

Hiring Process Analytics

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Project Description

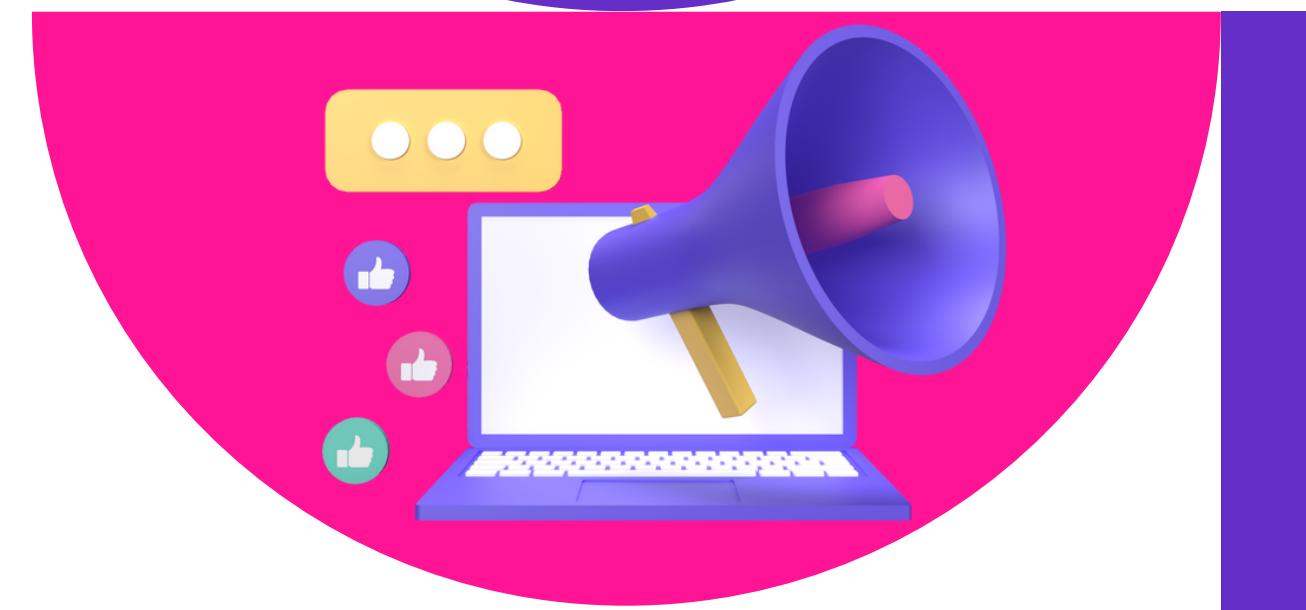
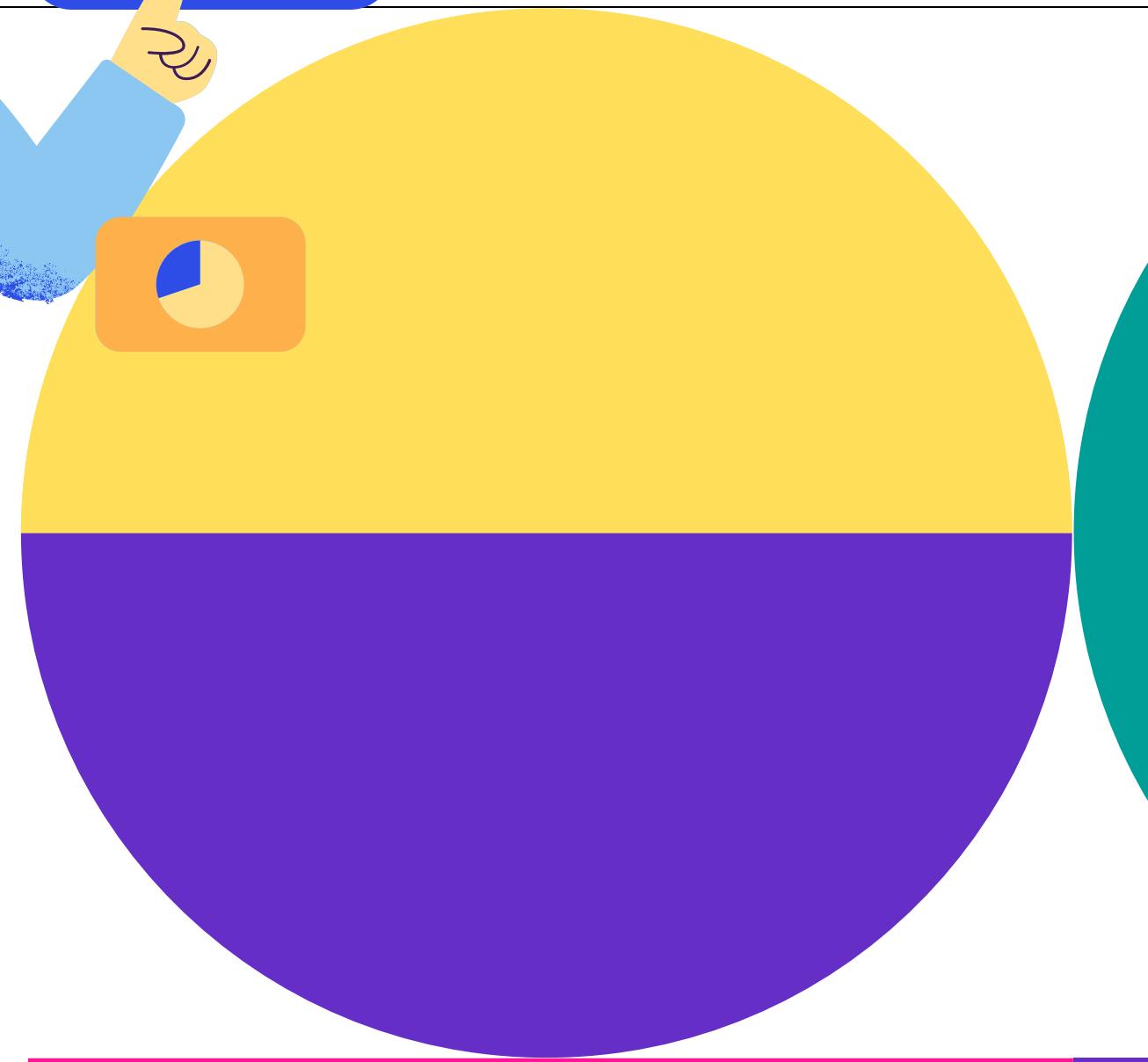
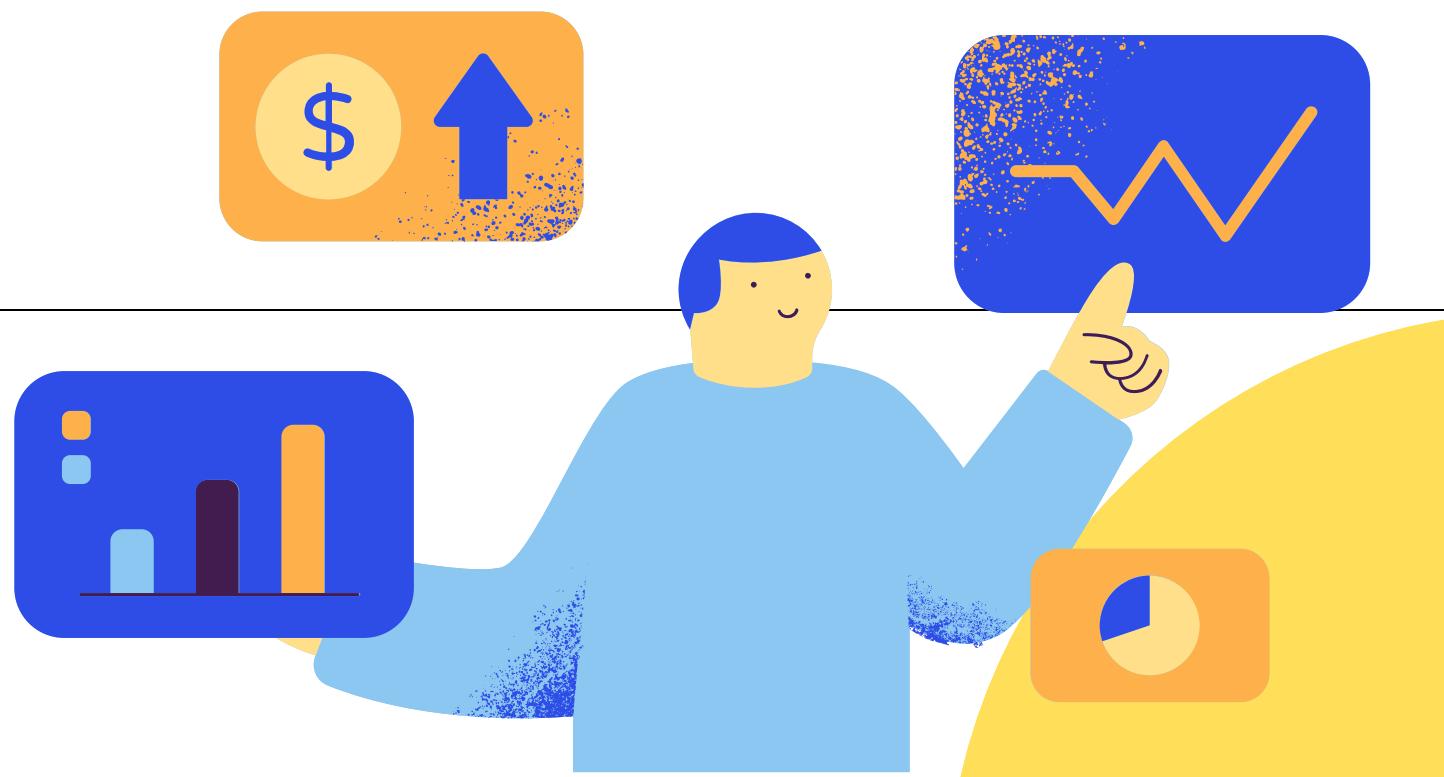
The project is about analyzing the hiring process of a company using the provided dataset. As a Data Analyst, my task is to identify different trends and insights related to the hiring process of the company.

