

Name: Pratham Barot

Project 4: HIRING PROCESS ANALYTICS

Software Used: Microsoft Excel 2408

PROJECT DESCRIPTION

The project is about finding out valuable insights that can help improve the company's hiring process. We analyze this data on the following points:

- A. Hiring Analysis
- B. Salary Analysis
- C. Salary Distribution
- D. Departmental Analysis
- E. Position Tier Analysis

A. Hiring Analysis: The hiring process involves bringing new individuals into the organization for various roles.

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

Formula:-

Men : =COUNTIFS(D:D, J38, C:C, K38)

Female : =COUNTIFS(D:D, J39, C:C, K39)

Output:-

event_name	Status	no_of_male_and_female
Male	Hired	2563
Female	Hired	1856

Hiring Analysis: The hiring process involves bringing new individuals into the organization for various roles.



B. Salary Analysis: The average salary is calculated by adding up the salaries of a group of employees and then dividing the total by the number of employees.

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

Formula:-

`=AVERAGE(G:G)`

Output:-

Average	49983.02902
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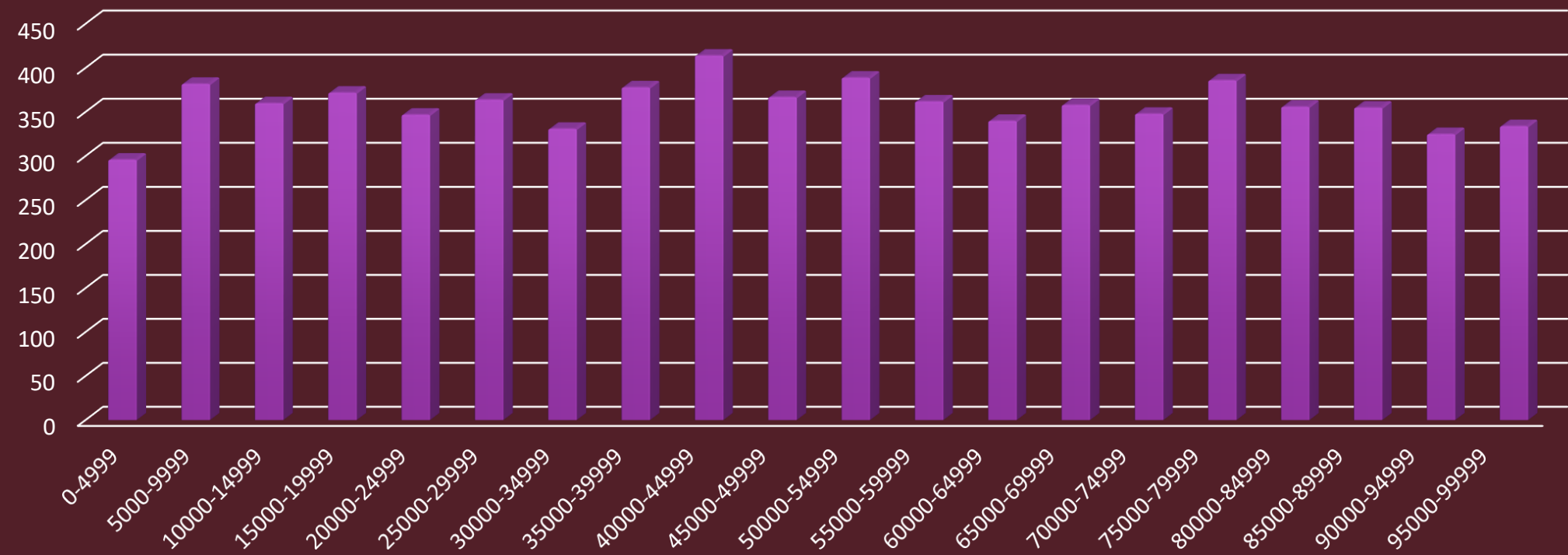
C. Salary Distribution: Class intervals represent ranges of values, in this case, salary ranges. The class interval is the difference between the upper and lower limits of a class.

