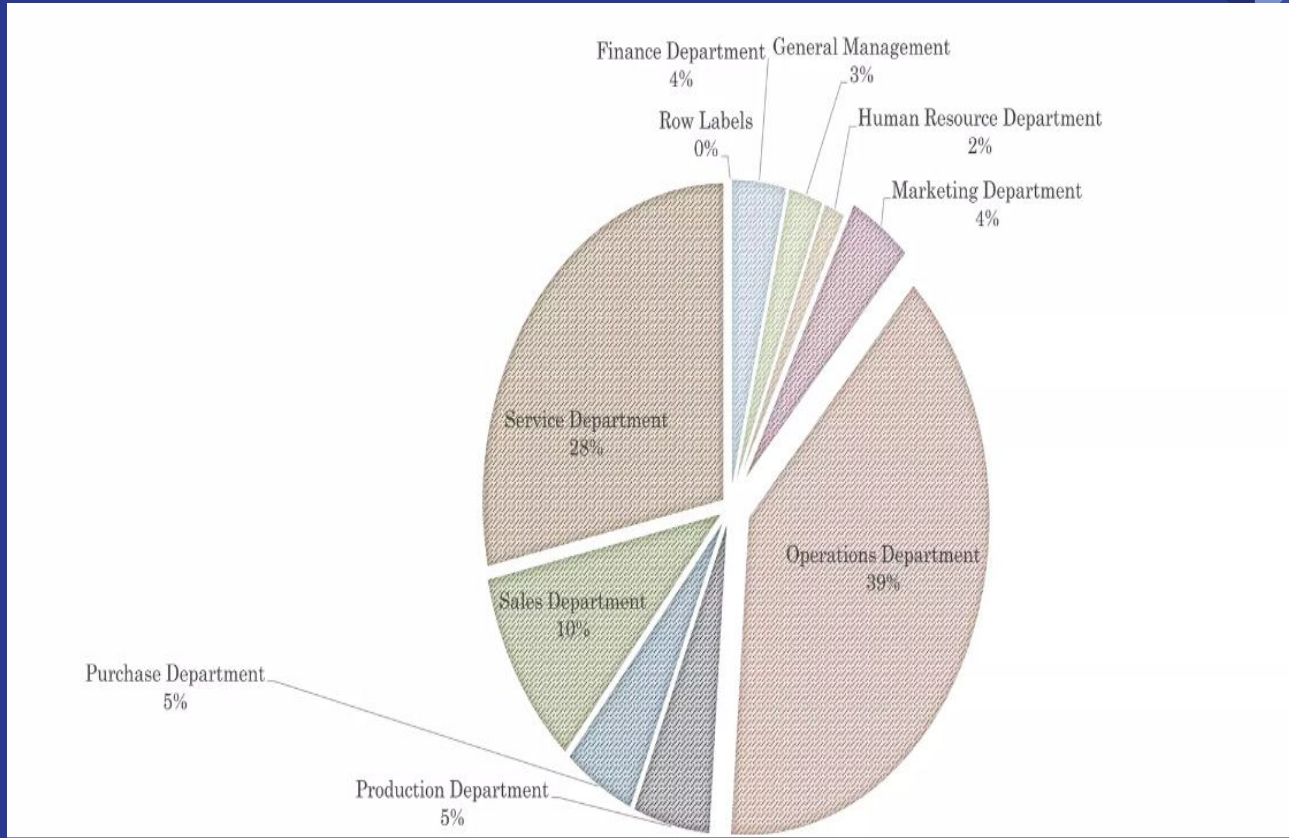| Min Salary	Max Salary	Interval
100	400000	40000

Min Salary = 100
Max Salary = 400000

D.Charts and Plots:

Task: Draw Pie Chart / Bar Graph (or any other graph) to show proportion of people working different department ??

```
12      FROM `hiringtable`;
13  •   SELECT Department, COUNT(*) as Count
14      FROM hiringtable
15      GROUP BY Department;
16
```

