PROJECT REPORT

Hiring Process Analytics

By

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1 Project Description

1.1 About Project

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.

In this project, we are provided with the data records of their previous hirings and have asked us to answer certain questions making sense out of that data.

Dataset of a company contains details about people who registered for a particular post in a department of the company. We are required to use our knowledge of statistics and excel formulas to draw necessary conclusions about the company.

1.2 How I handle the things?

First thing that is required to do is to understand the different column their meaning and their correlation with another column.

Exploratory Data Analysis (EDA) can be used to do this, it is an approach to analyze the data using visual techniques. The following steps are involved –
- Understanding data columns and data
- Checking for missing data
- Clubbing columns with multiple categories
- Checking for outliers
- Removing outliers
- Drawing Data Summary

1.3 What are the things that I am going to find out through the project?

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

2 Approach

To complete this project the first thing required is to understand the different column given in excel and their correlation with each other, based on question type asked different concept like COUNT (), SUM (), AVERAGE (), PIVOT TABLE, SLICER can be used to answer the question.

a) Hiring: How many males and females are Hired?

OUTPUT

Gender	Number of Applicant (Hired)
Female	1856
Male	2563

b) Average Salary: What is the average salary offered in this company?

OUTPUT

Average Salary Offered
49983.02

NOTE- Salary offered in this company is salary offered to both status applicant i.e., who are hired and rejected.

**c) Class Intervals:** Draw the class intervals for salary in the company?

OUTPUT

Offered Salary	Frequency
(blank)	
100-5099	306
5100-10099	380
10100-15099	355
15100-20099	373
20100-25099	349
25100-30099	362
30100-35099	335
35100-40099	378
40100-45099	418
45100-50099	358
50100-55099	388
55100-60099	366
60100-65099	337
65100-70099	361
70100-75099	353
75100-80099	380
80100-85099	360
85100-90099	356
90100-95099	321
95100-100099	328
195100-200099	1
295100-300099	1
395100-400099	1
Grand Total	**7167**

NOTE- Class Interval here is 4999

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

NOTE- Since, the proportion of people working in different department is asked in question, so we need to consider only hired employee.

Department Name	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
Grand Total	**4697**

Proportion of People Working in different department
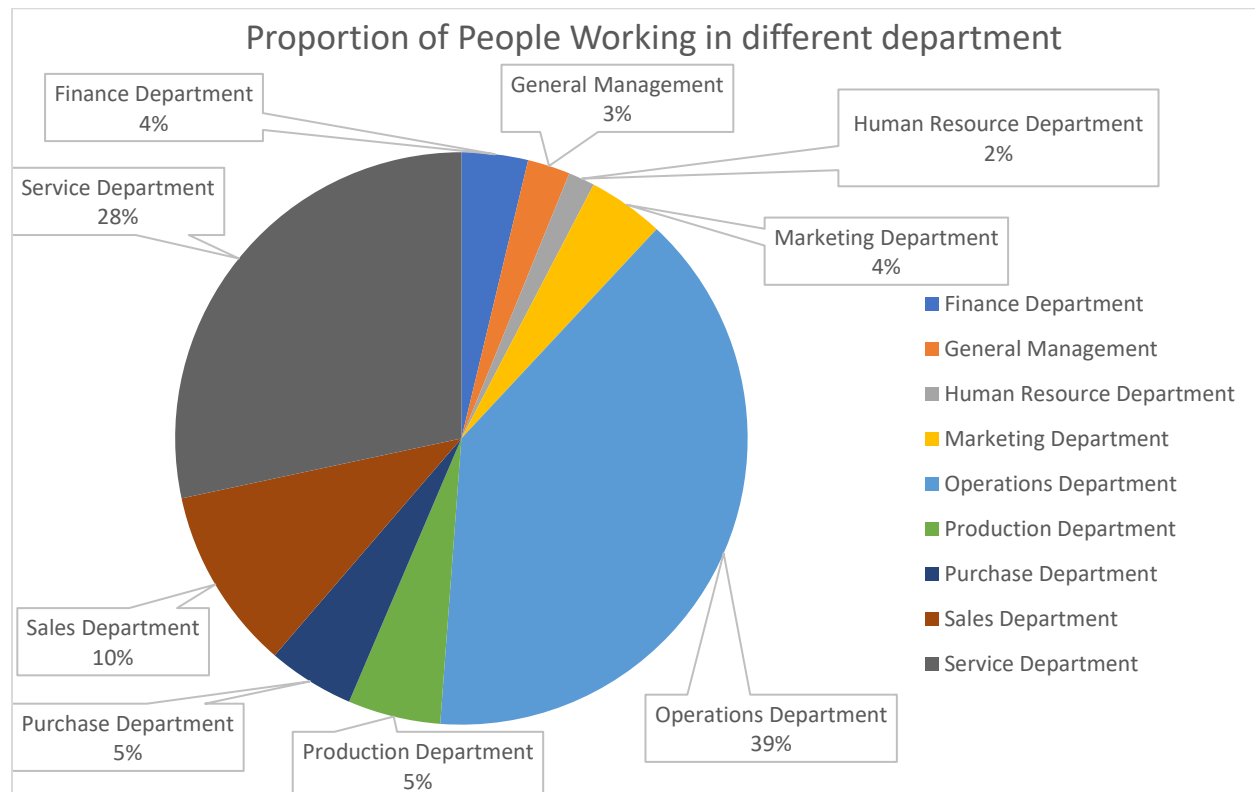
e) Charts: Represent different post tiers using chart/graph?

