

Hiring Process Analytics

Project Description

This project is all about hiring process in a company. Hiring is a most important function of a company. In this project I have to find the major underlying trends about the hiring process. such as- number of rejections, number of interviews, types of jobs, vacancies, male and female hiring count, average salaries of employees etc. These trends are important before hiring freshers or any other individual.

Approach

The approach I took for making this project is that first I understand the dataset. After that, I searched the dataset for any missing values and deleted them because they were irrelevant to the data analysis procedure. I reviewed the dataset for outliers after eliminating missing values and eliminated those as well. After that my dataset is ready for analysis and I utilised a variety of Excel functions together with statistics to find the answers and gather insights that will help the company in its hiring process.

Tech-Stack Used

- I have used Microsoft Excel (2021) for data analysis.

Insights

- Through this project I got to know that that male employees are hired at a higher rate than female employees.
- Marketing has the lowest average compensation of 48,490 and General Management has the highest average salary of 58,722.
- The majority of employees are paid between the range of 40,000 and 50,000.
- Operations Department has the most employees total of 1843 and Human Resources the lowest of 70 Employees

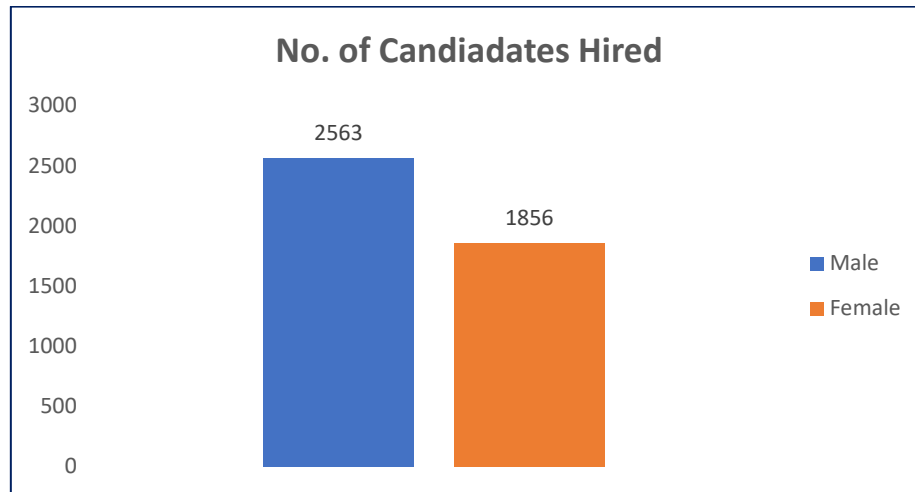
Result

In this Project of Hiring Process Analytics, I have gain a vast knowledge of statistics and excel functions. Through this I learn how to apply statistics in real world problems and how to visualise the insights By enhancing my portfolio, this project will enable me to take advantage of intriguing opportunities in the future.

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

Your task: How many males and females are Hired ?

Event Name	No. of candidates Hired
Male	2563
Female	1856



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.

