

HIRING PROCESS ANALYTICS

- By Pilli Bhavana

PROJECT DESCRIPTION

Hiring process is the most important function of a company, and Data Analysts are needed to analyze trends such as rejections, interviews, types of jobs, and vacancies. Data Analysts work for MNCs such as Google are required to provide a detailed report for a dataset of their previous hirings. They must understand data columns and data, check for missing data, clubbing columns with multiple categories, checking for outliers, removing outliers, and drawing data summary. They must also use their knowledge in statistics and use different formulas in excel to draw necessary conclusions about the company.

TO FIND

A. Hiring: Process of intaking of people into an organization for different kinds of positions.

Your task: How many males and females are Hired ?

B. Average Salary: Adding all the salaries for a select group of employees and then dividing the sum by the number of employees in the group.

Your task: What is the average salary offered in this company ?

C. Class Intervals: The class interval is the difference between the upper-class limit and the lower-class limit.

Your task: Draw the class intervals for salary in the company ?

D. Charts and Plots: This is one of the most important part of analysis to visualize the data.

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

E. Charts: Use different charts and graphs to perform the task representing the data.

Your task: Represent different post tiers using chart/graph?

APPROACH

- I downloaded the data from the provided source in .xlsx format.
- I was able to gain a better understanding of the data and how it was organized after spending some time exploring the dataset.
- I cleaned and prepared the data, which clarified me more about the data and the underlying processes that generated it.
- I then started creating a pivot table to give responses to the questions.
- After I was done with making the pivot tables, I carefully selected the most relevant charts and graphs to include in the dashboard and used Excel's formatting tools to make the presentation clear and visually appealing.
- My excel workbook contains 3 sheets: Cleaned data, Pivot Tables and Dashboard.
- After that, I used PowerPoint for creating the project report.

TECH- STACK USED



MICROSOFT EXCEL (VERSION:
MICROSOFT 360): FOR EDA



MICROSOFT POWERPOINT
(VERSION: MICROSOFT 360):
FOR CREATING THE REPORT

INSIGHTS

There are **4682 employees** in the company.

The company offers **16 different posts** and there are **9 different departments** in the company.

Out of all the applicants who attended the interview **4682** people were hired in which **2561 are males** and **1853 are females** and the remaining don't want to disclose their gender.

The **average salary** offered in the company is **₹49,888**.

The **highest-class interval** for employees' salaries is between **₹40,000 and ₹49,999**, while the **lowest class interval** for salaries is between **₹90,000 and ₹100,000**.

The **Operations Department** is the department with the **most employees**, accounting for 39% of all employees, while the Human Resource Department is the department with the **fewest employees**, accounting for 2% of all employees.

