

A decorative graphic on the left side of the slide, consisting of a network of light blue lines and small circles, resembling a circuit board or a data flow diagram. The lines are vertical and horizontal, with some diagonal connections, and the circles are placed at various points along these lines.

# HIRING PROCESS ANALYTICS

# PROJECT DESCRIPTION

- Given a dataset of previous hirings across departments of a company.
- Our job is to find out major trends and insights of the hiring process from the given data.
- Data provided includes:
  - Application\_id
  - Interview Taken on
  - Status
  - Event\_name
  - Department
  - Post Name
  - Offered salary

# APPROACH

- Understanding the data
- Getting familiar with the data values and attributes
- Analysing the data by applying filters and formulas
- Visualise the data with graph/ charts to get better understanding

# TECH STACK USED

Microsoft Excel


# HIRING DATASET

	A	B	C	D	E	F	G	H
1	application_id	Interview Taken on	Status	event_name	Department	Post Name	Offered Salary	
2	383422	01/05/14 11:40	Hired	Male	Service Department	c8	56553	
3	907518	06/05/14 8:08	Hired	Female	Service Department	c5	22075	
4	176719	06/05/14 8:08	Rejected	Male	Service Department	c5	70069	
5	429799	02/05/14 16:28	Rejected	Female	Operations Department	i4	3207	
6	253651	02/05/14 16:32	Hired	Male	Operations Department	i4	29668	
7	289907	01/05/14 7:44	Hired	Male	Sales Department	-	85914	
8	959124	06/05/14 16:27	Rejected	Male	Sales Department	i7	69904	
9	86642	09/05/14 13:17	Rejected	Male	Sales Department	i7	11758	
10	751029	02/05/14 13:09	Hired	Female	Service Department	i4	15156	
11	434547	02/05/14 13:11	Rejected	Female	Service Department	i4	49515	
12	518854	01/05/14 9:00	Rejected	Male	Service Department	n10	26990	
13	649039	07/05/14 10:48	Hired	Female	Service Department	b9	200000	
14	199526	07/05/14 10:50	Hired	Male	Service Department	b9	86787	
15	539803	15/05/14 9:31	Hired	Male	Finance Department	b9	2308	
16	191009	09/05/14 12:48	Hired	Female	Service Department	i7	56688	
17	195323	09/05/14 12:48	Hired	-	Service Department	i7	81757	
18	51318	02/05/14 8:07	Hired	Male	Service Department	i5	15134	
19	742283	02/05/14 8:11	Rejected	-	Service Department	i5	100	
20	513166	01/05/14 22:53	Hired	Female	Operations Department	i1	73579	
21	791372	01/05/14 22:54	Rejected	Male	Operations Department	i1	50351	
22	47857	01/05/14 22:55	Rejected	Female	Operations Department	i1	38462	
23	834101	01/05/14 22:53	Rejected	Don't want to say	Operations Department	i1	82510	
24	885888	01/05/14 9:41	Rejected	Male	Service Department	i6	52554	

## A. HIRED MALES AND FEMALES

=COUNTIFS(C:C,L5,D:D,M5)

SQL Query:- select count(status), event\_name, status from hiring\_data where status = "Hired" group by event\_name;

Status	Event_name	count	
Hired	Male	2563	
Hired	Female	1856	
		=COUNTIFS(C:C,L6,D:D,M6)	
			

## B. AVERAGE SALARY

SQL Query:- select department, round(avg(salary),2)  
from hiring\_data where status = "Hired" group by  
department;

=AVERAGE(G:G)

Department	Average salary
All	49983.02902
	=AVERAGE(G:G)

=AVERAGEIF(E:E,M21,G:G)

Average salary By Department		
Department	Average salary	
Service Department	50629.88418	
Operations Department	49151.35438	
Sales Department	49310.3807	
Finance Department	49628.00694	
Production Department	49448.48421	
Purchase Department	52564.77477	
Marketing Department	48489.93538	
General Management	58722.09302	
Human Resource Department	49002.27835	
	=AVERAGEIF(E:E,M21,G:G)	

