

Hiring Process Analytics

Project Description

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 analyze before hiring freshers or any other individual. Thus, making an opportunity for a Data Analyst job here too!

Check for missing and incomplete data

Making sure the data is clean from all the aspect of null values and removing it.

Identify and handle outliers

Outliers are data points that are significantly different from the rest of the data. They can have a significant impact on summary statistics and can distort the results of your analysis. It's important to identify any outliers and decide how to handle them, such as by excluding them from the analysis or by treating them as separate cases.

Tech-Stack Used

Microsoft Excel, Microsoft power point

Insights

The knowledge that I gained from this project is how to create the Charts ,how to use the Pivot Tables , and how we can use this data to improve the experience altogether while helping the business grow.

Submitted by
Rahul Inchal

Hiring Process Analytics

Approach

- Use of Microsoft Excel
- Understand the given problem statement and try to analyze the given question.
- Study the data correctly and properly.
- Analyze the data using pivot table such as bar chart, histogram, and pie chart
- Create a dashboard so that it can be interactive.
- Save the excel file and prepare the report using Microsoft power point.

Communicate your findings

Once completed with analysis, present your findings to your audience in a clear and concise way. Use visualizations, such as charts and graphs, to help communicate your results. Be sure to clearly explain your methodology and the implications of your results.

Result

Have achieved how to analyze the project , as this helped me to gain more knowledge about Excel to perform better

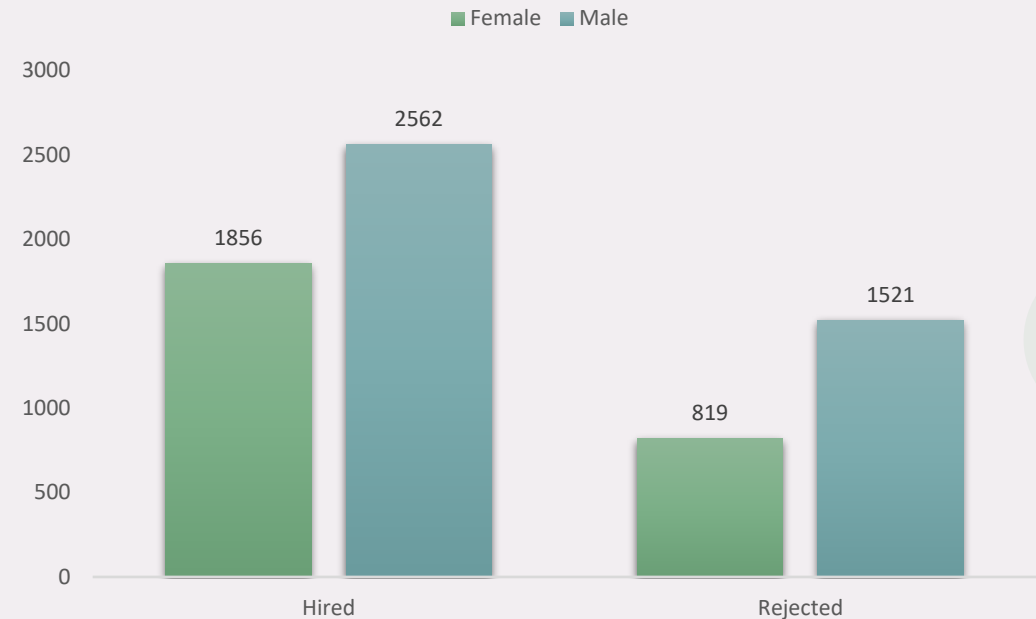
Submitted by
Rahul Inchal

Hiring Process Analytics

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

Your task: How many males and females are Hired ?

Count of event_name	Column Labels		
Row Labels	Female	Male	Grand Total
Hired	1856	2562	4418
Rejected	819	1521	2340
Grand Total	2675	4083	6758



Observation

According to the data, the males are hired more than the females. Also, females are rejected more than the males.

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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 ?

