

HIRING PROCESS ANALYTICS

<https://docs.google.com/spreadsheets/d/14IRyrnELwyj7ikY1nXhA-BWWVpeXHApX/edit#gid=1258891055>

Project Description:

Hiring process is the most important function of a company. The MNCs get to know about the trends in the hiring process. Trends such as the number of rejections, number of interviews, types of jobs, vacancies, experience etc. are important for a company to analyse before hiring fresher or any other individual.

Approach:

- Download all data provided
- Understanding the data
- Checking for outliers
- Removing outliers
- Drawing data summary

Explanation – Firstly, carried out the exploratory data analysis using Excel data analysis tools package. Calculated descriptive statistics on salary offered column. Found out missing values and outliers using quartile function in Excel. After removing the outlier further insights were carried out using Excel formulae and graphs.

Tech-Stack Used:

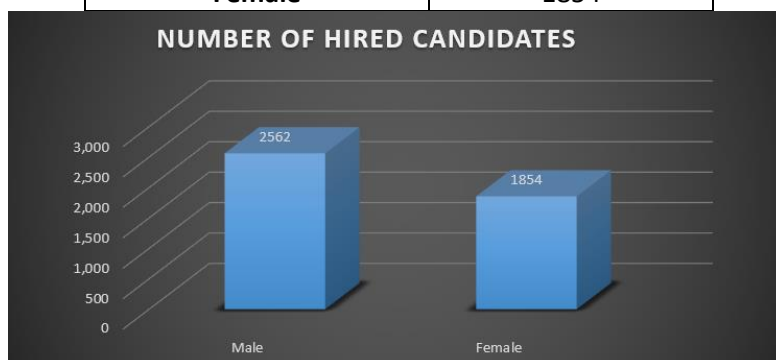
- MS Excel – To create graphical representation of the results and to understand the result set better.
- Dataset provided (Statistics Dataset)

Insights: All the questions regarding this analysis are answered through Excel:

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

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

Male	2562
Female	1854



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.

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

Department Names	Department-wise Average Salary Offered
Finance Department	49628.00694
General Management	55295.29412
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	50557.16261

Overall Average Salary	49878.3318
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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.

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

Class Intervals	100	Frequency
100	6758	444
6758	13416	479
13416	20074	488
20074	26732	480
26732	33390	453
33390	40048	493
40048	46706	544
46706	53364	478
53364	60022	503
60022	66680	452
66680	73338	486
73338	79996	493
79996	86654	467
86654	93312	460
93312	99970	444
99970	More	0

Majority of applicants were offered salary of between 40K – 47K.

