

# HIRING PROCESS ANALYTICS

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# INTRODUCTION

This project is all about the process of hiring with the use of data analytics and excel. This hiring process is very crucial for the quality hiring of the candidate in the company and this analysis is done through the given dataset.

This Project is regarding giving insights about Hiring Process based on data provided which can be helpful for hiring department to improve its hiring process.

# APPROACH

In the given dataset first we will clean the data, rectify the error and remove the duplicate or irrelevant entry for the better result using excel.

At the end extract the useful insights using statistical analysis and visualize the insights using data visualization methods

# “ TECH STACK USED ”



MS Excel is used for the data analysis



MS PowerPoint is used for the documentation and report

# INSIGHT TASK



## Step 1 •

Hiring  
Analysis

## Step 2 •

Salary  
Analysis

## Step 3 •

Salary  
Distribution

## Step 4 •

Departmental  
Analysis

## Step 5 •

Position Tier  
Analysis

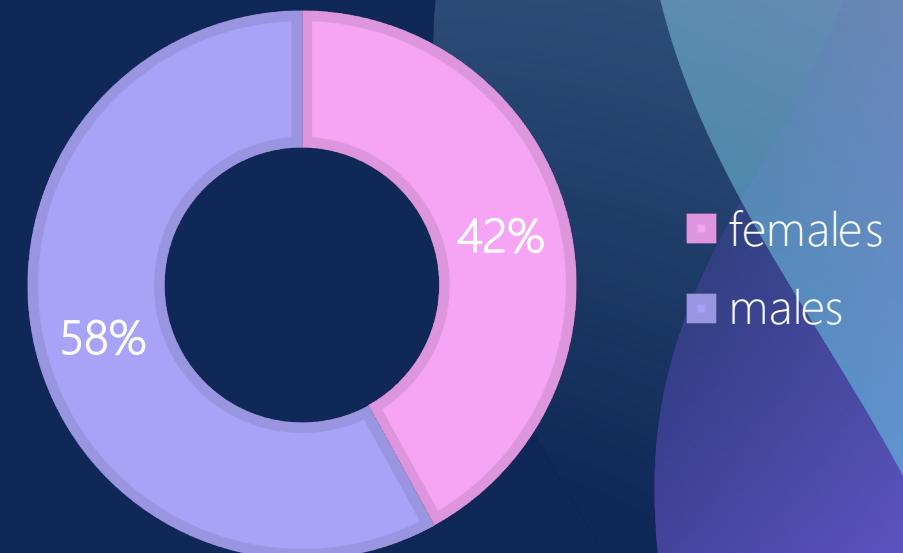
# HIRING ANALYSIS

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

Gender	Number of person
males	2563
females	1856
<b>Row Labels</b>	<b>Sum of Number of person</b>
females	1856
males	2563
<b>Grand Total</b>	<b>4419</b>

**Formula used:**

- Male: =COUNTIFS(D:D,D2,C:C,C2)
- Female: =COUNTIFS(D:D,D3,C:C,C3)



## SALARY ANALYSIS

**Task:** What is the average salary offered by this company?

Average salary	49983.02902
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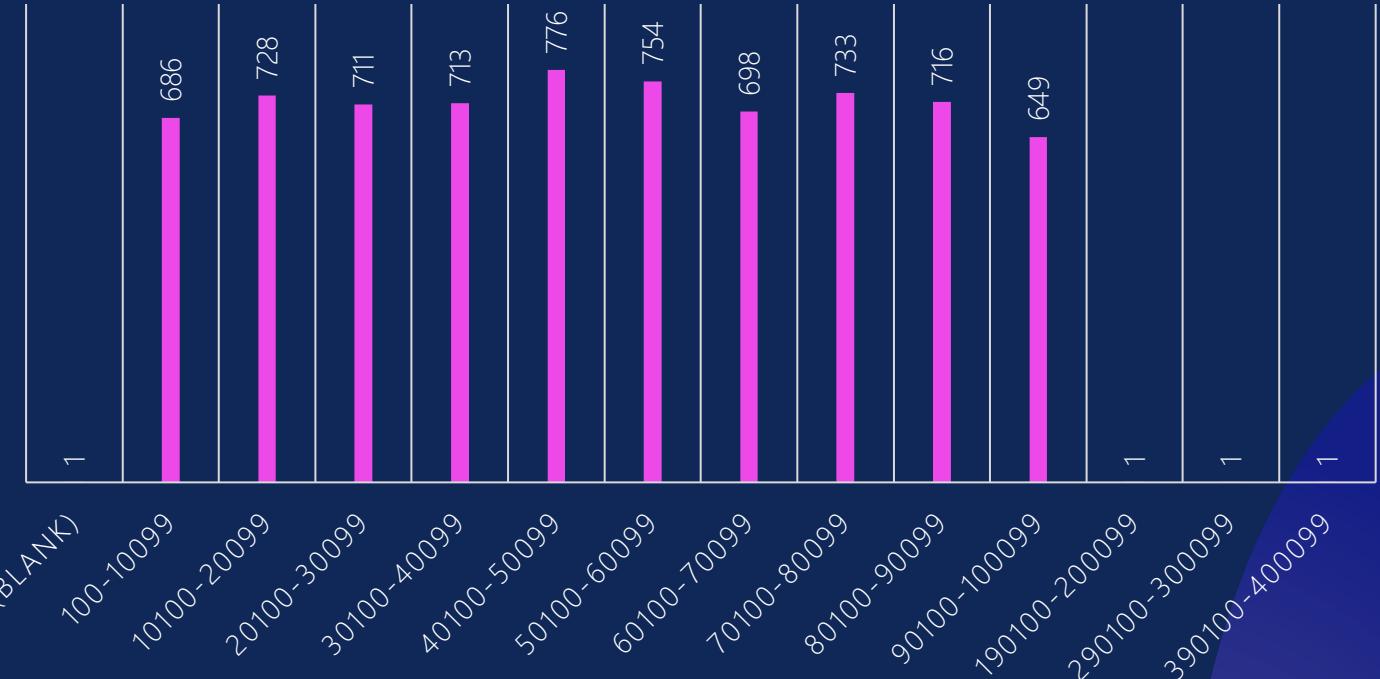
**Formula used:**

