

PROJECT 3

HIRING PROCESS ANALYTICS

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DESCRIPTION

The project is to analyze the company's hiring process data and draw meaningful insights from it as a data analyst of the company. The hiring process is a crucial function of any company, and understanding trends such as the number of rejections, interviews, job types, and vacancies can provide valuable insights for the hiring department.

TECH-STACK USED

Microsoft Excel

ANALYSIS ON

- A. Hiring Analysis:** Process of intaking of people into an organization for different kinds of positions.
- B. Salary Analysis:** Adding all the salaries for a select group of employees and then dividing the sum by the number of employees in the group.
- C. Salary Distribution:** The class interval is the difference between the upper class limit and the lower class limit.
- D. Departmental Analysis:** This is one of the most important part of analysis to visualize the data.
- E. Position Tier Analysis:** Use different charts and graphs to perform the task representing the data.

A. HIRING ANALYSIS:

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

Your task: How many males and females are Hired ?

Formula:

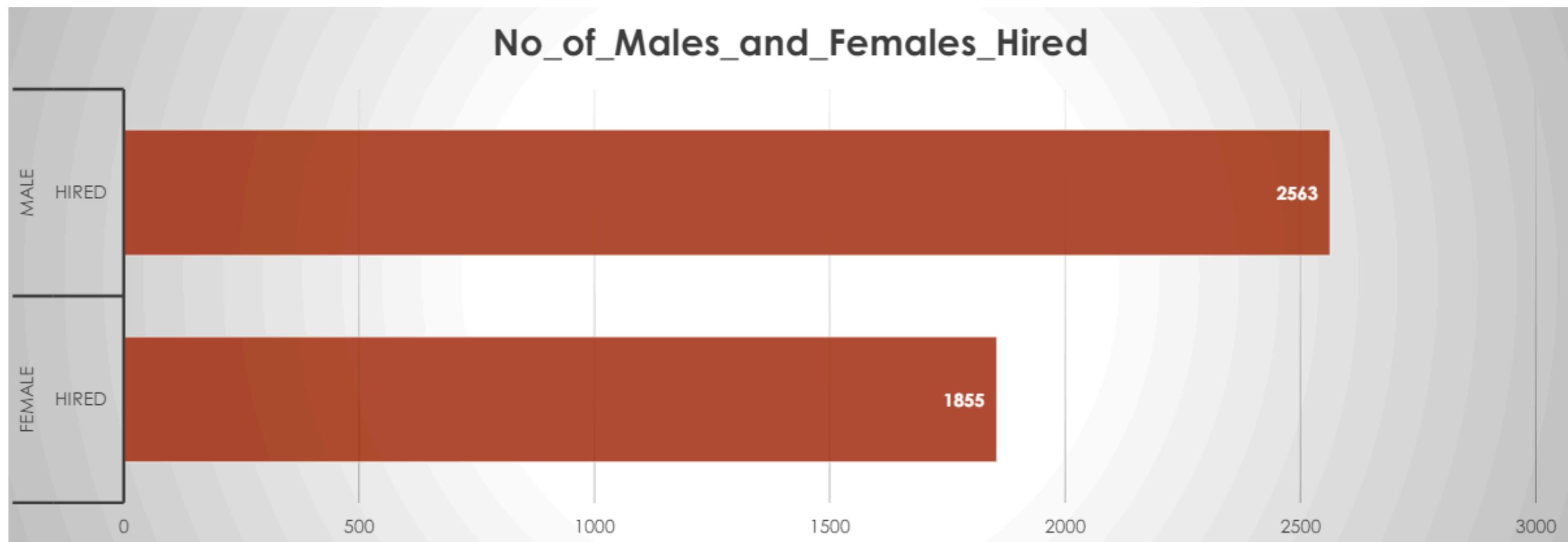
Men : =COUNTIFS(D:D, J38, C:C, K38)

Female : =COUNTIFS(D:D, J39, C:C, K39)

A. HIRING ANALYSIS:

RESULT

event_name	Status	no_of_male_and_female
Male	Hired	2563
Female	Hired	1856



B. SALARY ANALYSIS

Objective: 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.

Your Task: What is the average salary offered by this company? Use Excel functions to calculate this.