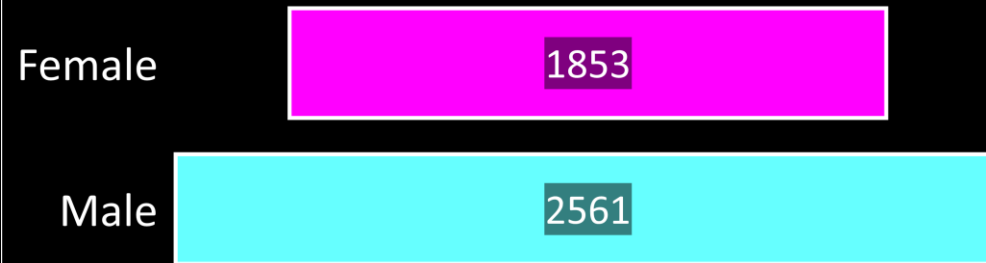
RESULT



Hiring

Gender	Hired
Female	1853
Male	2561
Total	4414

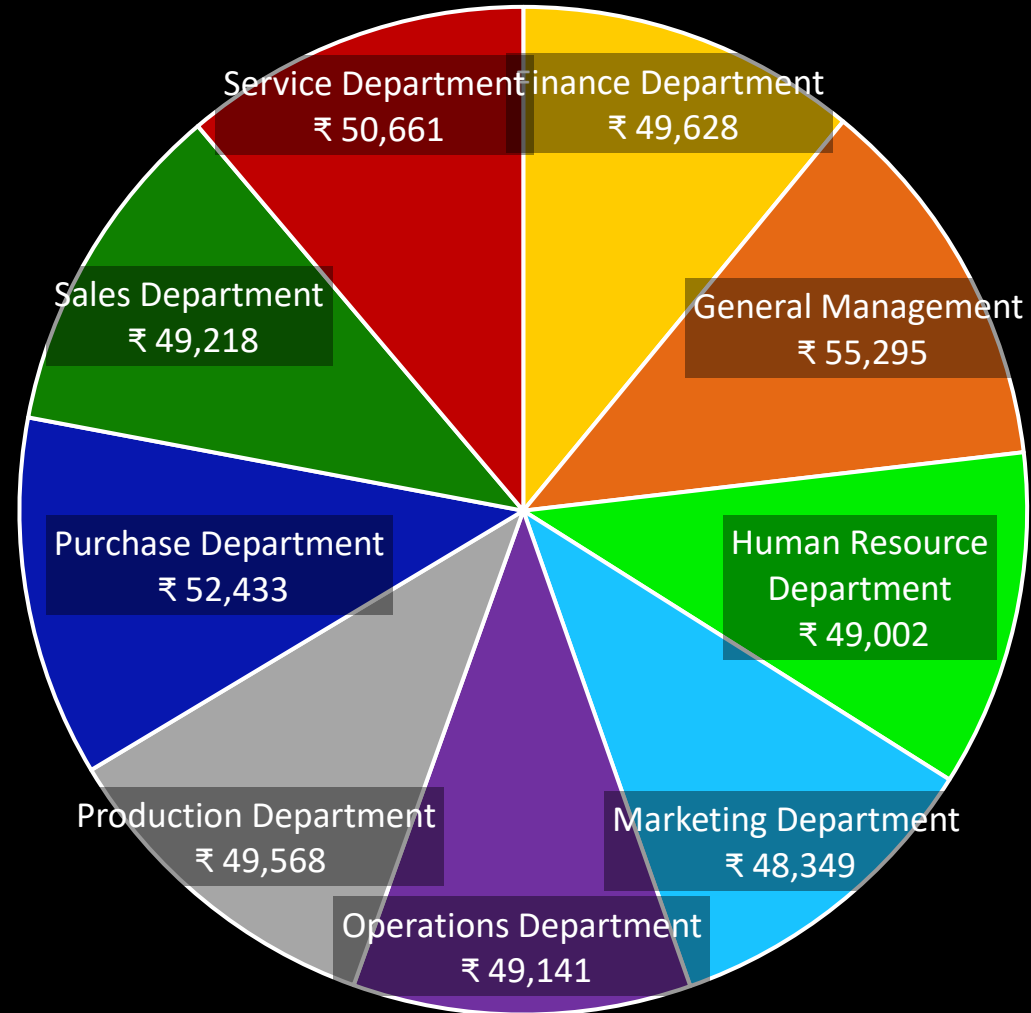
Males And Females Hired



Average Salary

Department	Average of Offered Salary
Finance Department	₹49,628
General Management	₹55,295
Human Resource Department	₹49,002
Marketing Department	₹48,349
Operations Department	₹49,141
Production Department	₹49,568
Purchase Department	₹52,433
Sales Department	₹49,218
Service Department	₹50,661
Average Total Salary	₹49,888

