HIRING PROJECT ANALYTICS

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PROJECT DESCRIPTION

o The project is about the analysis of the hiring process which is a fundamental and very crucial function of a company

o The hiring process analytics involves the discovery of trends like number of rejections, number of interviews, types of jobs, etc.

o This can be carried out using basic excel functions and some logical statistics

o In this project, we focus on the number of males and females being hired, the average salary offered by the company, the class intervals for the salary, the proportion of people working in various departments and the different post tiers in the company

APPROACH

○ A very simple approach and procedure has been used in performing the hiring process analytics

○ Pivot tables have been used extensively to answer all the given questions

○ Visualization of the results has been done with the use of the pie chart feature

○ Basic mathematical and standard functions have been used to filter out the data and derive at the final answers

TECH STACK

❑Google Sheets

  ❑The google sheets platform has been used to check for duplicates, clean the data, apply the necessary functions and arrive at the final results

  ❑It has also been used to represent the data pictorially using the charts feature

INSIGHTS

1. HOW MANY MALES AND FEMALES ARE HIRED?

The count and percentage of male and female employees hired are as follows:

event_name	COUNT of application_id
Female	1856
Male	2563
Grand Total	**4419**

Female
42.0%

Male
58.0%
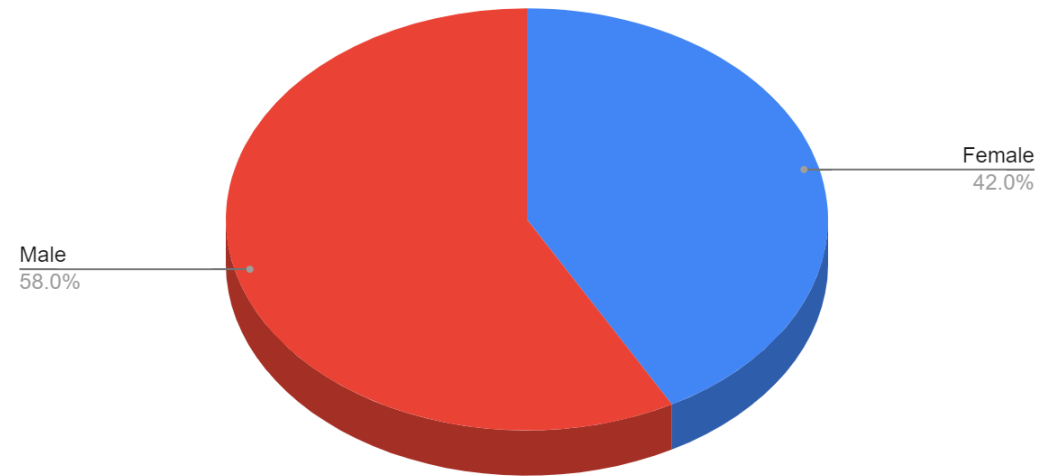
2. WHAT IS THE AVERAGE SALARY OFFERED IN THE COMPANY?

The average salary of the hired people and rejected people in the company is given below:

Status	AVERAGE of Offered Salary
Hired	49752.8961
Rejected	50420.65425
Grand Total	**49983.02902**