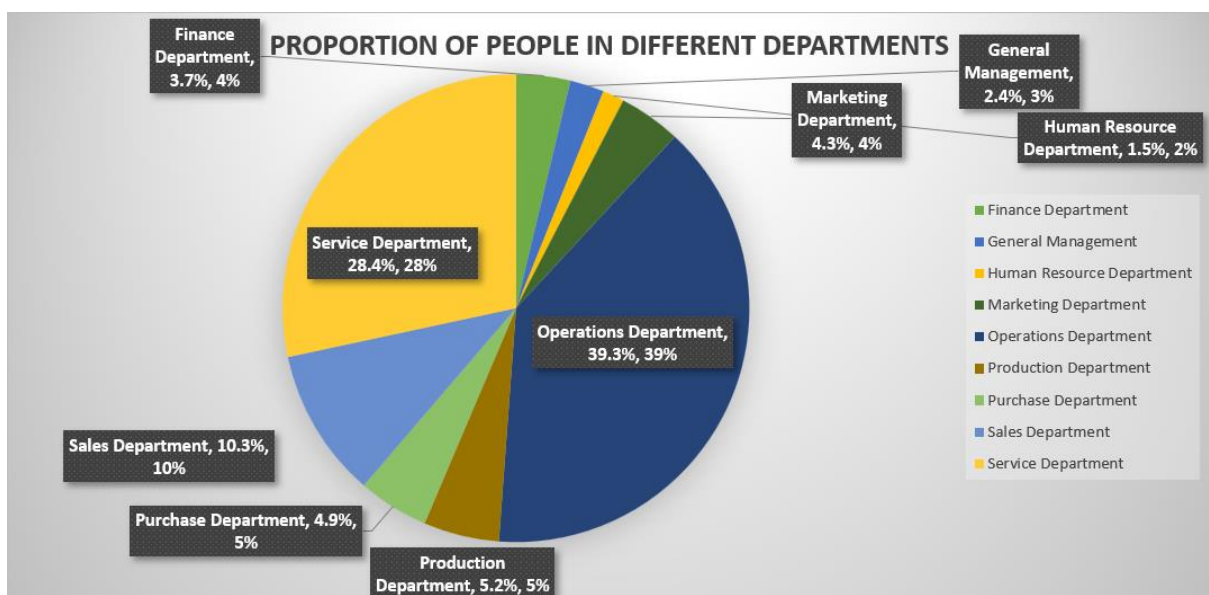


D. Departmental Analysis: Visualizing data through charts and plots is a crucial part of data analysis.

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

Department Names	No. of Employees	Percentage of Employees
Finance Department	176	3.7%
General Management	111	2.4%
Human Resource Department	70	1.5%
Marketing Department	202	4.3%
Operations Department	1843	39.3%
Production Department	246	5.2%
Purchase Department	230	4.9%
Sales Department	485	10.3%
Service Department	1331	28.4%
Grand Total	4694	

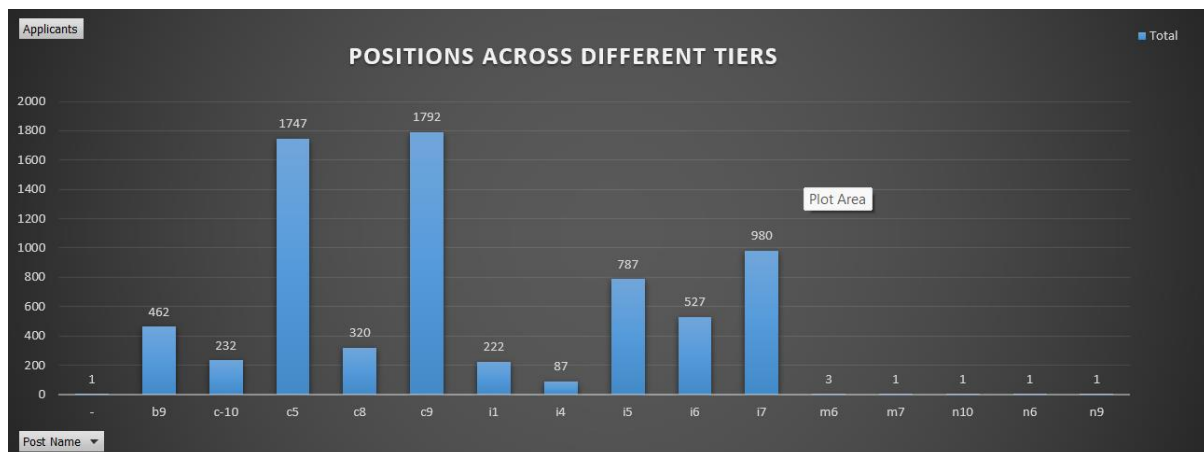
Total 4694 out of 7164 applicants were hired, majority of applicants were hired in Operations Department.



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

Your 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 Names	Applicants
-	1
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	7164



Result:

- Males are 57%, Females are 37.32% and 5.5% are unidentified out of all employees.
- General Management has the highest average salary of 55295.29 and Marketing has the lowest of 48489.93.
- Operations Department has the highest no. of employees of 1843 and Human Resources Department has the lowest of 70 employees.
- There are 1792 employees in the Post Tier of c9 which is the highest of all tiers.