NOTE- To represent different post tiers, the logic of average salary is used here i.e., the post having higher average salary will be top in hierarchical level and lowest will be in bottom.

Post Name	Average Salary
-	85914.00 (Top)
c-10	51134.62
c8	50701.46
c5	50213.50
c9	50201.19
i7	50065.36
i1	49943.94
b9	49666.76
i5	49391.93
i4	48877.84
i6	48839.25
n9	46219.00
n6	44700.00
m7	41402.00
m6	34521.33
n10	26990.00 (Bottom)
Grand Total	**49983.03**

Average Salary with respect to different post
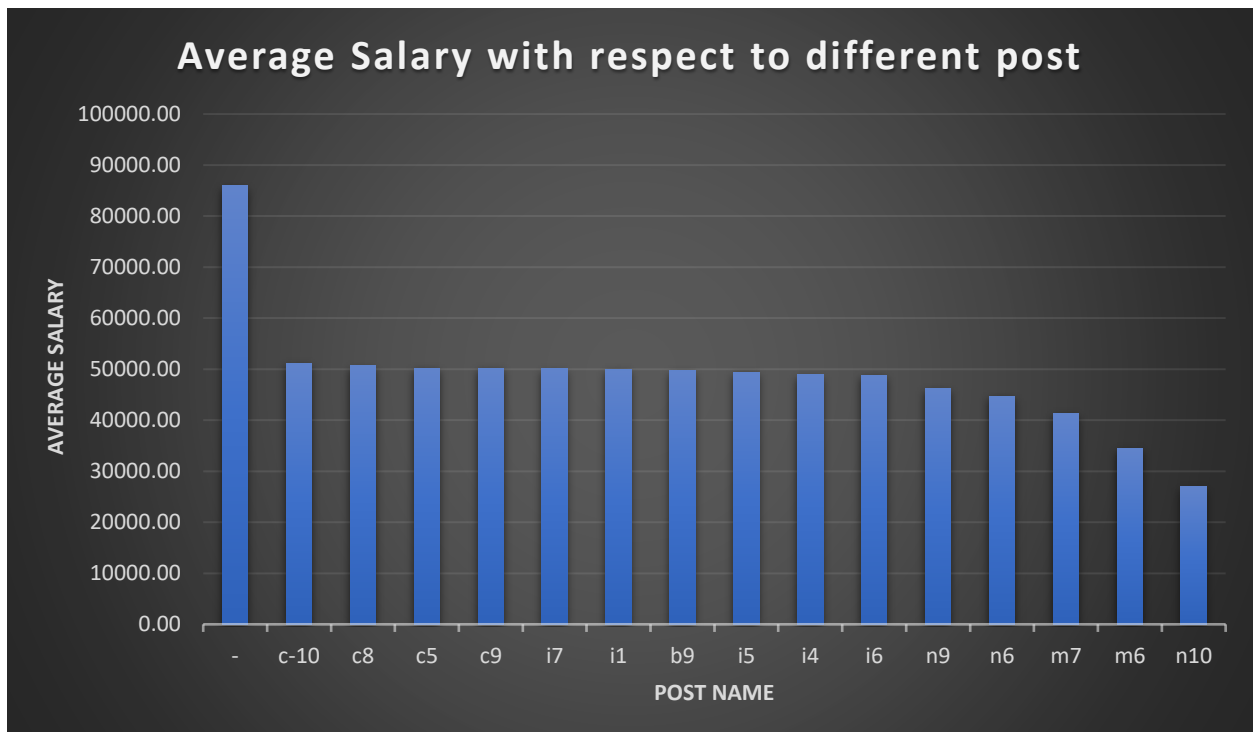
3   Tech-Stack

Software/Tool Used	Purpose
MS office Professional Plus 2019 (MS Word)	For Documentation
MS office Professional Plus 2019 (MS Excel)	For Analysis

4   Insights

- The rejection rate of male applicant is 6% higher than female.
- Female are paid 0.42% more than male in this company.
- Most of the company's money spent by Operations Department.
- The number of males in HR department is more than female.
- Most of the post (around 7) are vacant in HR department, so company might hire for different post.
- The number of people in operation department is more than any other department.
- Most paid post under sales Department is –
- Most of the posts in Finance department, Marketing Department, Service Department and General department are dominated by females.
- The number of applicants is higher in month of July, may be because college student start graduating in that month and also company hire most of applicant in this month.

5   Result

- This project makes us to understand how to summarize huge data and get insight from that. Pivot table, Slicer, Graph/Chart and Conditional formatting makes the task very easy.
- The dependency of one data on other can be easily checked by Pivot table and Slicer.

6   Drive Link

- Folder link
- Excel File For Reference (Please! Open in Excel Software)