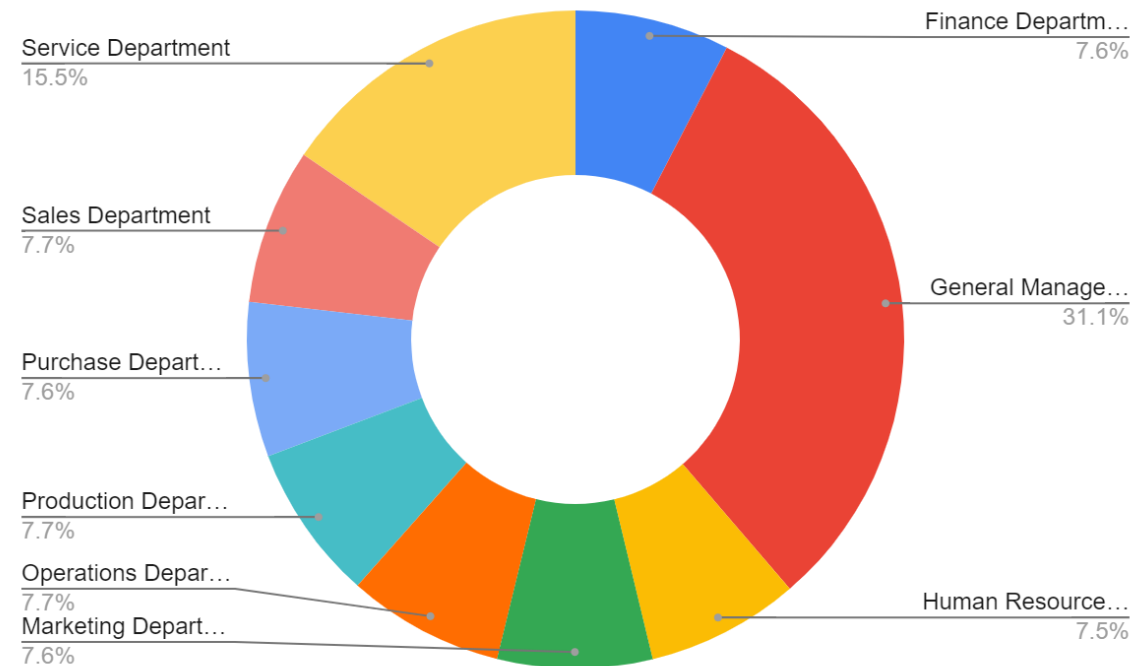
AVERAGE of Offered Salary vs. Status

3. CLASS INTERVALS FOR THE SALARY IN THE COMPANY:

The class intervals of the salary offered by the company with respect to each department are represented below:

Department	MAX of Offered Salary	MIN of Offered Salary	class interval
Finance Department	98926	1038	97888
General Management	400000	1022	398978
Human Resource Dep	98195	1415	96780
Marketing Department	99182	1346	97836
Operations Departmer	99948	1027	98921
Production Departmen	99891	1210	98681
Purchase Department	98962	1258	97704
Sales Department	99824	1487	98337
Service Department	200000	800	199200

Finance Departm… 7.6%
General Manage… 31.1%
Human Resource… 7.5%
Operations Depar… 7.7%
Marketing Depart… 7.6%
Production Depar… 7.7%
Purchase Depart… 7.6%
Sales Department 7.7%
Service Department 15.5%

4. PROPORTION OF PEOPLE WORKING IN DIFFERENT DEPARTMENTS:

The proportion of people working in various departments is represented in the form of a pie chart given below.

Department	COUNT of application_id
Finance Department	176
General Management	113
Human Resource Dep	70
Marketing Department	202
Operations Departmer	1843
Production Departmen	246
Purchase Department	230
Sales Department	485
Service Department	1332
Grand Total	**4697**

