

# HIRING PROCESS

## PROJECT DESCRIPTION:

The hiring process is an important function for any company. To make informed decisions about hiring, it is important for companies to analyse trends related to the process such as the number of candidates who are rejected, the number of interviews conducted, the types of jobs available, and the number of vacancies. This analysis can help companies determine how to effectively hire new employees.

## APPROACH:

A dataset is given which consists of the information of various fields related to company hiring data for example: Department, Post Name, offered\_salary..etc. The dataset was deeply analysed and was easy to find the insights and solve the tasks.

## TECH USED:

Microsoft Excel was used to apply statistical functions and analysing purpose.

## INSIGHTS:

Considering the fourth task (Draw Pie Chart / Bar Graph ( or any other graph ) to show proportion of people working in different department ?). In this we have to find how many of them are working in each department. I have created a separate column with the help of the formula `(=COUNTIF(E2:E289,"Finance Department"))` which shows the count of the departments individually. This made the job of drawing a graph easy.

## RESULT:

Learned how to apply formulae, draw a graph, perform statistical functions like AVERAGE, SUM, MEAN...etc.

## WORK DONE:

1. How many males and females are Hired ?

### FORMULA USED:

=SUMPRODUCT((C:C="Hired")\*(D:D="Female"))

The image displays two screenshots of an Excel spreadsheet titled 'Statistics.xlsx - Sheet1'. The spreadsheet contains a list of applicants with columns for Application ID, Interview Status, Gender, Department, Post Name, and Offered Salary. The formula bar shows the formula used to calculate the number of hired males: `=SUMPRODUCT((C:C="Hired")*(D:D="Male"))`. The result, 2563, is shown in cell L8 and is circled in red. The second screenshot shows the formula for calculating the number of hired females: `=SUMPRODUCT((C:C="Hired")*(D:D="Female"))`. The result, 1856, is shown in cell L11 and is also circled in red.

Application ID	Interview Status	Gender	Department	Post Name	Offered Salary
383422	Hired	Male	Service De c8		56553
907518	Hired	Female	Service De c5		22075
176719	Rejected	Male	Service De c5		70069
429799	Rejected	Female	Operation: i4		3207
253651	Hired	Male	Operation: i4		29668
289907	Hired	Male	Sales Dept: i7		85914
959124	Rejected	Male	Sales Dept: i7		69904
86642	Rejected	Male	Sales Dept: i7		11758
751029	Hired	Female	Service De i4		15156
434547	Rejected	Female	Service De i4		49515
518854	Rejected	Male	Service De n10		26990
649039	Hired	Female	Service De b9		200000
199526	Hired	Male	Service De b9		86787
539803	5/15/14 9: Hired	Male	Finance De b9		2308
191009	Hired	Female	Service De i7		56688
195323	Hired	-	Service De i7		81757
51318	Hired	Male	Service De i5		15134
742283	Rejected	-	Service De i5		100
513166	Hired	Female	Operation: i1		73579
791372	Rejected	Male	Operation: i1		50351
47857	Rejected	Female	Operation: i1		38462
834101	Rejected	Donâ€™t	Operation: i1		82510
985008	Rejected	Male	Service De i6		52554
891568	Hired	Female	Operation: i7		3423
935899	Rejected	Male	Service De i1		88744
780839	Hired	Female	Service De i1		70979
851764	Rejected	Male	Operation: i6		99574
202821	Hired	Male	Operation: i6		52176

FORMULA USED: =AVERAGE(G2:G7169)

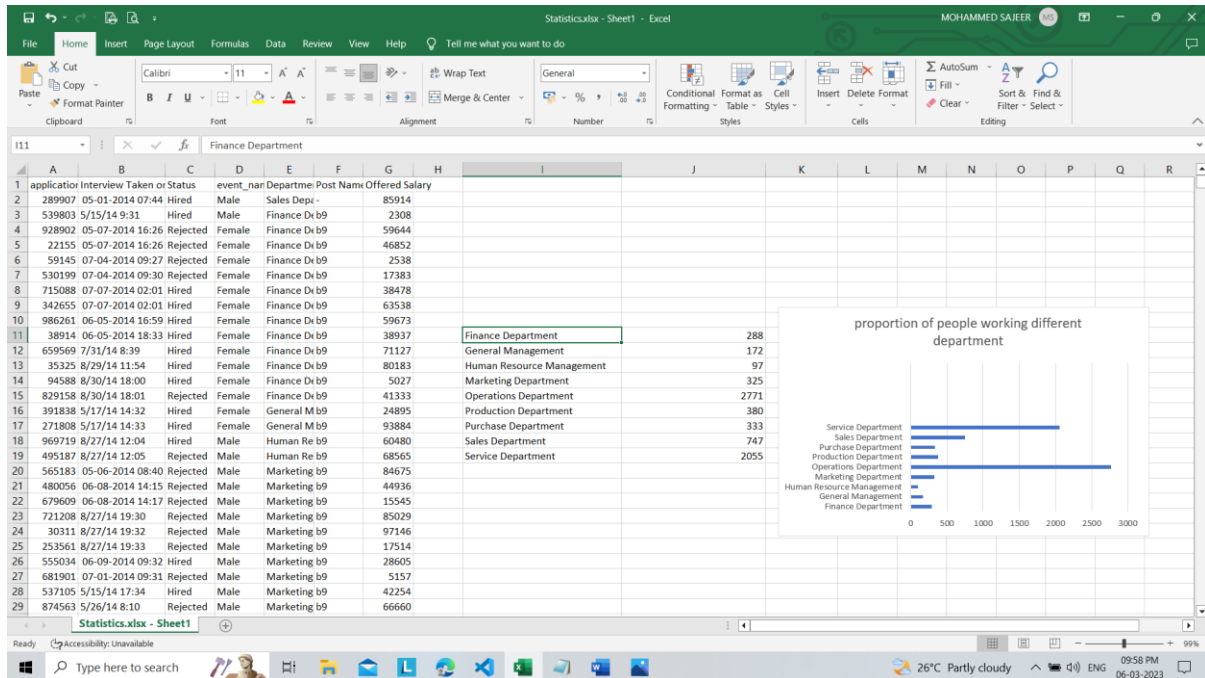
**3. Draw the class intervals for salary in the company ?**

The screenshot shows an Excel spreadsheet with the following data:

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	application	Interview	Status	event_nan	Departme	Post Name	Offered Salary										
2	383422	#####	Hired	Male	Service De	c8	56553										
3	907518	#####	Hired	Female	Service De	c5	22075										
4	176719	#####	Rejected	Male	Service De	c5	70069										
5	429799	#####	Rejected	Female	Operation:	i4	3207										
6	253651	#####	Hired	Male	Operation:	i4	29668										
7	289907	#####	Hired	Male	Sales Deps	:	85914										
8	959124	#####	Rejected	Male	Sales Deps	i7	69904										
9	86642	#####	Rejected	Male	Sales Deps	i7	11758										
10	751029	#####	Hired	Female	Service De	i4	15156										
11	434547	#####	Rejected	Female	Service De	i4	49515										
12	518854	#####	Rejected	Male	Service De	n10	26990										

A yellow oval highlights the formula bar and the cell K8. The formula bar contains the formula: 
$$=LARGE(G:G,1)-SMALL(G:G,1)$$
 The cell K8 contains the value: 399900

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



#### 5. Represent different post tiers using chart/graph?