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

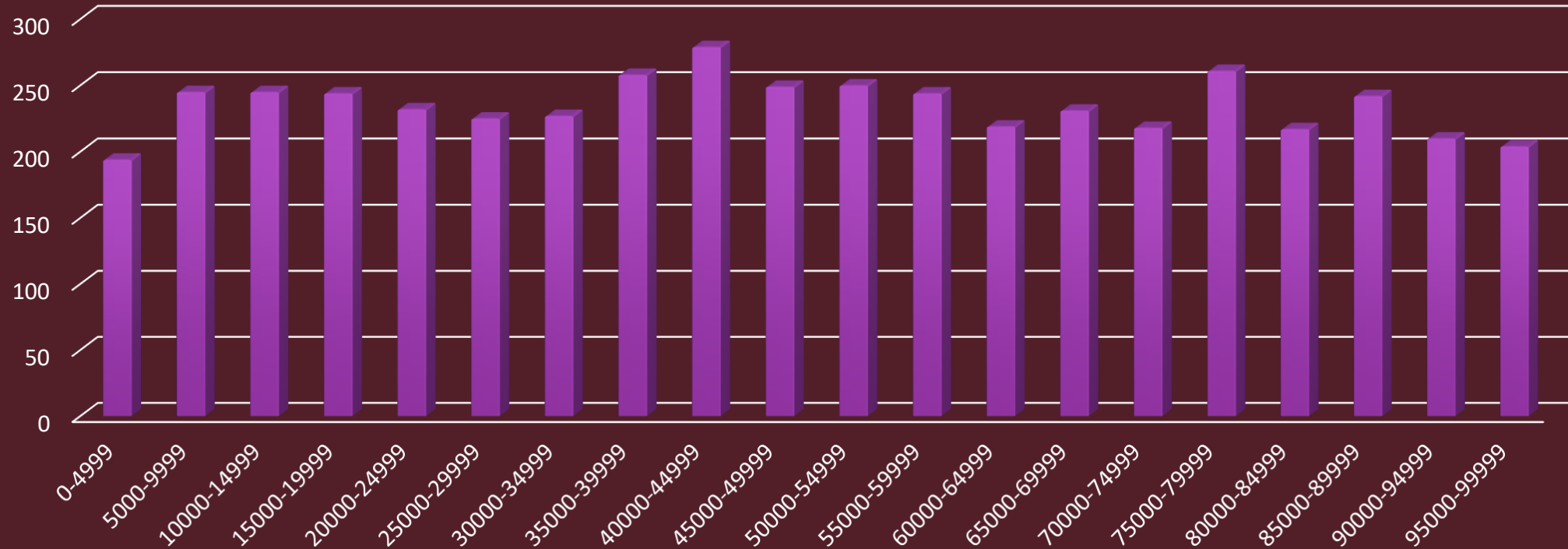
- There are outliers in this Dataset. First we need to remove outliers.



Salary range for Hired and Rejected (After removing outliers)



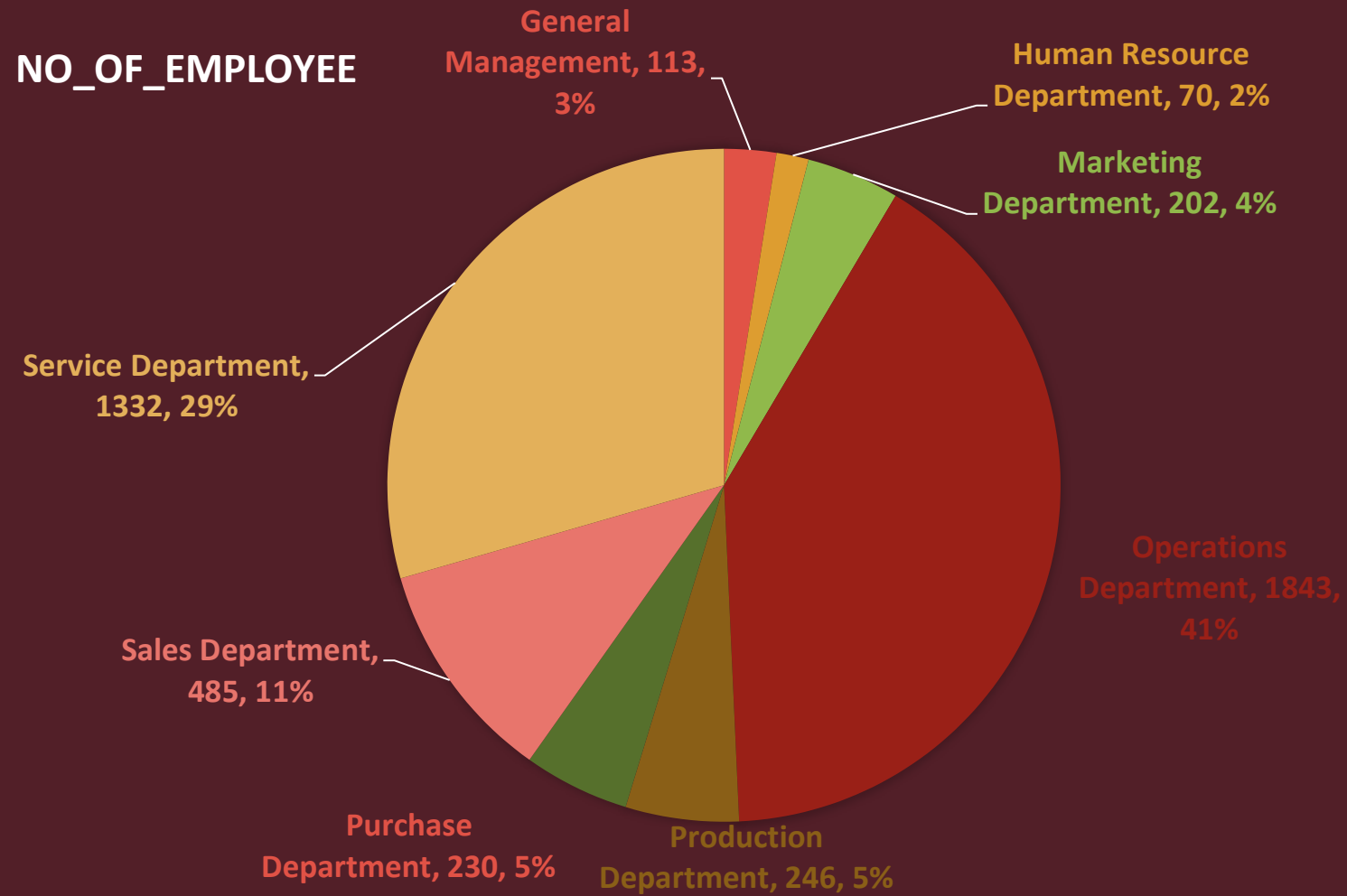
Salary range for Hired (After removing outliers)