Average : =AVERAGE(G:G)

# SALARY DISTRIBUTION

Min	100	=MIN(G:G)
Max	400000	=MAX(G:G)

Salary	Count
Row Labels	Count of application_id
(blank)	1
100-10099	686
10100-20099	728
20100-30099	711
30100-40099	713
40100-50099	776
50100-60099	754
60100-70099	698
70100-80099	733
80100-90099	716
90100-100099	649
190100-200099	1
290100-300099	1
390100-400099	1
Grand Total	7168



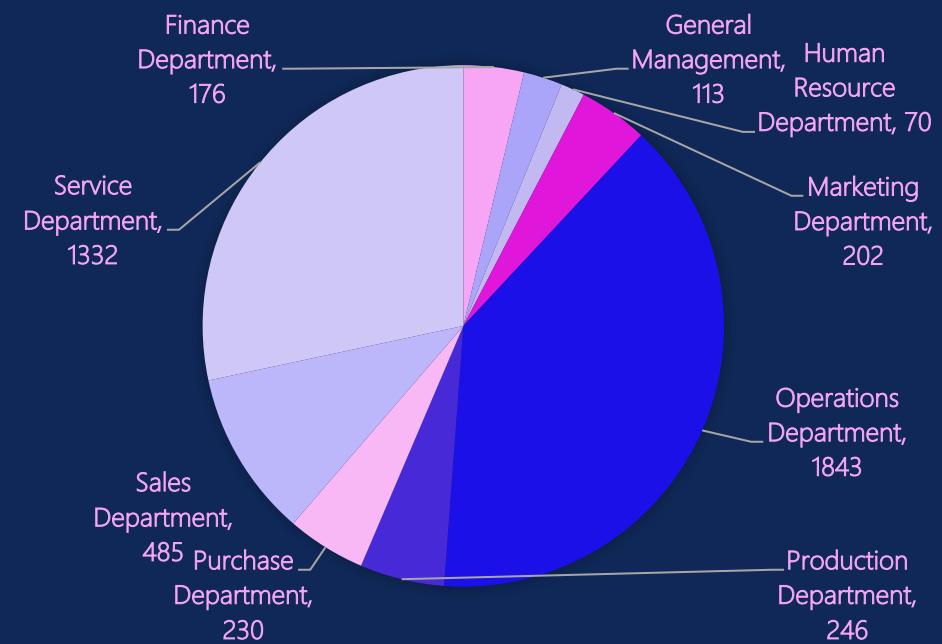
**Task: Create class intervals for the salaries in the company.**

It is using the PIVOT TABLE and then grouping the salary and finding the range of salary