Formula:

=AVERAGE(G:G)

RESULT:

Average	49983.02902
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C. SALARY DISTRIBUTION:

Objective: 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.

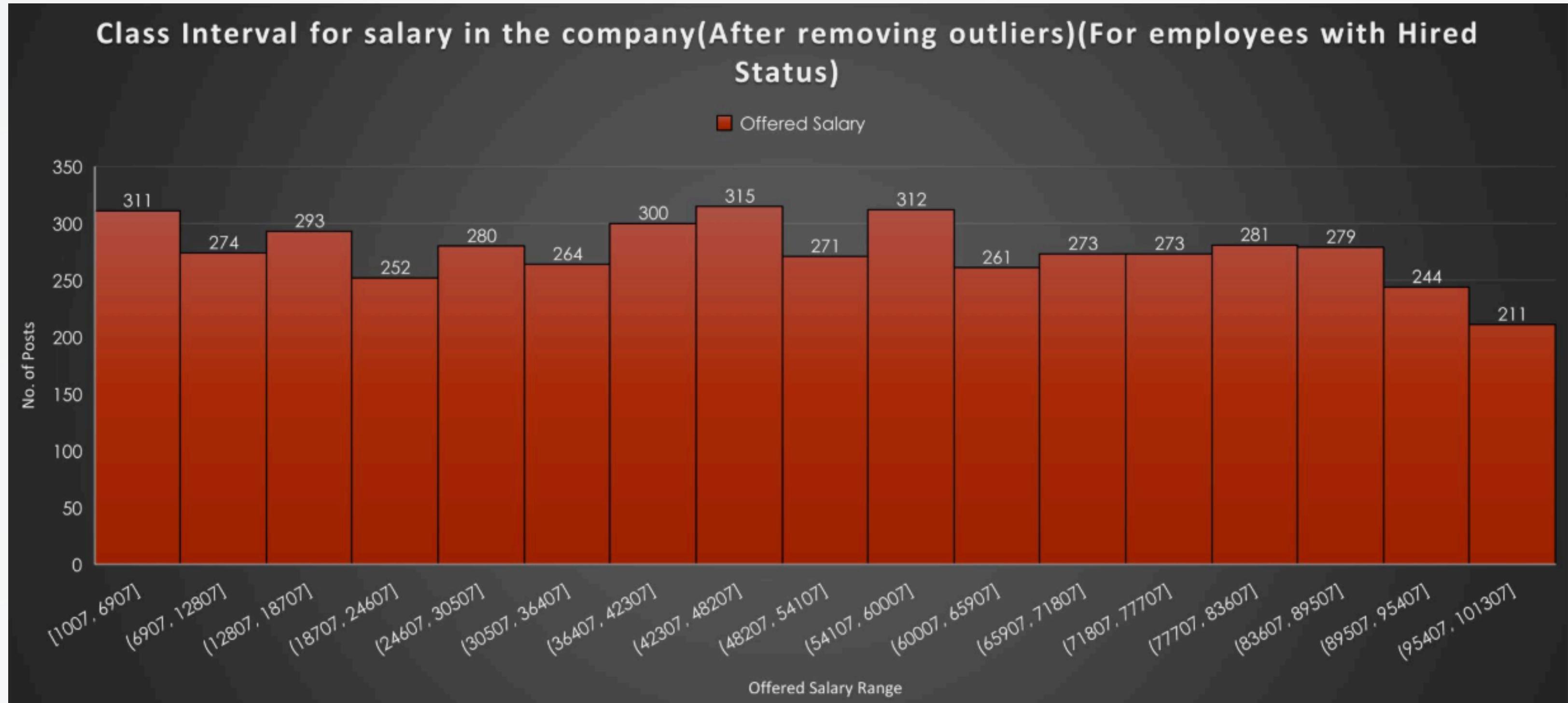
Your Task: Create class intervals for the salaries in the company. This will help you understand the salary distribution.

RESULT:



C. SALARY DISTRIBUTION:

RESULT:



D. DEPARTMENTAL ANALYSIS:

Objective: Visualizing data through charts and plots is a crucial part of data analysis.