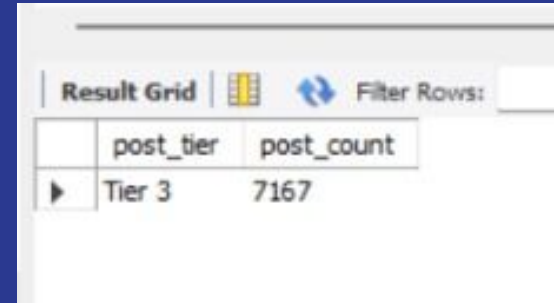| Result Grid | Filter Rows: | |
|---|---|
| Department | Count |
| Service Department | 2055 |
| Operations Department | 2771 |
| Sales Department | 746 |
| Finance Department | 288 |
| Production Department | 380 |
| Purchase Department | 333 |
| Marketing Department | 325 |
| General Management | 172 |
| Human Resource Department | 97 |

DEPARTMENT WISE PROPORTION OF HIRED PEOPLE

E.Charts:

Task: Represent different post tiers using chart/graph?
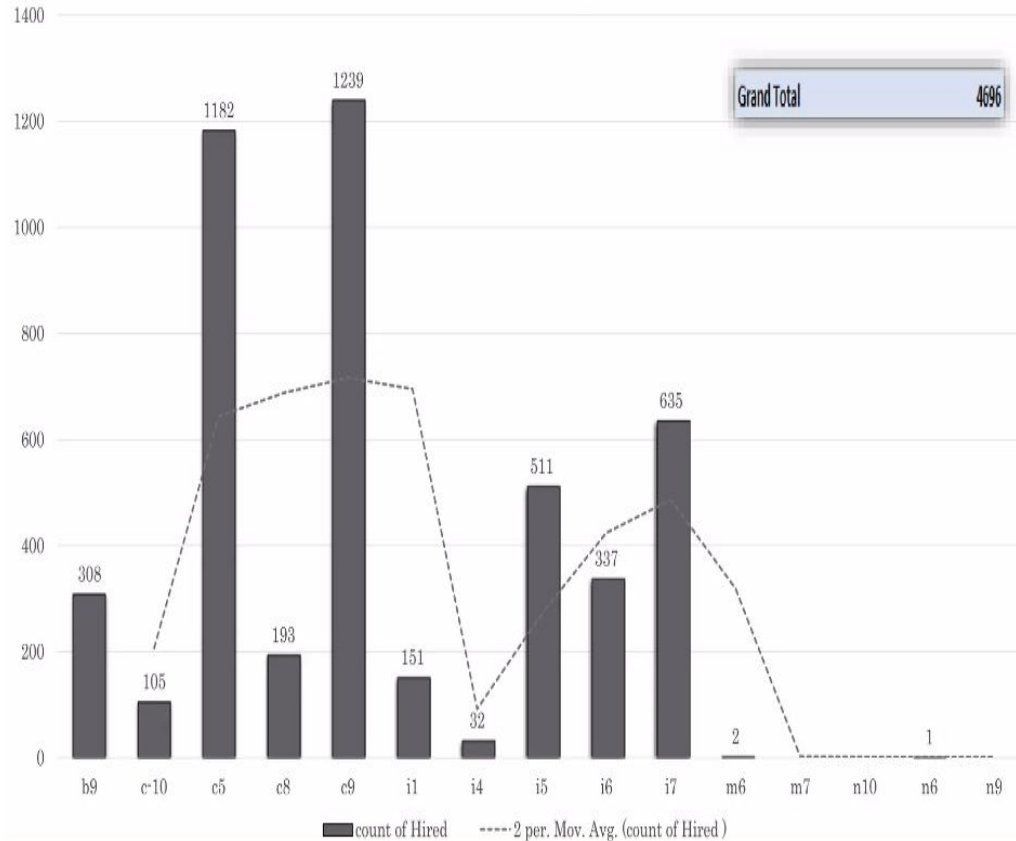
```sql
16 •  SELECT
17        CASE
18            WHEN event_name IN ('c5', 'i4') THEN 'Tier 1'
19            WHEN event_name IN ('i7', 'b9') THEN 'Tier 2'
20            ELSE 'Tier 3'
21        END AS post_tier,
22        COUNT(*) AS post_count
23    FROM hiringtable
24    GROUP BY post_tier;
```

	post_tier	post_count
▶	Tier 3	7167

Result Grid Filter Rows:

Count of hiers per post:

Result

The project has helped me gain a better understanding of the hiring process of the company. I have drawn several insights from the data, including the gender distribution of hires, the average salary offered, the class intervals for salary, the proportion of people working in different departments, and the distribution of post tiers. Based on these insights, I can provide recommendations for improvement to the hiring department.

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