# DEPARTMENTAL ANALYSIS

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

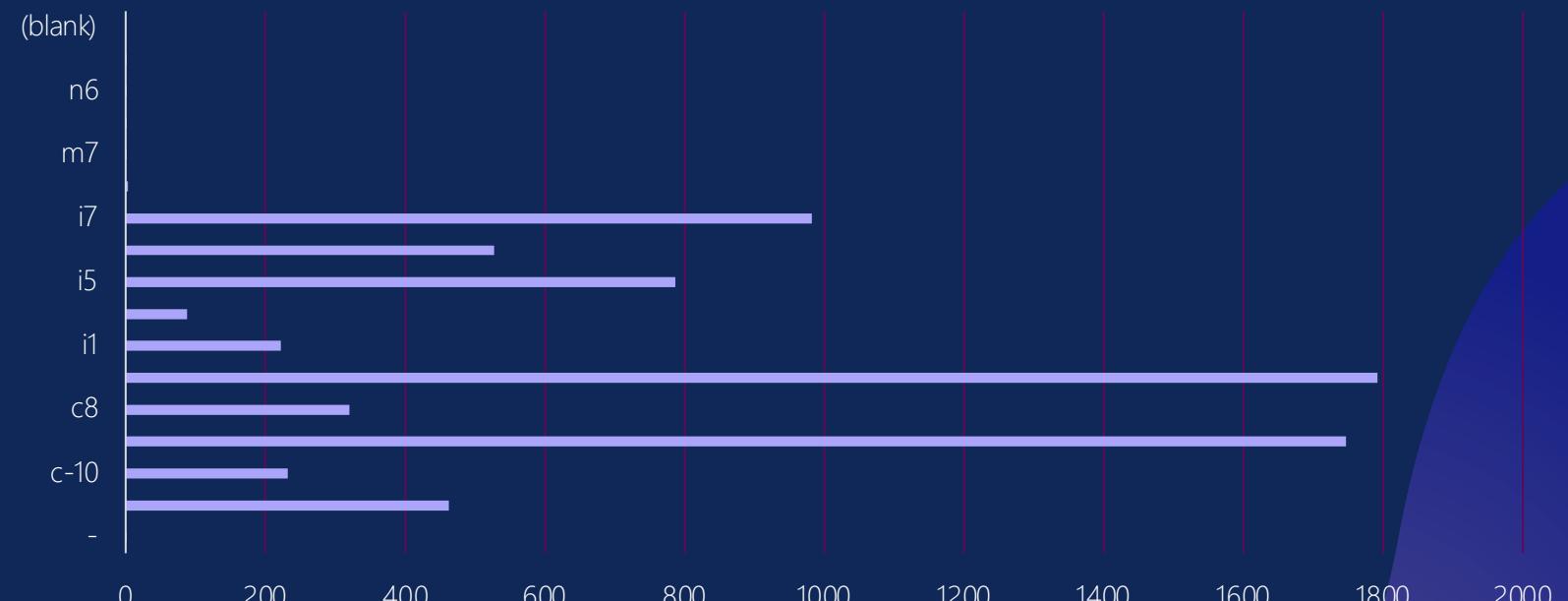
Status	Hired
Row Labels	Count of application_id
Finance Department	176
General Management	113
Human Resource Department	70
Marketing Department	202
Operations Department	1843
Production Department	246
Purchase Department	230
Sales Department	485
Service Department	1332
Grand Total	4697



# POSITION TIER ANALYSIS

**Task:** Use a chart or graph to represent the different position tiers within the company.

Row Labels	Count of application_id
-	1
b9	463
c-10	232
c5	1747
c8	320
c9	1792
i1	222
i4	88
i5	787
i6	527
i7	982
m6	3
m7	1
n10	1
n6	1
n9	1
(blank)	
<b>Grand Total</b>	<b>7168</b>



# RESULT

Hiring Analysis	Salary Analysis	Salary Distribution	Departmental Analysis	Position Tier Analysis
More than half of the hired candidate are male than female	The average salary of the people are 49983.02	We can observe that maximum offered salary is in the interval of 40100-50099 while minimum offered salary are in 190100-200099 290100-300099 390100-400099	From the above pie chart, we can observe that most candidates are hired in <b>Operations Department</b> with 39% of hired people	Here, we can observe that the organization has hired most candidates for post tier <b>c9</b> 25% of total number of people applied.

# SUMMARY

From this project help me in better understanding of excel and to represent the large data with the help of charts. This lead me to understand the requirement of the business how the hiring process work, what should be kept in mind.

The basics steps involved in exploratory data analysis like cleaning of data and deriving inference from the data by performing various statistical analysis.  
"Efficiencies will come from proactively transforming how we do business."

# THANK YOU

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Excel Link:

[https://docs.google.com/spreadsheets/d/1w0lhm81TXaQ7iZuJ-LCBAHYu86jQKCOK/edit?usp=drive\\_link&ouid=100666058439313981866&rtpof=true&sd=true](https://docs.google.com/spreadsheets/d/1w0lhm81TXaQ7iZuJ-LCBAHYu86jQKCOK/edit?usp=drive_link&ouid=100666058439313981866&rtpof=true&sd=true)