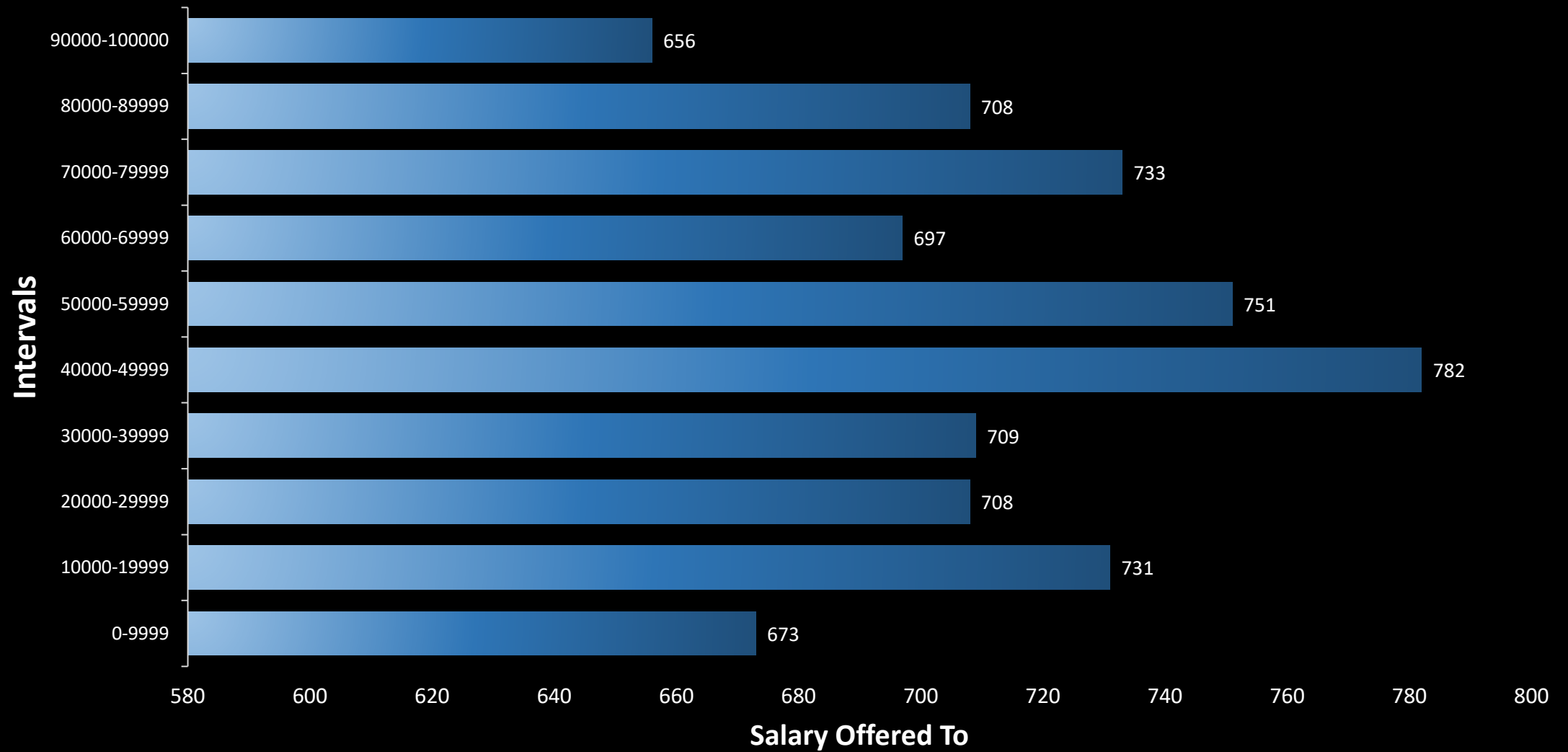
Average Salary Offered By Each Department



Class Intervals For Salary

Range	Salary Offered To
0-9999	673
10000-19999	731
20000-29999	708
30000-39999	709
40000-49999	782
50000-59999	751
60000-69999	697
70000-79999	733
80000-89999	708
90000-100000	656
Grand Total	7148

