

Hiring Process Analytics

[Excel Hyperlink](#)

Project Description

In this project, we're working as a Data Analyst of multinational company so our task is to do analyze the data of company hiring process and extract valuable insights from the data. The hiring process is very crucial function of any company and understanding trends such as the number of rejections, interviews, job types, and vacancies can provide valuable insights for the hiring department.

Before doing this project we have to handling the missing value from the given data this approach is very much helpful while doing analyze after this we are combining the columns as suitable.

After doing this we're detecting the outliers from the data to maintain the skewness of the data and after doing that we're making the summary of the given data.

APPROACH

Firstly we're checking and removing the missing value and also removing the outliers from the data and using excel functions to solving the given problems without any misconception.

TECH-STACK USED

I'm using the Microsoft Excel 2019 version

INSIGHTS

Before solving or analyze the data I checked missing values and outliers with the help of excel function from the data and from the given data we get the **1 missing value** and **3 outliers** from the data.

After this, I created the new column and named **Outliers** to mentioned the outliers as **True or False** as per the data.

Also, we find the **Q1 , Q3, Inter-Quartile Range , Upper limit and Lower limit** with the help of excel function from the data.

After this I added the Data Summary of the data which have information about the data which we can use to visualize to better understand the data.

Data Summary

Mean	49983.02902
Standard Error	340.8317054
Median	49625
Mode	72843
Standard Deviation	28854.17689
Sample Variance	832563524
Kurtosis	2.610052003
Skewness	0.361578537
Range	399900
Minimum	100
Maximum	400000
Sum	358228369
Count	7167
Largest(2)	300000
Smallest(2)	800

DATA ANALYTICS TASKS :

A. Determine the gender distribution of hires. How many males and females have been hired by the company ?

According to the dataset, there are **2563 Males** are hired and **1856 Females** are hired

We got the value by using the **countifs** function. Firstly, I selected the **Offered Salary** column and **Status** and filter out as a Hired to get to know How many males or females are hired.

B. What is the average salary offered by this company? Use Excel functions to calculate this.

From the given dataset the average salary offered by this company is **49983.03**.

This value was extract by using the Average function from the Offered Salary column.

**C. Create class intervals for the salaries in the company.
This will help you understand the salary distribution.**

We've created the class intervals and frequency columns to know about the salary ranges and this can help to easy understand this concept.

According to this data, mostly peoples are getting salary between **1-50000**.

Class interval	Frequency
1-50000	3612
50001-100000	3552
100001-150000	0
150001-200000	1
200001-250000	0
250001-300000	1
300001-350000	0
350001-400000	1
Total	7167

D. Use a pie chart, bar graph, or any other suitable visualization to show the proportion of people working in different departments.

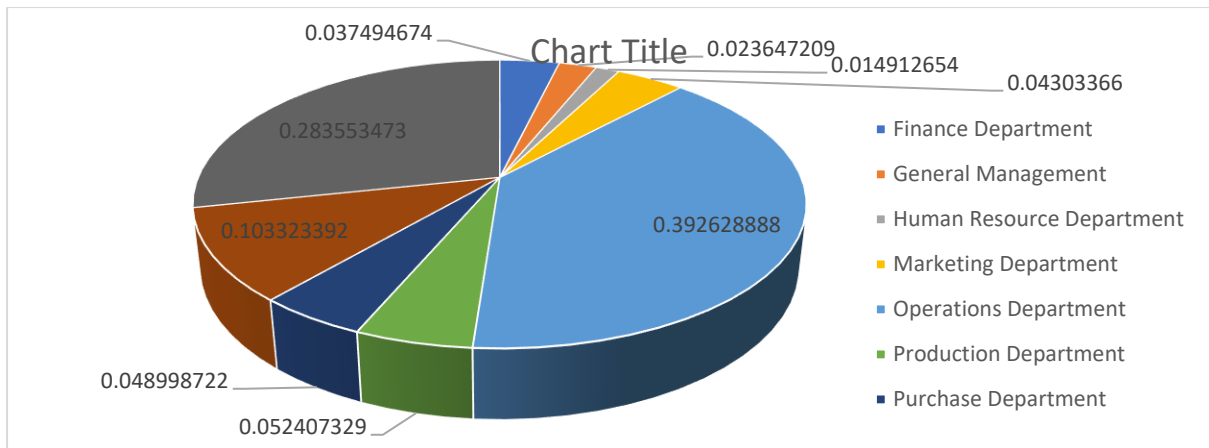
In this question, we are using the pie chart and bar graph to visualize the people working in different departments.

To visualize the data we're using the Pivot to make graph and pie chart.

According to the data, majority of the people are working in the **operation department** and very less in **Human Resource Department**.

Status	Hired
Row Labels	Employees
Finance Department	176
General Management	111
Human Resource Department	70
Marketing Department	202
Operations Department	1843
Production Department	246
Purchase Department	230
Sales Department	485
Service Department	1331
Grand Total	4694

We're using the pie chart to show the data.



E. Use a chart or graph to represent the different position tiers within the company. This will help you understand the distribution of positions across different tiers.

We're using the bar graph to represent the different position of tiers within the company. This can help to understand the position of across the different tiers.

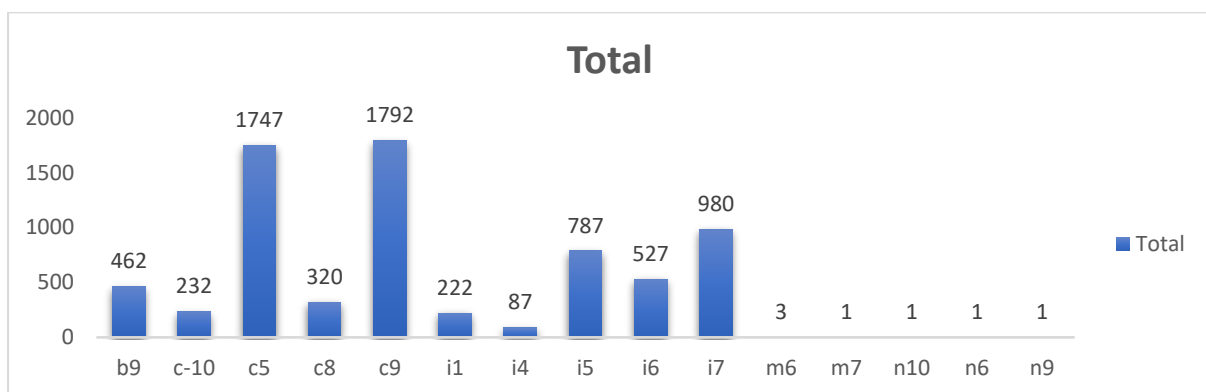
For visualization we're using the pivot and plotting the bar graph.

According to this data, majority of the peoples are working in **c9 tiers** and very less in **m7, n10,n6 and n9 tiers**.

Row Labels	Applicants
b9	462
c-10	232
c5	1747
c8	320
c9	1792
i1	222
i4	87
i5	787
i6	527

i7	980
m6	3
m7	1
n10	1
n6	1
n9	1
Grand Total	7163

The bar graph is given below :



RESULT

- From this project I gain my skills in excel and also learnt how to solve the problems by using the excel function.
- I also learnt how to extract the valuable insights from the given data and how to do EDA and visualization by using the given function in excel.
- I also learnt from this project, how data analyst deal with the company data and understand the data about hiring process , numbers of rejections, interviews, job types and vacancies and from this data how they are dealing with it.