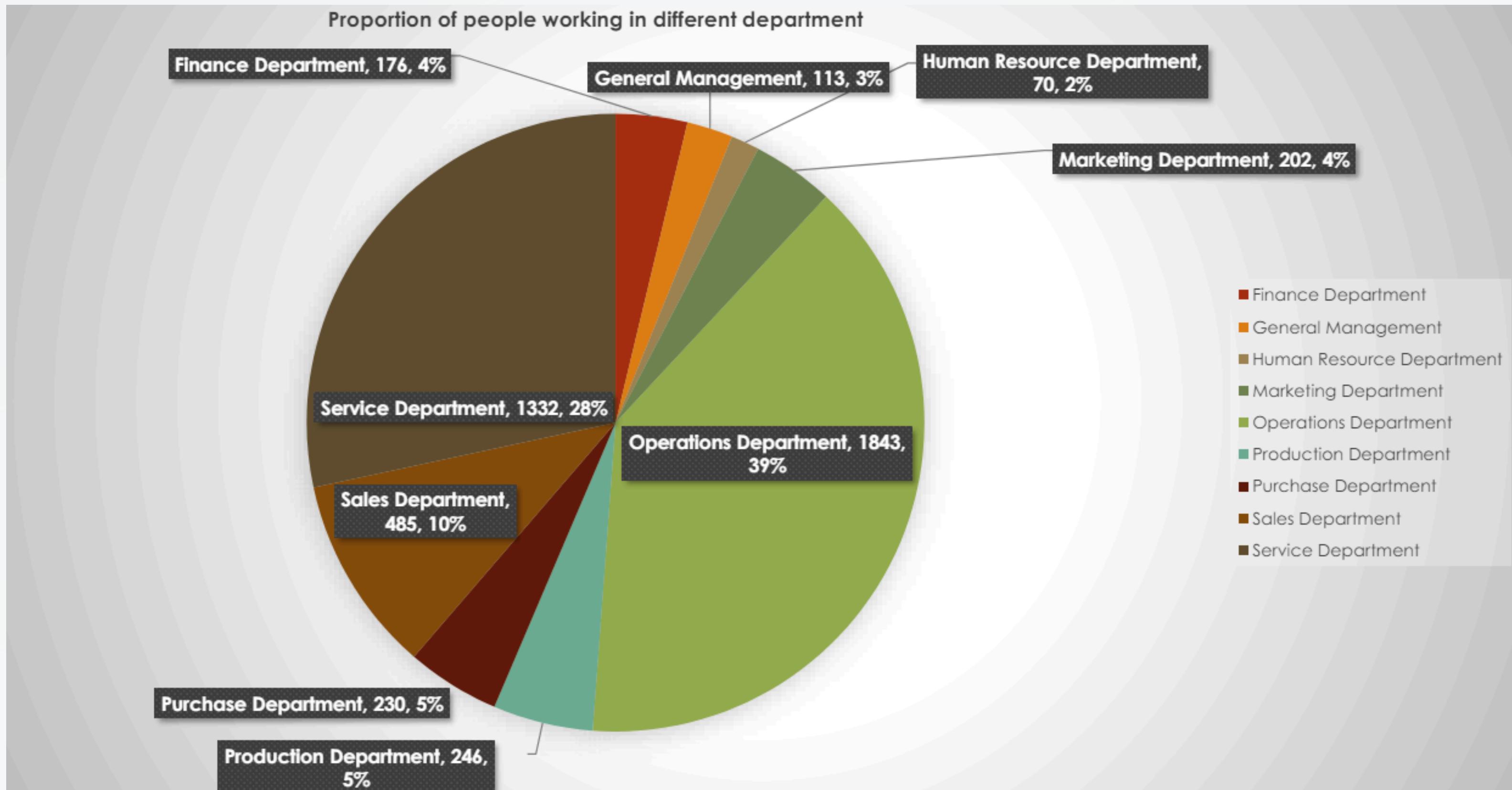
Your Task: Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.