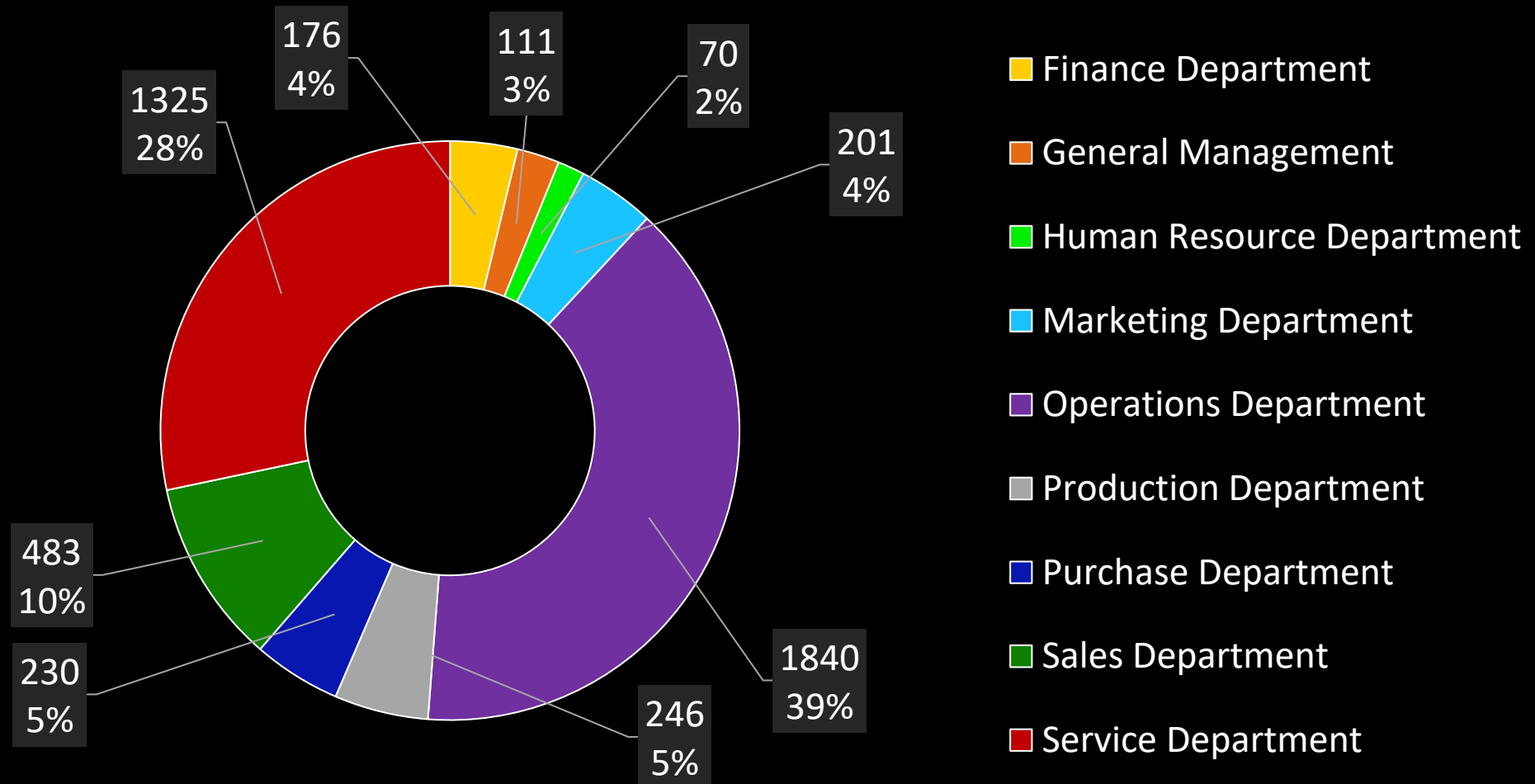
Class Intervals For Salary



People Working In Different Department

Department	Employees
Finance Department	176
General Management	111
Human Resource Department	70
Marketing Department	201
Operations Department	1840
Production Department	246
Purchase Department	230
Sales Department	483
Service Department	1325
Total Employees	4682

