

## Hiring Process Analytics

**Project Description:** This project is about Hiring Process Analytics. I am working for a MNC such as Google as a lead Data Analyst. I was asked to answer certain questions and make sense out of the data records of company's previous hirings. It was required to use my knowledge in statistics and use different formulas in excel and draw necessary conclusions about the company

First it was required to download the dataset, then use Excel or Google Sheets to answer the below questions:

1. Hiring:  
How many males and females are Hired ?
2. Average Salary:  
What is the average salary offered in this company ?
3. Class Intervals:  
Draw the class intervals for salary in the company ?
4. Charts and Plots:  
Draw Pie Chart / Bar Graph ( or any other graph ) to show proportion of people working different department ?
5. Charts:  
Represent different post tiers using chart/graph?

**Approach:** First I gone through dataset to know all the columns present in the table. Then I saw all the questions and thought of functions which could be used to answer each question. After that I applied those functions and found the answer to each question and plotted the graph wherever was required.

**Tech-Stack Used:** The software used for the project is Microsoft Excel 365. It is used to run the functions and get answers of each question. It is also used to plot the graphs.

**Link of excel file:**

[https://docs.google.com/spreadsheets/d/1kN8iC4P6Hlz7ANqck224-\\_eqkvYZ3uAk/edit?usp=sharing&oid=106942457558004201317&rtpof=true&sd=true](https://docs.google.com/spreadsheets/d/1kN8iC4P6Hlz7ANqck224-_eqkvYZ3uAk/edit?usp=sharing&oid=106942457558004201317&rtpof=true&sd=true)

**Insights:**

**A) Marketing:**

1. Hiring:

Function:-

=COUNTIFS(D2:D7169,"=Male",C2:C7169,"=Hired")

=COUNTIFS(D2:D7169,"=Female",C2:C7169,"=Hired")

Output:-

2563

1856

2. Average Salary:

Function:-

=ROUND(SUBTOTAL(1,G2:G7169),2)

=UNIQUE(E2:E7169)

=ROUND(AVERAGEIF(E\$2:E\$7169,J83,G\$2:G\$7169),2)

Output:-

49983.03

Departments	Average salary in department
Service Department	50629.88
Operations Department	49151.35
Sales Department	49310.38
Finance Department	49628.01
Production Department	49448.48
Purchase Department	52564.77
Marketing Department	48489.94
General Management	58722.09
Human Resource Department	49002.28

### 3. Class Intervals:

Function:-

=SUBTOTAL(4,G2:G7169)

=SUBTOTAL(5,G2:G7169)

= SUBTOTAL(4,G2:G7169)- SUBTOTAL(5,G2:G7169)

=UNIQUE(E2:E7169)

=MAXIFS(G\$2:G\$7169,E\$2:E\$7169,J99)-

MINIFS(G\$2:G\$7169,E\$2:E\$7169,J99)

Output:-

400000

100

399900

Departments	Class interval for salary in department
Service Department	199900
Operations Department	98921
Sales Department	98337
Finance Department	98724
Production Department	98729
Purchase Department	98264
Marketing Department	98821
General Management	398978
Human Resource Department	96780

#### 4. Charts and Plots:

Function:-

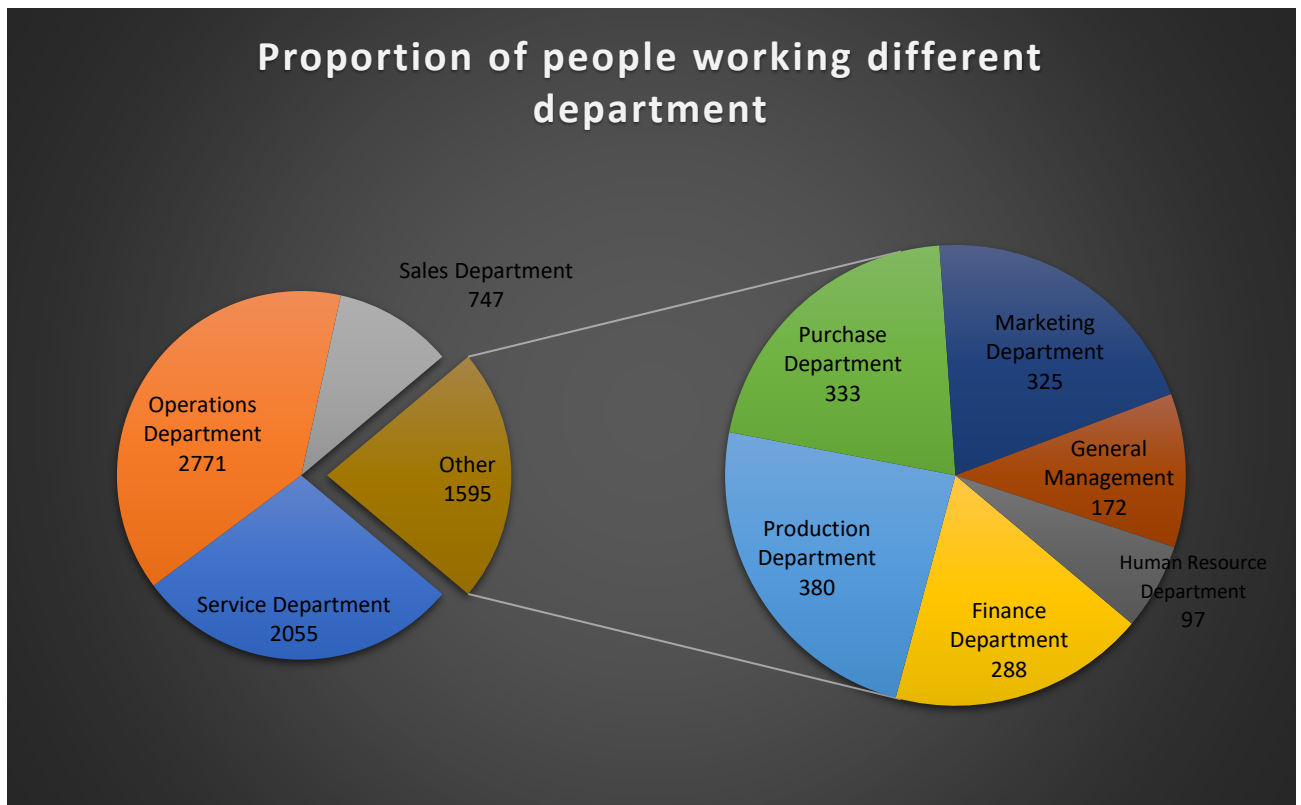
=UNIQUE(E2:E7169)