RESULT:

Department	no_of_people
Finance Department	176
General Management	113
Human Resource Department	70
Marketing Department	202
Operations Department	1843
Production Department	246
Purchase Department	230
Sales Department	485
Service Department	1332

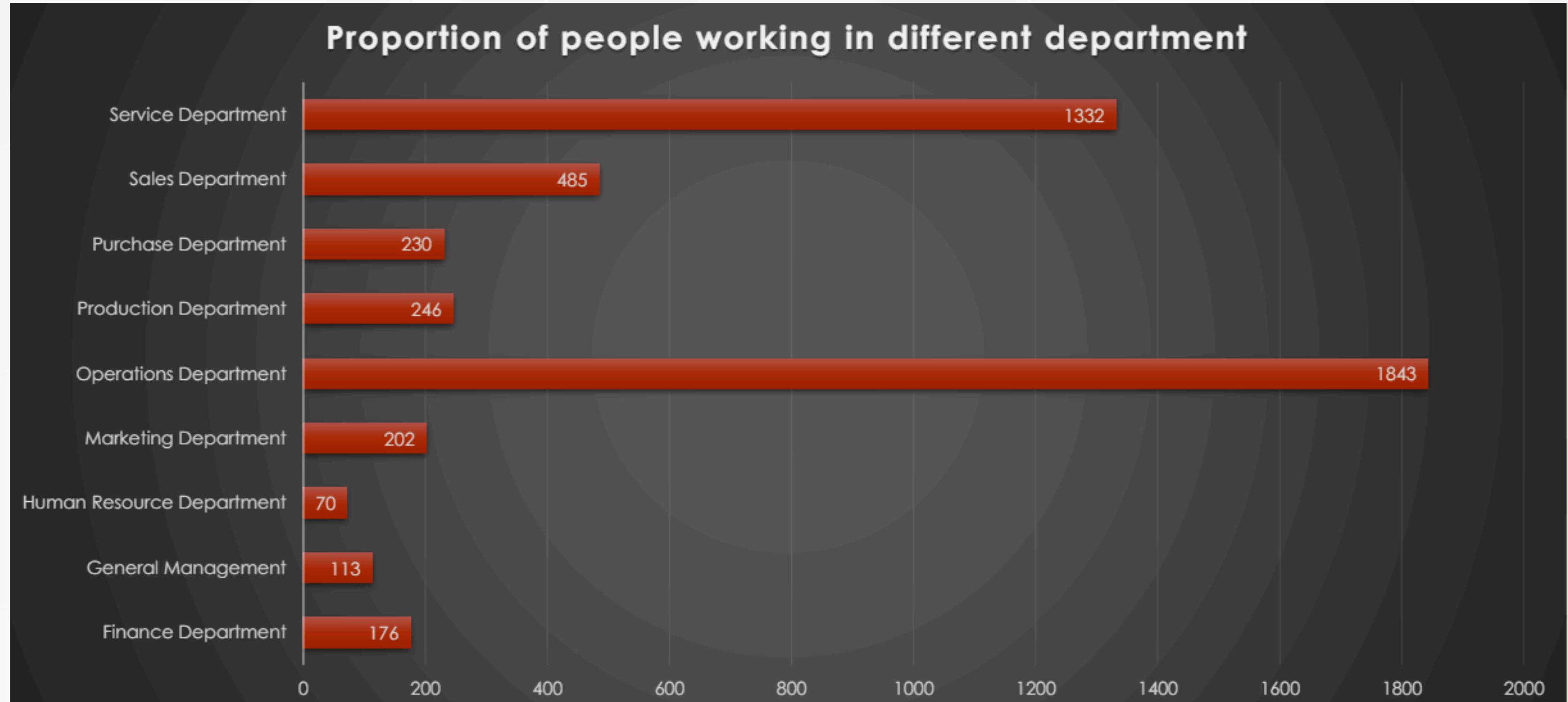
D. DEPARTMENTAL ANALYSIS:

RESULT:



D. DEPARTMENTAL ANALYSIS:

RESULT:



E. POSITION TIER ANALYSIS:

Objective: Different positions within a company often have different tiers or levels.