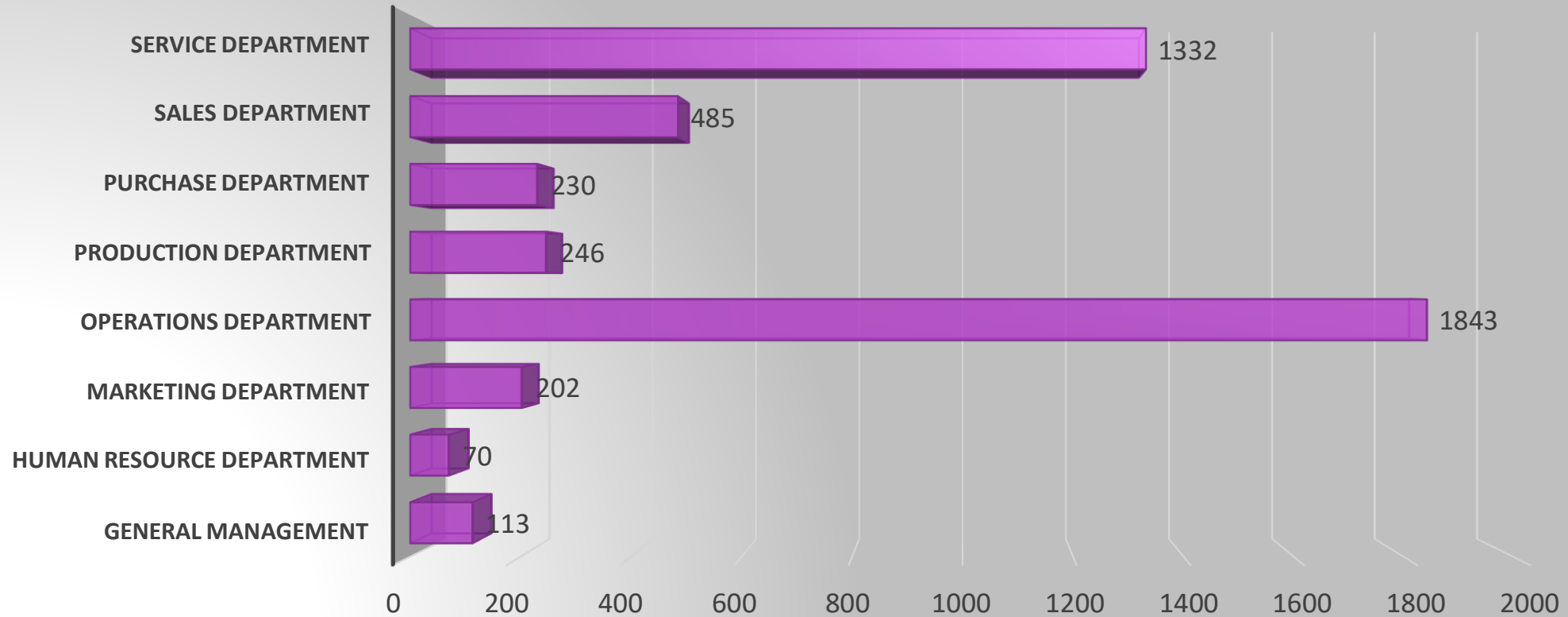
D. Departmental Analysis: Visualizing data through charts and plots is a crucial part of data analysis.