Row Labels	Average of Offered Salary
Finance Department	49628.00694
General Management	58722.09302
Human Resource Department	49002.27835
Marketing Department	48489.93538
Operations Department	49151.35438
Production Department	49448.48421
Purchase Department	52564.77477
Sales Department	49310.3807
Service Department	50629.88418
Grand Total	49983.02902



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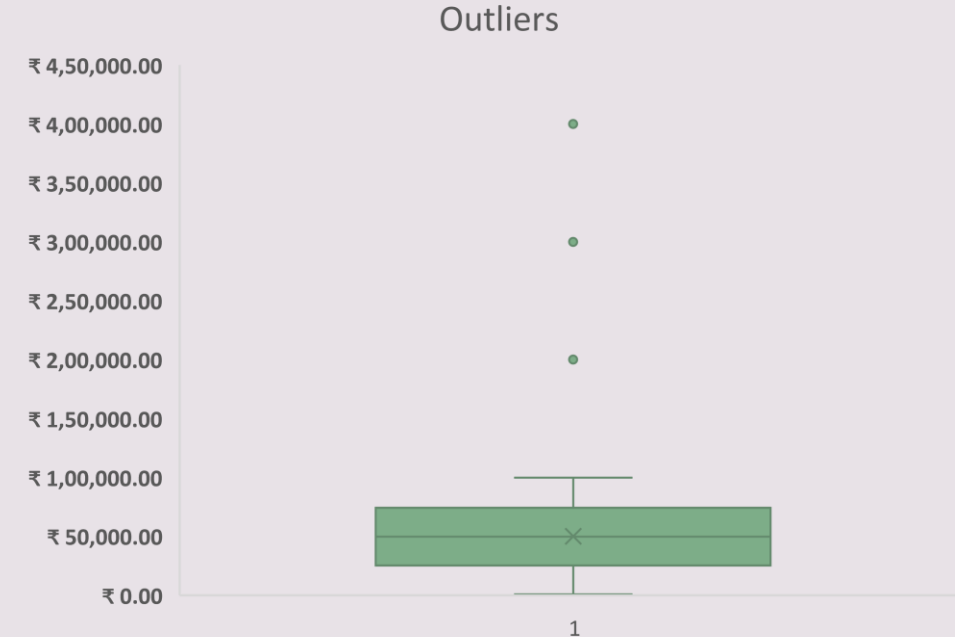
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B. Average Salary: Adding all the salaries for a select group of employees and then dividing the sum by the number of employees in the group.

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

Observation

- The data contains outliers, which are significantly different from the rest of the data.
- Despite the presence of these outliers, they do not affect the average salary.
- If the outliers are included in the calculation, the average salary is 49983.
- If the outliers are excluded from the calculation, the average salary is 49878.33 .



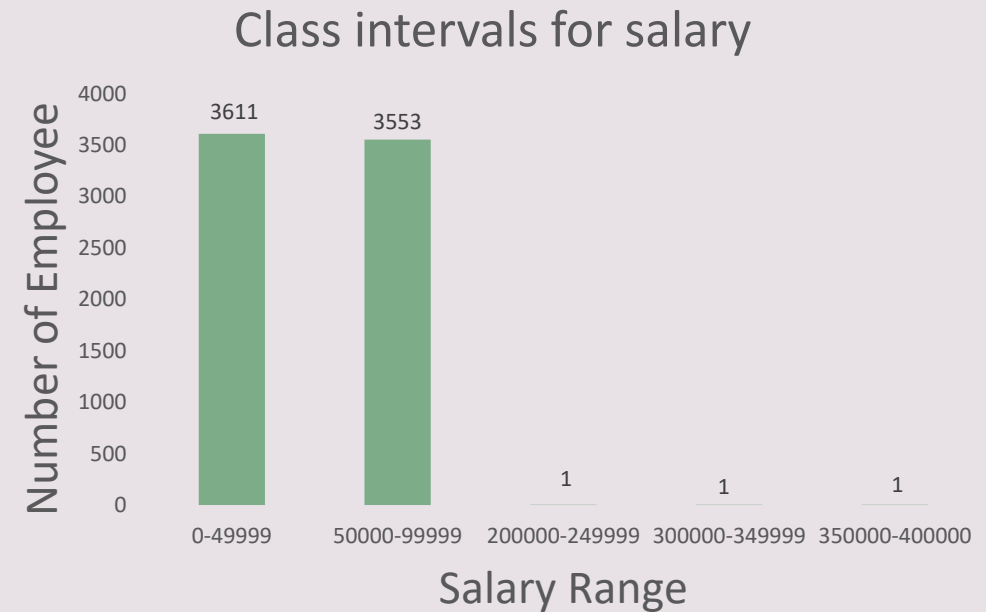
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C. Class Intervals: The class interval is the difference between the upper-class limit and the lower-class limit.

