Hiring process Analytics

Project Description:

Hiring process is the fundamental and the most important function of a company. Here, the MNCs get to know about the major underlying trends about the hiring process. Trends such as- number of rejections, number of interviews, types of jobs, vacancies etc. are important for a company to analyse before hiring freshers or any other individual. You are working for a MNC such as Google as a lead Data Analyst and the company has provided with the data records of their previous hirings and have asked you to answer certain questions making sense out of that data

You are given a dataset of a company where the details about people who registered for a particular post in a department of this company. You are required to use your knowledge in statistics and use different formulas in excel and draw necessary conclusions about the company.

After downloading the datasets I loaded in my Microsoft excel workbook , I carefully saw the data and read the problem statements of the company

Approach:

I loaded the datasets in my Microsoft excel workbook and read the problem statements one by one and thought which excel formulas and tricks would help me to solve the problem statements. I performed the necessary formulas in workbook and took snapshots of the output I obtained.

Tech-Stack Used :

Excel 2021 by Microsoft Corporation – For extracting & manipulating data

Insights:

While working on the project, I realised that even such simple excel formulas would help the company for hiring process and hiring process is also one of the important sub-domains in which a data analyst will work. Class interval of salaries was bit challenging at first but I somehow performed and gained knowledge of how to obtain those interval type results as a summary even without using pivot table

Result:

I retrieved the data from the given datasets by performing formulas and options in Microsoft excel, the formulas and the results obtained are mentioned as follows. These summarized results would help the company to take better data driven decisions

Task 1 Hiring:

How many males and females are Hired?

Formula:

=COUNTIFS(D2:D7169,"MALE",C2:C7169,"HIRED")

=COUNTIFS(D2:D7169,"FEMALE",C2:C7169,"HIRED")

Output:

No of Males Hired :	2563
No of Females Hired:	1856

Task 2 Average Salary:

What is the average salary offered in this company?

Solution:

For this problem. I simply converted the range of data to table values and added **"TOTAL ROW"** from the **Table design** menu from the Ribbon

After checking on the Total row option

It by default SUM the salary, then I changed the SUM to AVERAGE option from the drop-down list

Result:

7167	932441	8/31/14 1:37	Hired	Male	Service Department	c5	69932
7168	39010	8/31/14 1:38	Rejected	Male	Service Department	c5	14489
7169	686055	8/26/14 12:14	Hired	Male	Operations Department	c5	54201
7170	**Total**					**AVERAGE SALARY**	**₹ 49,983.03**

Task 3 Class Interval:

Draw the class intervals for salary in the company?

Function:

=FREQUENCY(G2:G7169,K2:K26)

Result:

Class interval of Salary	Count
₹ 20,000.00	1410
₹ 40,000.00	1421
₹ 60,000.00	1531
₹ 80,000.00	1432
₹ 1,00,000.00	1370
₹ 1,20,000.00	0
₹ 1,40,000.00	0
₹ 1,60,000.00	0
₹ 1,80,000.00	0
₹ 2,00,000.00	1
₹ 2,20,000.00	0
₹ 2,40,000.00	0
₹ 2,60,000.00	0
₹ 2,80,000.00	0
₹ 3,00,000.00	1
₹ 3,20,000.00	0
₹ 3,40,000.00	0
₹ 3,60,000.00	0
₹ 3,80,000.00	0

Task 4 Charts and plots:

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

Function:

I created charts on separate new sheet by linking the data from sheet 1 in the same excel workbook

=COUNTIF(Sheet1!E2:E7169,"Finance Department")

=COUNTIF(Sheet1!E2:E7169,"General Management")

=COUNTIF(Sheet1!E2:E7169,"Human Resource Department")

=COUNTIF(Sheet1!E2:E7169,"Marketing Department")

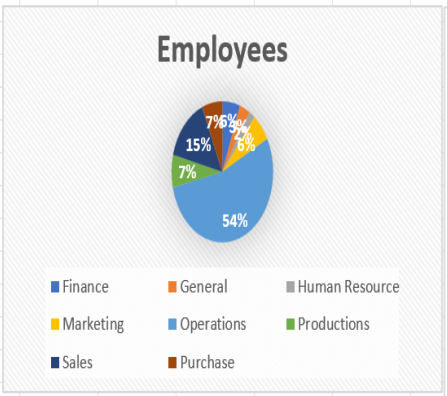
=COUNTIF(Sheet1!E2:E7169,"Operations Department")

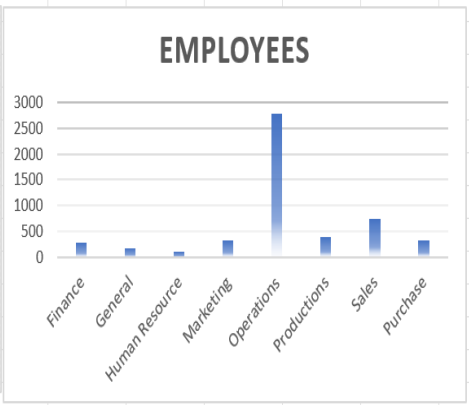
=COUNTIF(Sheet1!E2:E7169,"Production Department")

=COUNTIF(Sheet1!E2:E7169,"Sales Department")

=COUNTIF(Sheet1!E2:E7169,"Purchase Department")

Departments	Employees
Finance	288
General	172
Human Resource	97
Marketing	325
Operations	2771
Productions	380
Sales	747
Purchase	333





Task 5 Charts:

Represent different post tiers using chart/graph?