=COUNTIF(E\$2:E\$7169,J12)

Output:-

Service Department	2055
Operations Department	2771
Sales Department	747
Finance Department	288
Production Department	380
Purchase Department	333
Marketing Department	325
General Management	172
Human Resource Department	97

Chart(Pie chart):-



#### 5. Charts:

Function:-

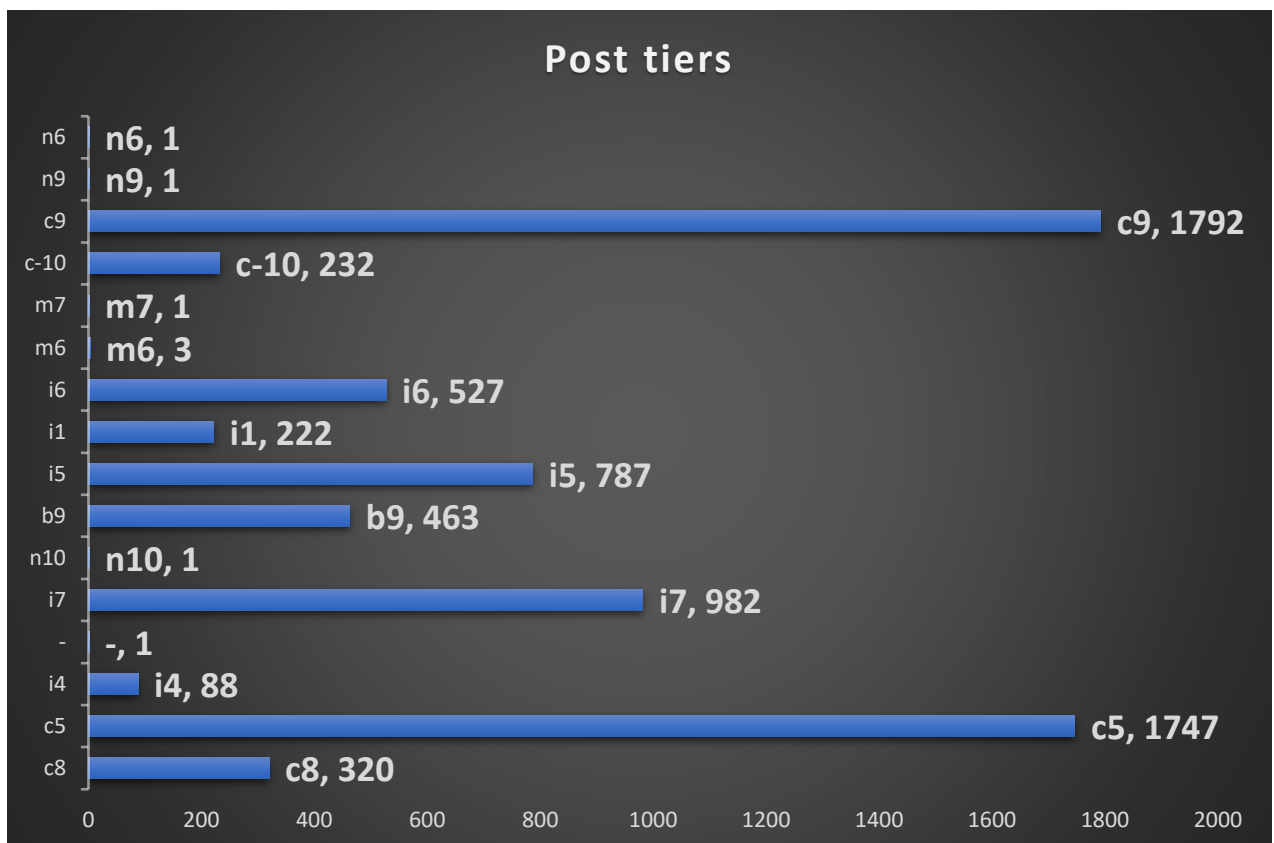
=UNIQUE(F2:F7169)

=COUNTIF(F\$2:F\$7169,J41)

Output:-

c8	320
c5	1747
i4	88
-	1
i7	982
n10	1
b9	463
i5	787
i1	222
i6	527
m6	3
m7	1
c-10	232
c9	1792
n9	1
n6	1

Chart(Bar Chart):-



## **Results:**

### **A) Marketing:**

1. Hiring:  
2563 males and 1856 females are hired.
  
2. Average Salary:  
Average salary offered in this company is 49983.03.
  
3. Class Intervals:  
Class interval for company is 399900
  
4. Charts and Plots:  
Pie chart is best suited to show proportion of people working different department.
  
5. Charts:  
Bar chart is best suited to represent different post tiers