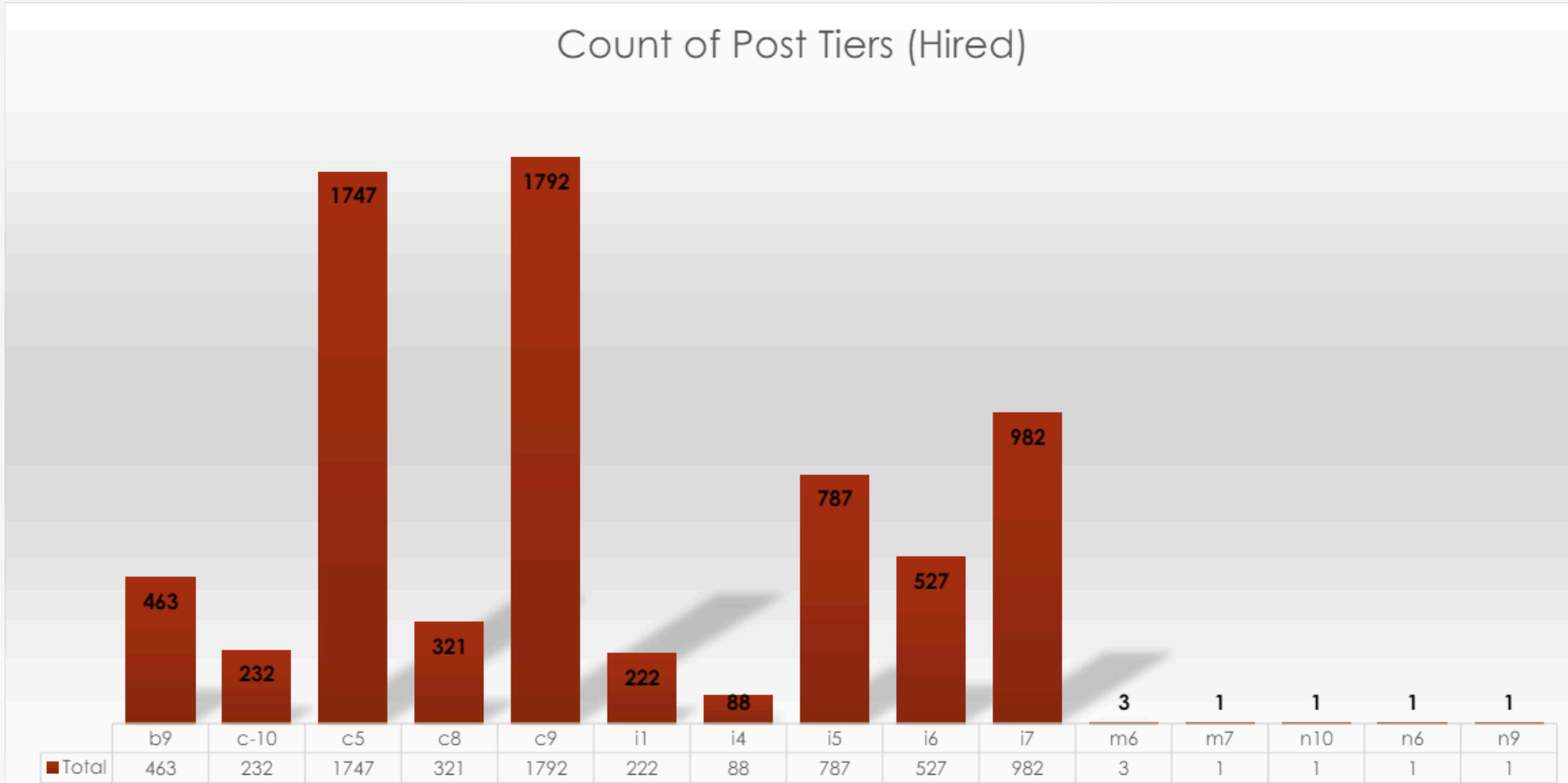
Your Task: Use a chart or graph to represent the different position tiers within the company. This will help you understand the distribution of positions across different tiers.