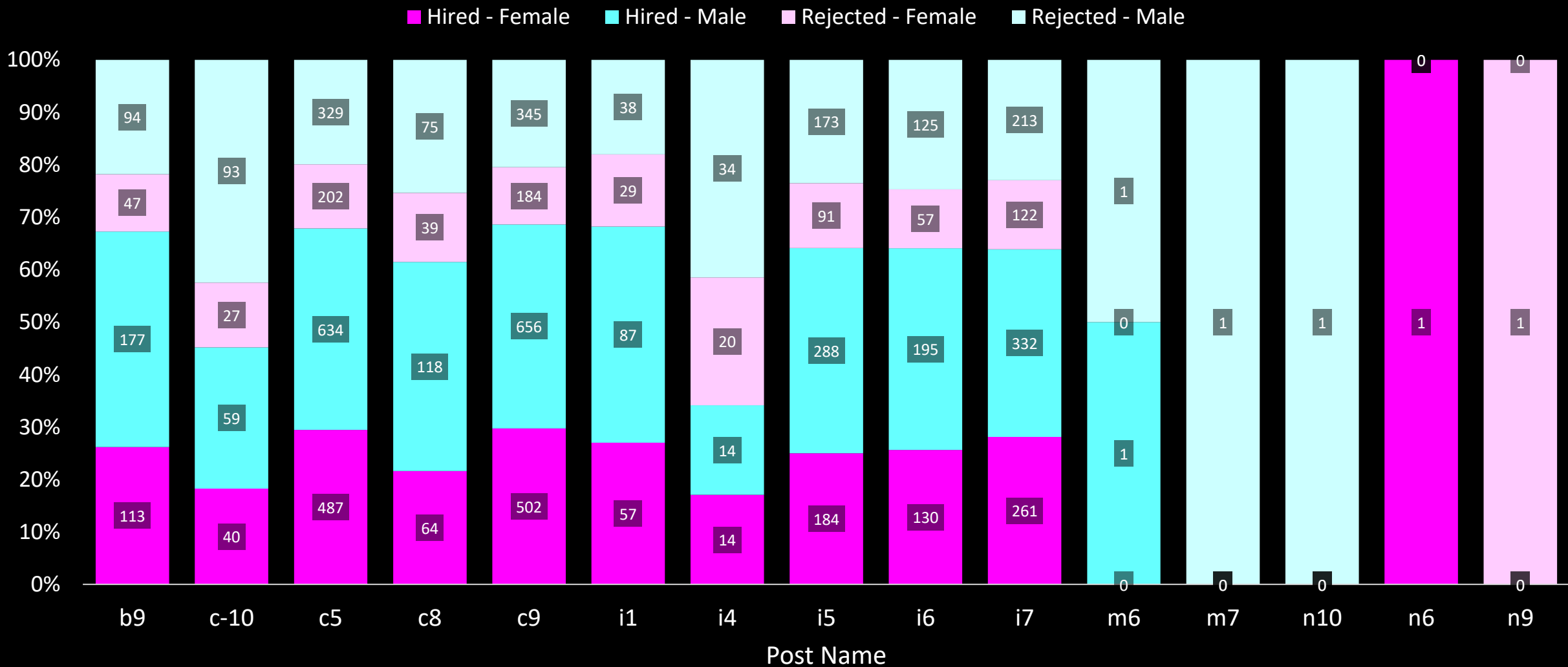
Proportion Of People Working In Different Department



Post Name	Hired Female	Hired Male	Total Hired	Rejected Female	Rejected Male	Total Rejected	Grand Total
B9	113	177	290	47	94	141	431
c-10	40	59	99	27	93	120	219
C5	487	634	1121	202	329	531	1652
C8	64	118	182	39	75	114	296
C9	502	656	1158	184	345	529	1687
I1	57	87	144	29	38	67	211
I4	14	14	28	20	34	54	82
I5	184	288	472	91	173	264	736
I6	130	195	325	57	125	182	507
I7	261	332	593	122	213	335	928
M6		1	1		1	1	2
M7					1	1	1
N10					1	1	1
N6	1		1				1
N9				1		1	1
Grand Total	1853	2561	4414	819	1522	2341	6755

Status Of Male And Female By Post Name

Status Of Male And Female By Post Name



DRIVE LINK

- Drive link of the excel file I made which contains cleaned data, pivot tables and charts/graphs

https://docs.google.com/spreadsheets/d/1cSTtHx0_jfbRrTttDzZe7Vtfx3_re1Tt/edit?usp=share_link&ouid=116897921059711507240&rtpof=true&sd=true

Thank
You