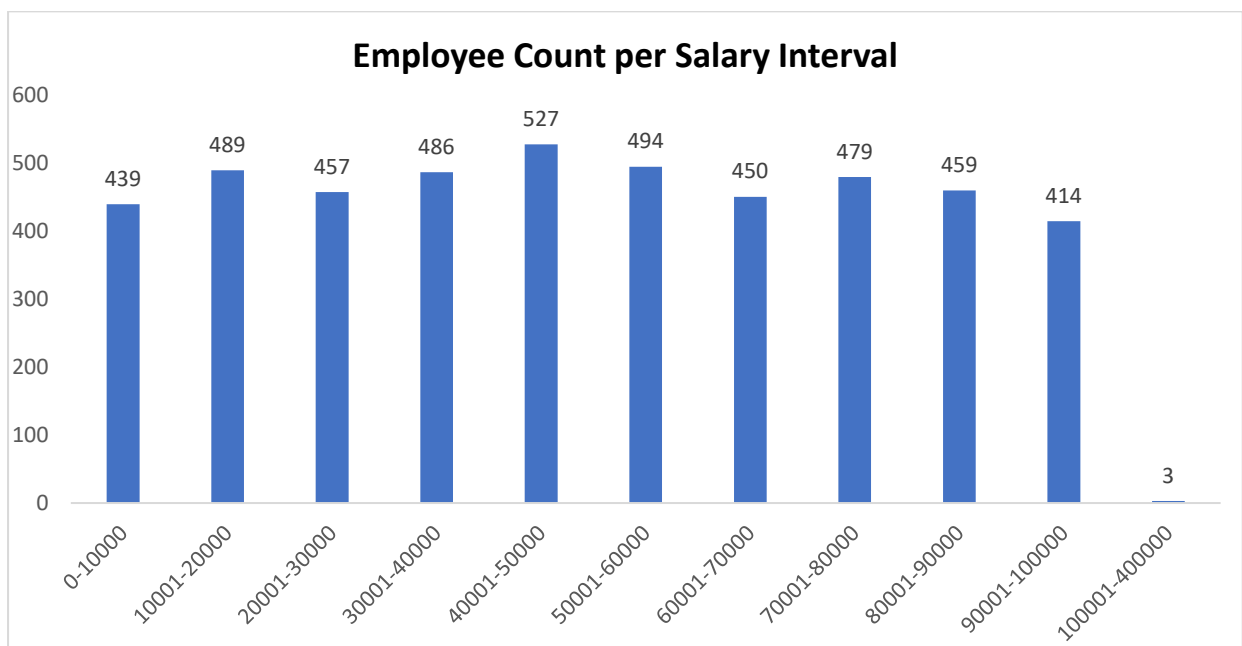
Your task: What is the average salary offered in this company ?

Average Salary Per Department	
Department	Average Salary
Service Department	50629.88
Operations Department	49151.35
Marketing Department	48489.94
Finance Department	49628.01
Production Department	49448.48
Sales Department	49310.38
Purchase Department	52564.77
Human Resource Department	49002.28
General Management	58722.09
Overall Average Salary	50771.91