## C. CLASS INTERVALS OF SALARY

```
=COUNTIFS(G:G,">" & H2,G:G,"<="&I2)
```

H	I	J
Class Interval		Salary count
0	10000	678
10000	20000	732
20000	30000	711
30000	40000	710
40000	50000	781
50000	60000	750
60000	70000	698
70000	80000	734
80000	90000	711
90000	100000	659
100000	110000	0
110000	120000	0
120000	130000	0
130000	140000	0
140000	150000	0
150000	160000	0
160000	170000	0
170000	180000	0
180000	190000	0
190000	200000	1



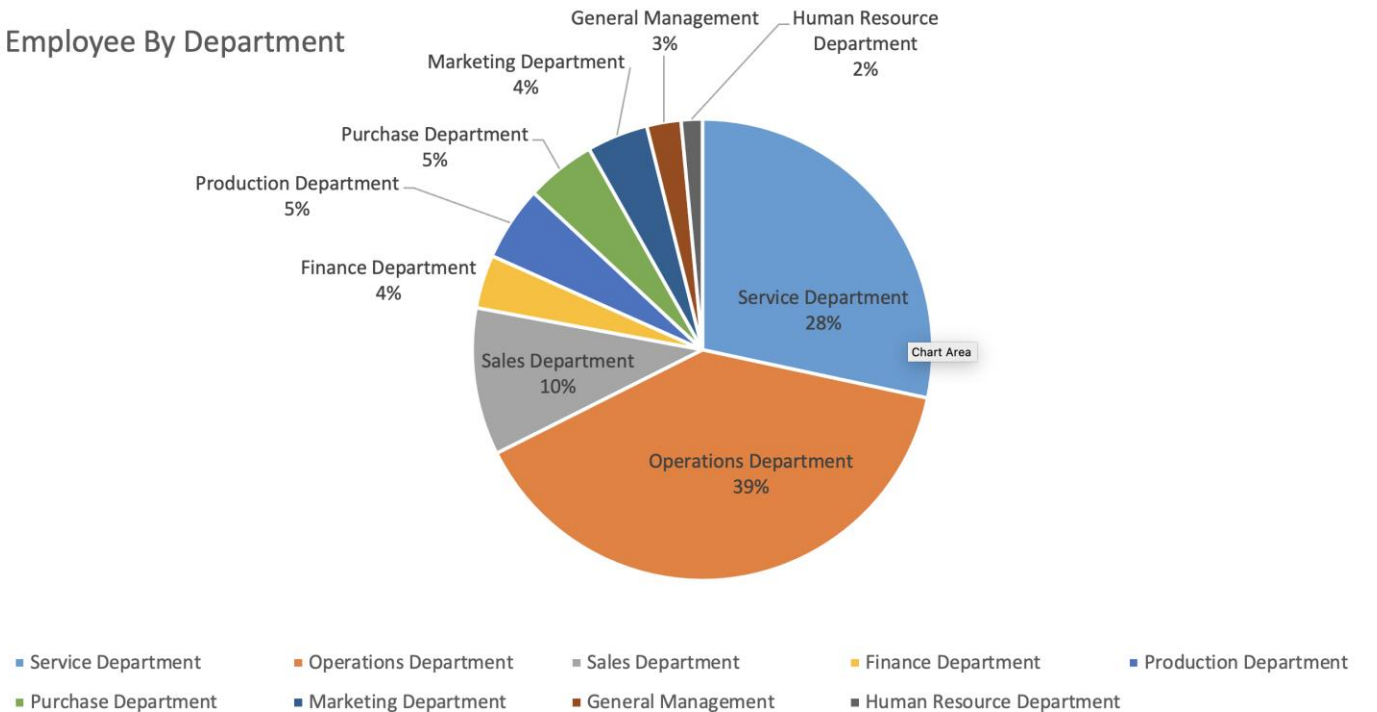
# D. PEOPLE HIRED IN DIFFERENT DEPARTMENTS

SQL Query :- `select department, count(status) from hiring_data where status = "Hired" group by department;`