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

Row Labels	Count of Offered Salary
0-49999	3611
50000-99999	3553
300000-349999	1
350000-400000	1
Grand Total	7167



Observation

Most of the employees have the salary lies in between 0 – 100000 INR.

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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 ?

Row Labels	Count of Department
Finance Department	288
General Management	172
Human Resource Department	97
Marketing Department	325
Operations Department	2771
Production Department	380
Purchase Department	333
Sales Department	747
Service Department	2055
Grand Total	7168

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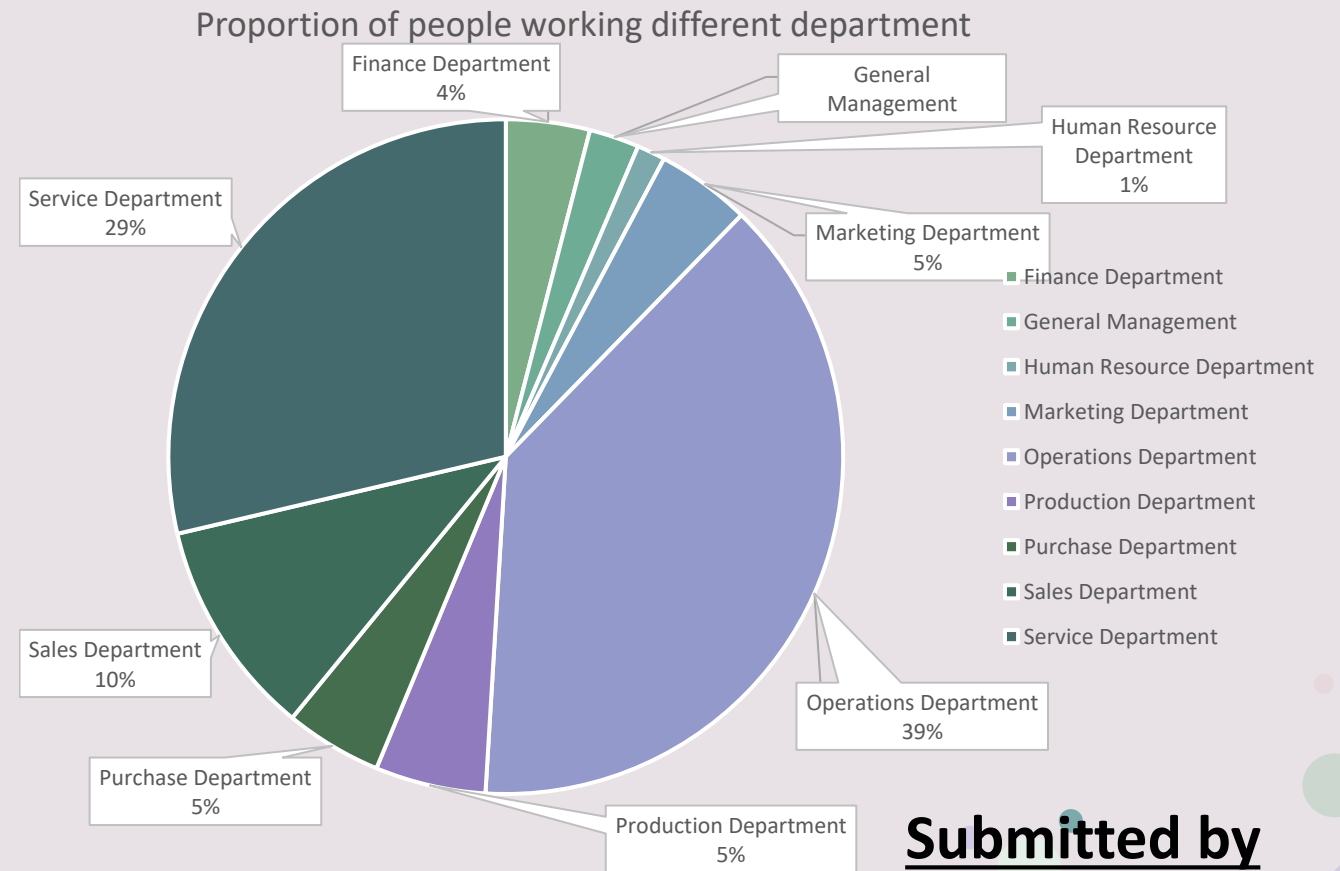
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D. Charts and Plots: This is one of the most important part of analysis to visualize the data.