C. Class Intervals: The class interval is the difference between the upper class limit and the lower class limit.

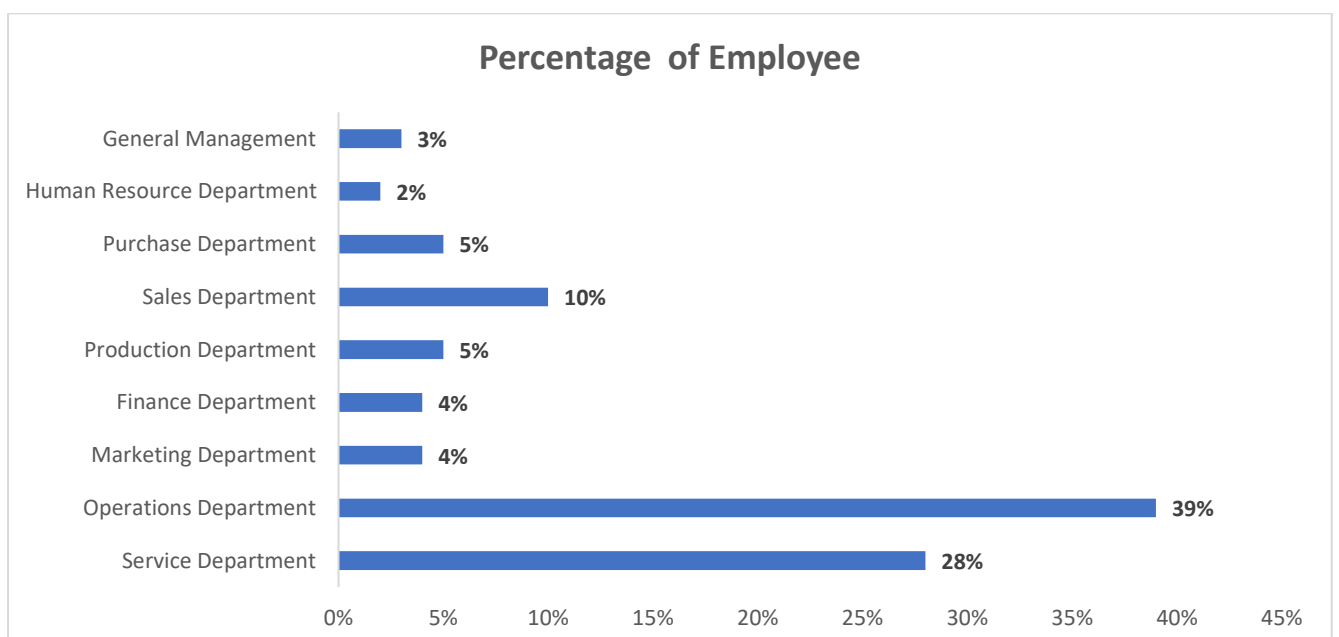
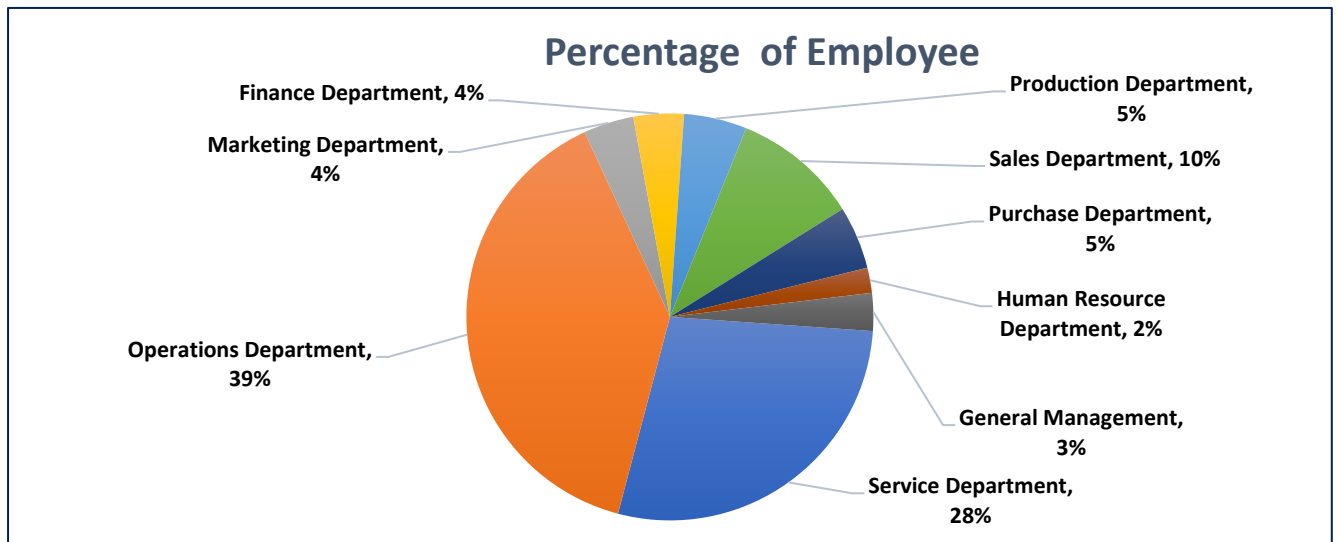
Your task: Draw the class intervals for salary in the company ?

Class Interval for Salary	No. of Employee
0-10000	439
10001-20000	489
20001-30000	457
30001-40000	486
40001-50000	527
50001-60000	494
60001-70000	450
70001-80000	479
80001-90000	459
90001-100000	414
100001-400000	3
Total	4697



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 ?

Department	No. of Employees	Percentage of Employee
Service Department	1332	28%
Operations Department	1843	39%
Marketing Department	202	4%
Finance Department	176	4%
Production Department	246	5%
Sales Department	485	10%
Purchase Department	230	5%
Human Resource Department	70	2%
General Management	113	3%



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

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

Post Tiers	No. of Employees
-	1
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
Total	4697