Function:

=COUNTIF(F2:F7169,"b9")

=COUNTIF(F2:F7169,"c10")

=COUNTIF(F2:F7169,"c5")

=COUNTIF(F2:F7169,"c8")

=COUNTIF(F2:F7169,"c9")

=COUNTIF(F2:F7169,"i1")

=COUNTIF(F2:F7169,"i4")

=COUNTIF(F2:F7169,"i5")

=COUNTIF(F2:F7169,"i6")

=COUNTIF(F2:F7169,"i7")

=COUNTIF(F2:F7169,"m6")

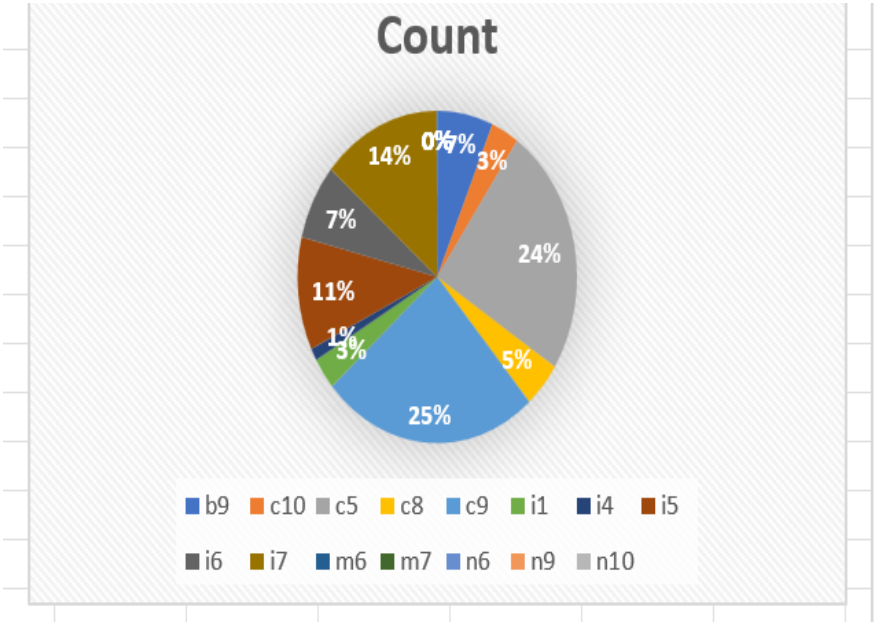
=COUNTIF(F2:F7169,"m7")

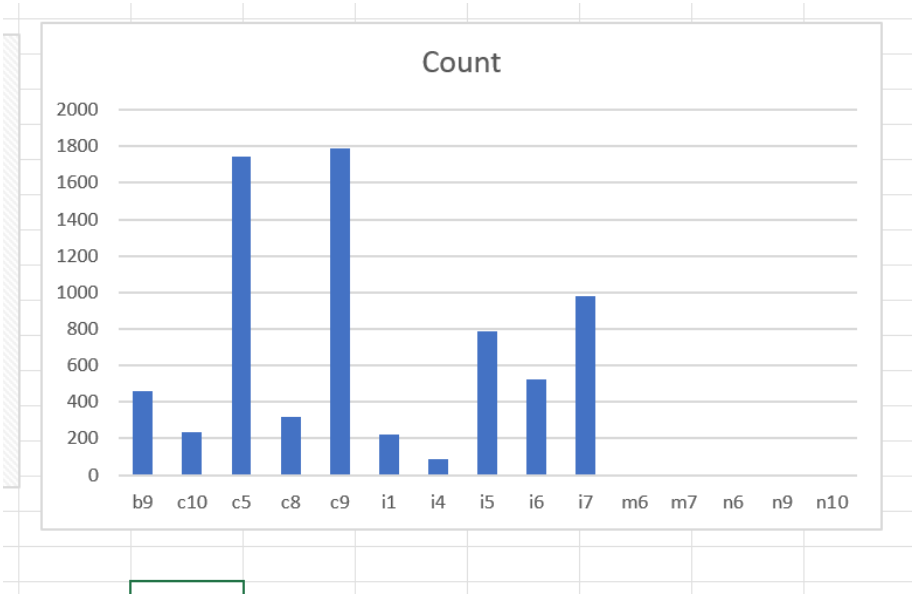
=COUNTIF(F2:F7169,"n10")

=COUNTIF(F2:F7169,"n6")

=COUNTIF(F2:F7169,"n9")

Result:


Count
14%
0%
3%
24%
7%
11%
1%
3%
5%
25%
b9 c10 c5 c8 c9 i1 i4 i5
i6 i7 m6 m7 n6 n9 n10


Count
2000
1800
1600
1400
1200
1000
800
600
400
200
0
b9 c10 c5 c8 c9 i1 i4 i5 i6 i7 m6 m7 n6 n9 n10