`=COUNTIFS(C:C,"Hired",E:E,M25)`

Departments	No.of People Hired
Service Department	1332
Operations Department	1843
Sales Department	485
Finance Department	176
Production Department	246
Purchase Department	230
Marketing Department	202
General Management	113
Human Resource Department	70
Total	4697

Hired Employee By Department



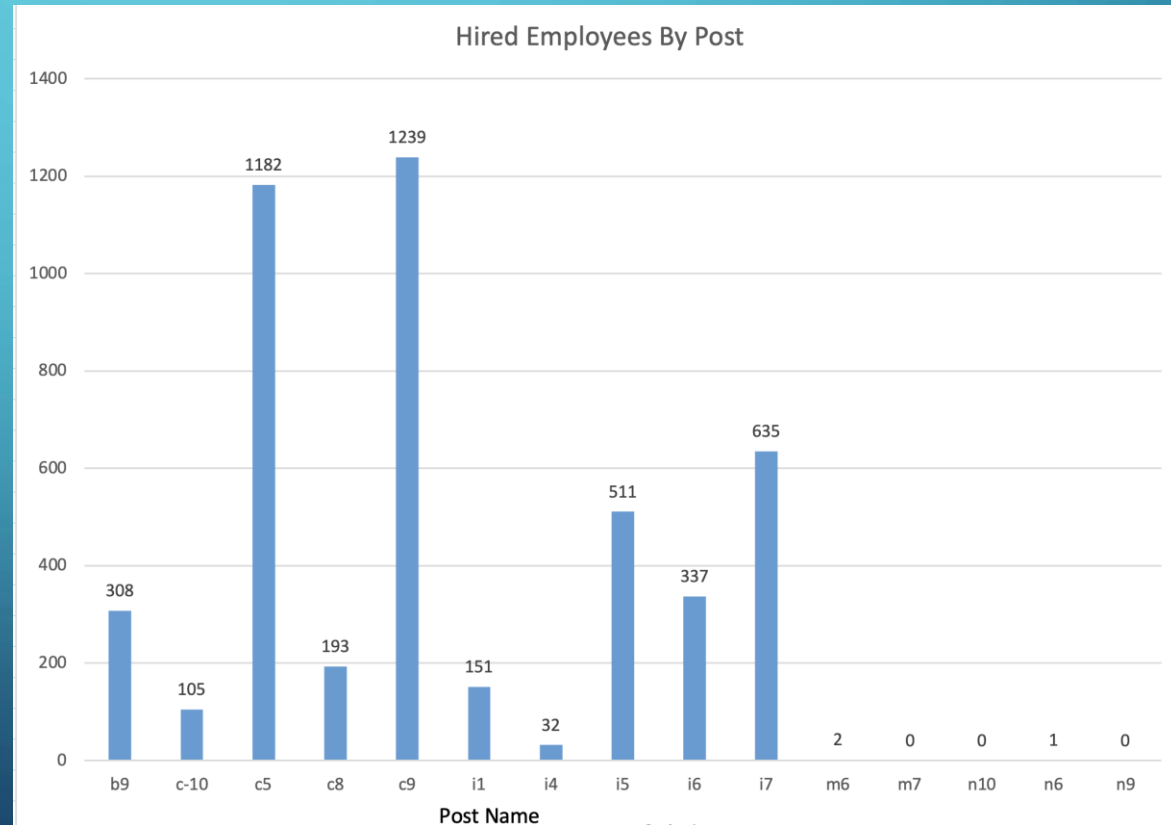


## E. PEOPLE HIRED BY POST

SQL Query:- `select postname, count(status) from hiring_data where status = "Hired" group by postname;`

`=COUNTIFS(C:C,"Hired",F:F,K42)`

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
m7	0
n10	0
n6	1
n9	0



# RESULT/INSIGHTS

In the analysis, I find the following conclusions:

- There are more males hired than females.
- Maximum average salary is offered by 'General Management' department and minimum average salary is offered by 'Marketing Department'
- Maximum hiring happened in 'Operation Department' and minimum in 'HR Department'
- Maximum no. of people hired for 'C9' post