**Hiring Process Analytics**

**Project Description:** This project isabout 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 ?

1. Average Salary:

What is the average salary offered in this company ?

1. Class Intervals:

Draw the class intervals for salary in the company ?

1. Charts and Plots:

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

1. Charts:

Represent different post tiers using chart/graph?

**Approach:** First Igone 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/1kN8iC4P6HIz7ANqck224-_eqkvYZ3uAk/edit?usp=sharing&ouid=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

1. 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 |

1. 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 intervel 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 |

1. 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):-

1. 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:
2. males and 1856 females are hired.
3. Average Salary:

Average salary offered in this company is 49983.03.

1. Class Intervals:

Class interval for company is 399900

1. Charts and Plots:

Pie chart is best suited to show proportion of people working different department.

1. Charts:

Bar chart is best suited to represent different post tiers