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

Observation

The major portion of workforce is concentrated in the Operation department and service department.



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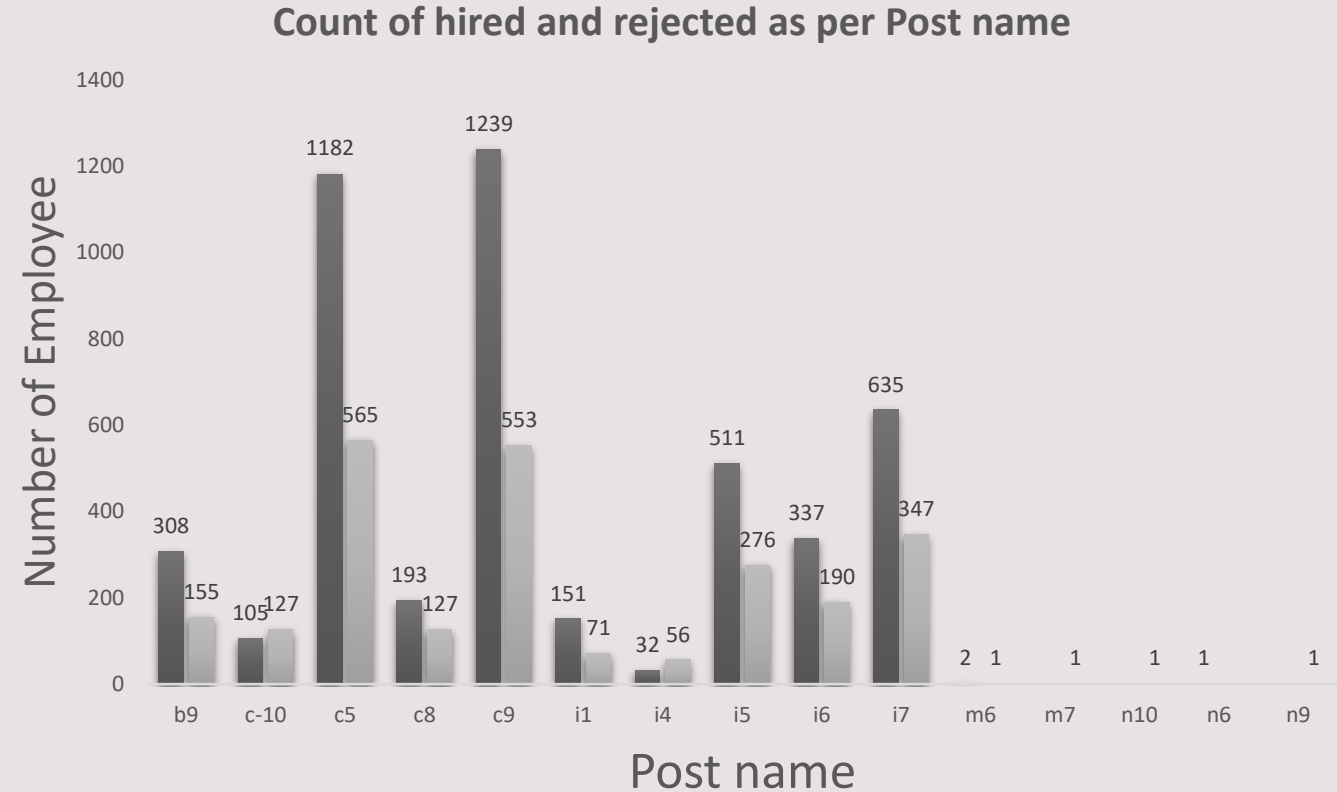
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E. Charts: Use different charts and graphs to perform the task

representing the data.

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

Count of Post Name	Column Labels		
Row Labels	Hired	Rejected	Grand Total
b9	308	155	463
c-10	105	127	232
c5	1182	565	1747
c8	193	127	320
c9	1239	553	1792
i1	151	71	222
i4	32	56	88
i5	511	276	787
i6	337	190	527
i7	635	347	982
m6	2	1	3
m7		1	1
n10		1	1
n6	1		1
n9		1	1
Grand Total	4696	2471	7167



Observation

The most common jobs are C9 and C5.