RESULT:

Post Name	no_of_people_hired
b9	308
c-10	105
c5	1182
c8	193
c9	1239
i1	151
i4	32
i5	511
i6	337
i7	635
m6	2
n6	1

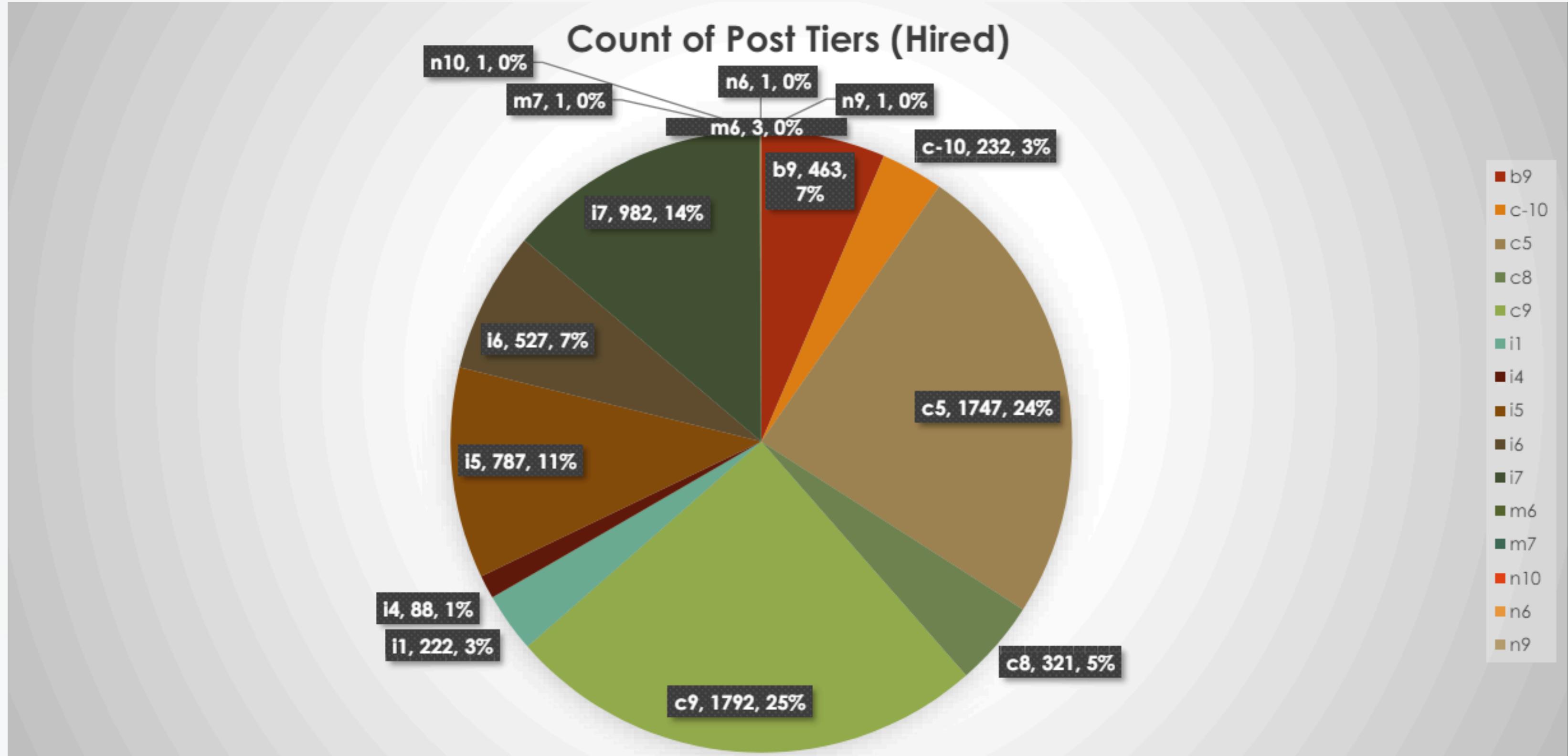
E. POSITION TIER ANALYSIS:

RESULT:



E. POSITION TIER ANALYSIS:

RESULT:



Working on this project helped me understand and use Microsoft Excel more better. It helped me gain experience on handling with graphs and charts effectively and how Data Analytics is implemented using it in the real world by a company and how I should approach the data provided as a Data Analyst to get valuable insights for the company's growth. It also helped me gain experience in handling large sets of data.

**THANK
YOU.**

The background features a minimalist design with black wavy lines on a white surface. A large, bold, black sans-serif font displays the words "THANK" and "YOU." stacked vertically in the center. The left side of the image shows a bundle of wavy lines converging towards the center, while the right side shows a series of parallel, flowing wavy lines extending from the center towards the edge.