COUNT of application_id

General Management
2.5%
Marketing Department
4.5%

Service Department
29.5%

Operations Departm...
40.8%

Sales Department
10.7%
Purchase Department
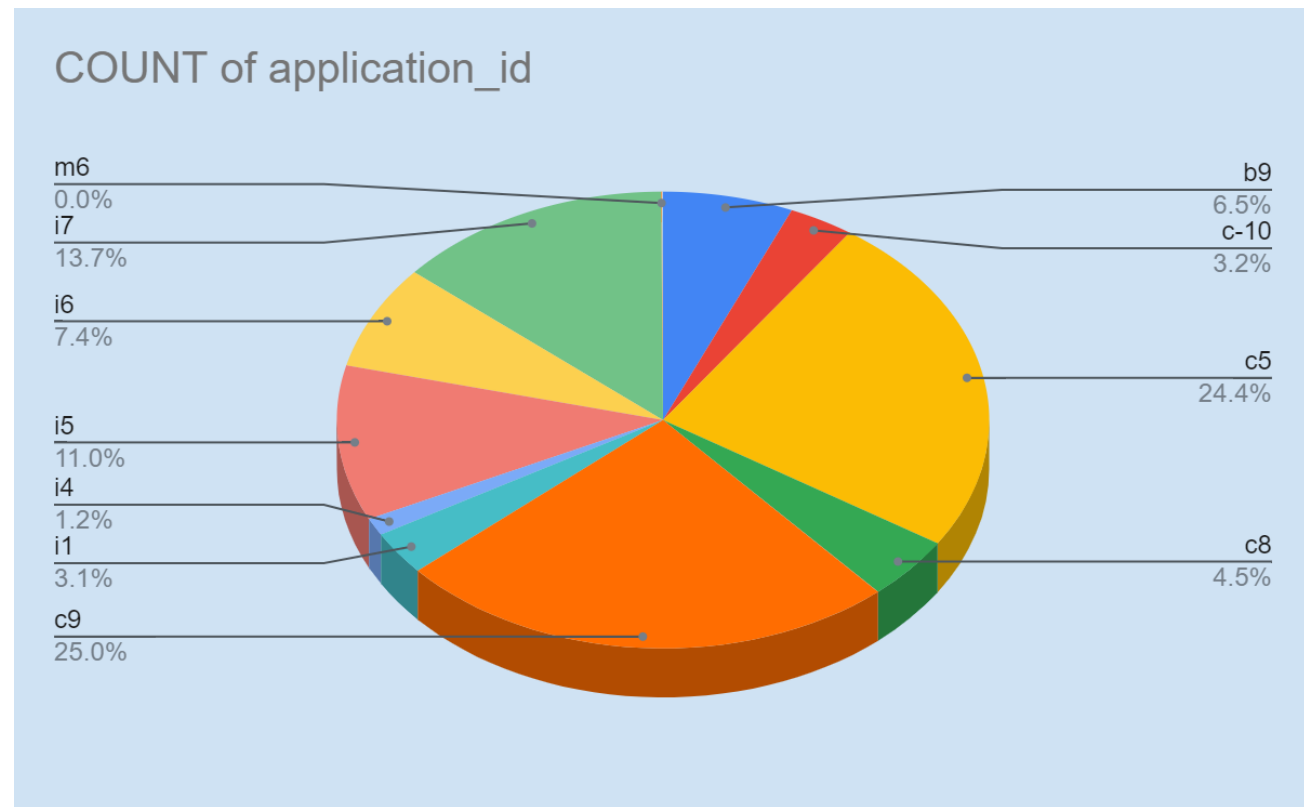5.1%
Production Department
5.4%
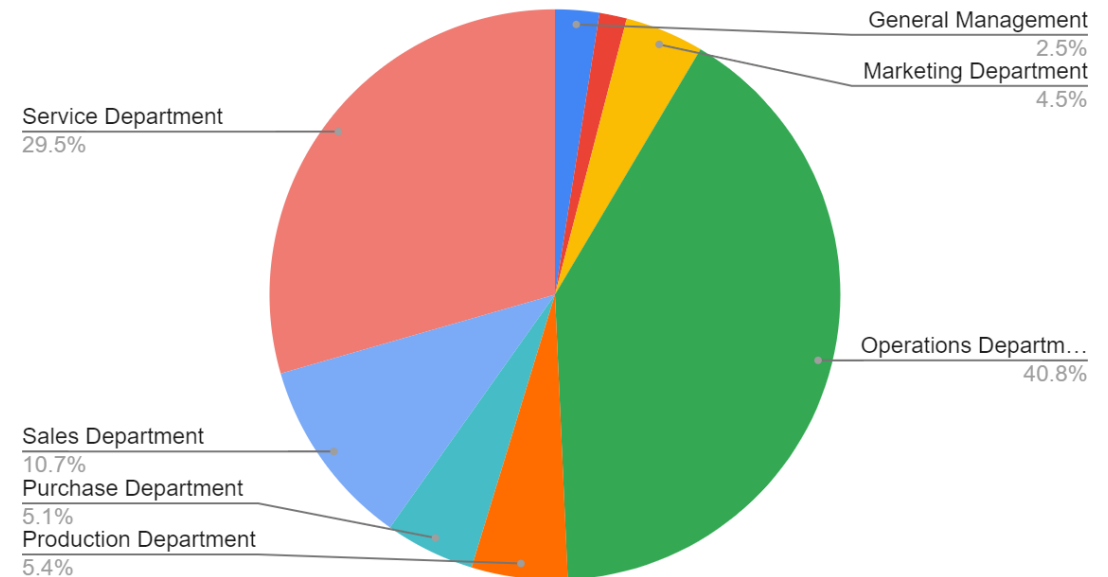
5. DIFFERENT POST TIERS IN THE COMPANY:

The different post tiers in the company are given below(both hired and rejected applicants):

Post Name	COUNT of application_id
-	1
b9	463
c-10	232
c5	1747
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**

COUNT of application_id

m6
0.0%
i7
13.7%
i6
7.4%
i5
11.0%
i4
1.2%
i1
3.1%
c9
25.0%

b9
6.5%
c-10
3.2%
c5
24.4%
c8
4.5%

RESULT

- The given project has been completed by learning and experimenting with MS Excel and Google Docs.

- It has been implemented in Google Docs.

- I have explored quite a number of features in both platforms and was amused by the applications of these platforms.

- **APOLOGY:** I was unable to be active in the internship period and keep up with the project deadlines due to internals, practicals, and semester examinations(I study in a 3rd tier college in Tamil Nadu). Hopefully, I will submit all the projects before the internship ends. I request you to kindly consider my delay in submissions. Thank you.