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

Department	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



no_of_employee

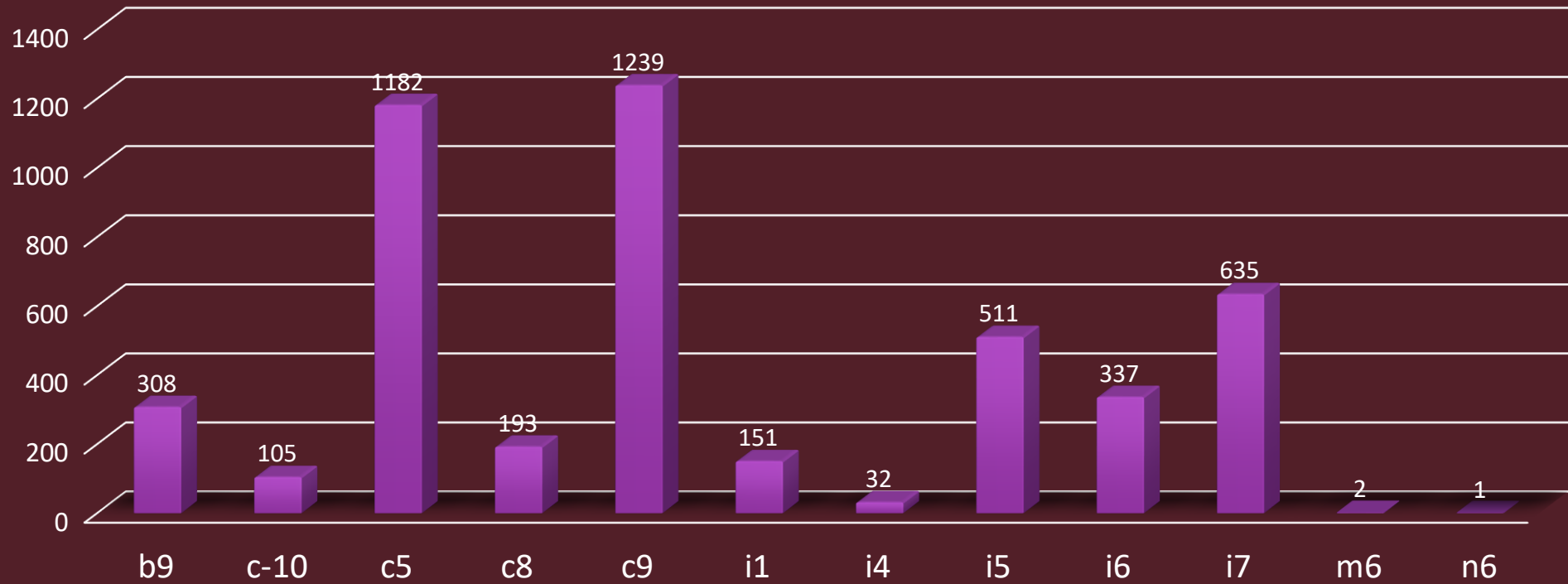


E. Position Tier Analysis: Different positions within a company often have different tiers or levels.

Task : 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.

Post Name	no_of_people_hired
b9	308
c-10	105
c5	1182
c8	193
c9	1239
i1	151
i4	32
i5	511
i6	337
i7	635
m6	2
n6	1

no_of_people_hired



The background features a collage of COVID-19 data visualizations. In the top left, a map of Jackson County, Missouri, is shown with a data box. To its right is a table with four rows of statistics. The top right section contains a grid of small charts, each with a title, a line graph, and numerical data. The bottom left section shows a line graph with two series labeled 'スペイン' (Spain) and 'アメリカ' (America). The entire collage is overlaid with the text 'Thank you.' in a large, white, handwritten font.

Jackson county, Missouri

Cases per 100,000:	155.20	Confirmed cases:	1,074
Deaths:	23	Deaths:	132

Thank you.

20,777	202	Minimal Level 1	0.8 - 1.2	22
222,917	2.6k	Minimal Level 1	0.8 - 1.3	25
32,511	315	Minimal	0.8 - 1.2	85
514	267	M	0.6 - 0.9	365

スペイン
アメリカ