The dataset contains details of people who registered for a particular post in a department of the company. Through this project, I will answer various questions regarding the hiring process, average salary, class intervals and many more.

Approach

I started by understanding the data columns and checked for any missing data. Then, I clubbed columns with multiple categories and checked for any outliers.

After identifying the outliers, I removed them and drew a summary of the data. I used Excel to answer the given questions and draw necessary conclusions about the company.



Tech-Stack Used

I used Microsoft Excel (2021) for performing the analysis because it has numerous statistical functions for calculating averages, class intervals, and charts.

Excel also makes easier the handling of massive datasets and the visualization of data using charts and graphs.

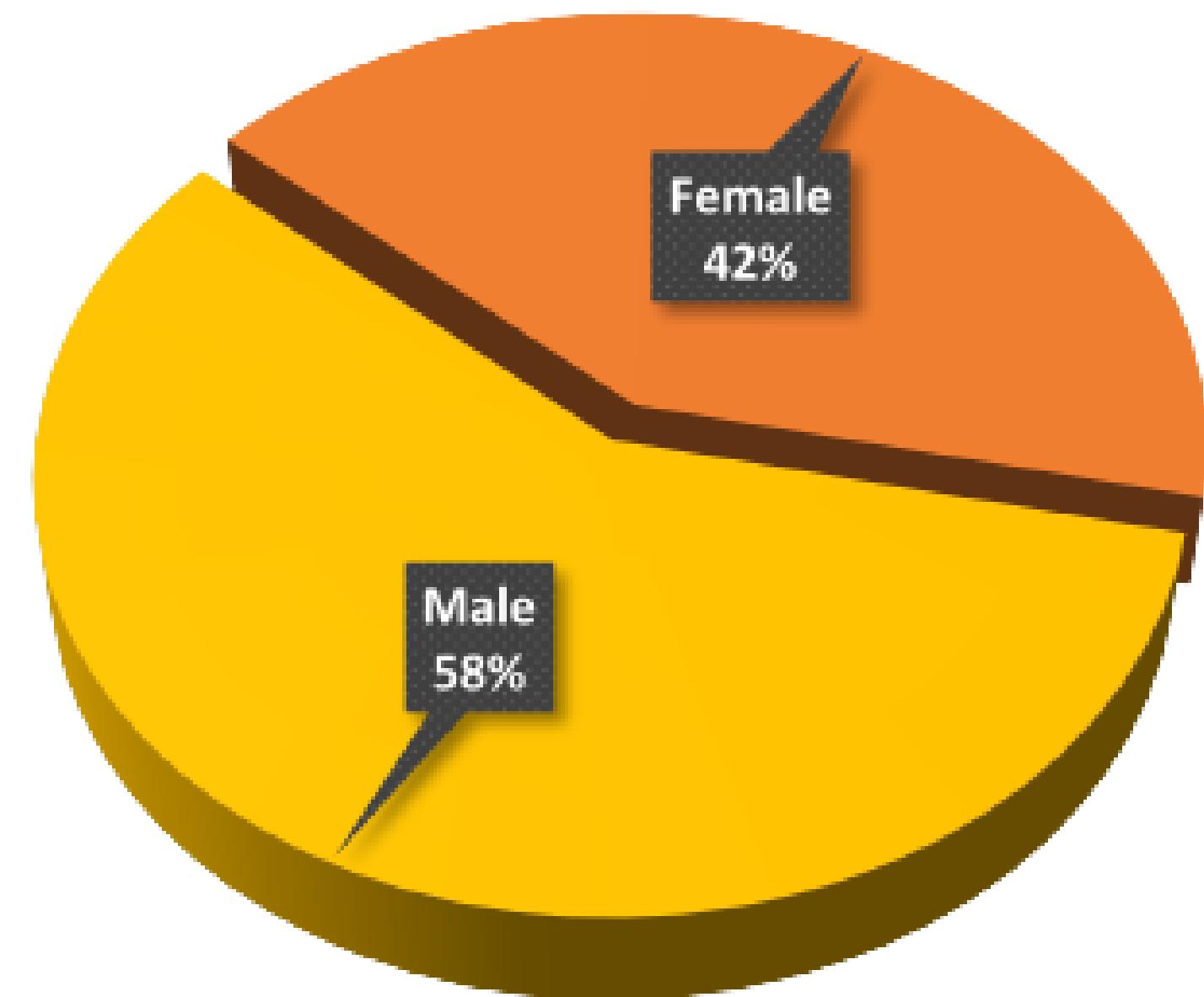
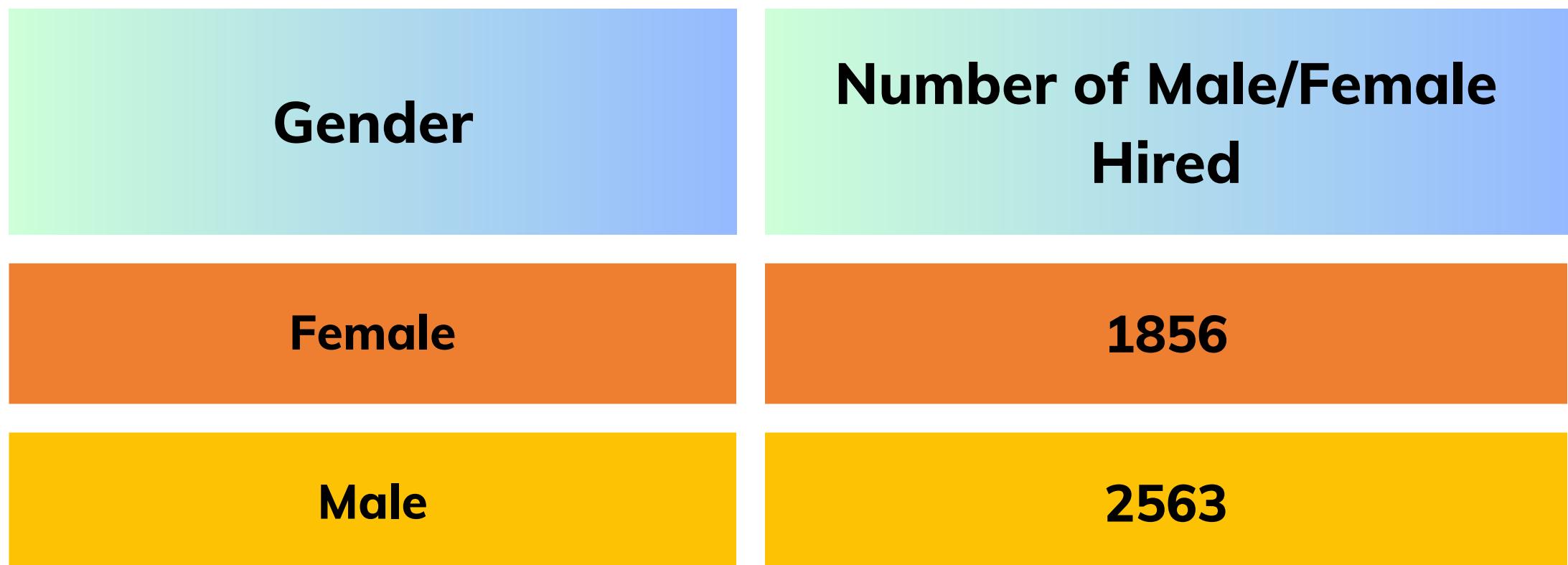
Hiring Process Analytics



- **01. Hiring.**
How many males and females are Hired ?
- **02. Average Salary.**
What is the average salary offered in this company ?
- **03. Class Intervals.**
Draw the class intervals for salary in the company ?
- **04. Charts and Plots.**
Draw Pie Chart / Bar Graph to show proportion of people working different department ?
- **05. Charts.**
Represent different post tiers using chart/graph?



01. How many males and females are Hired ?





02. What is the average salary offered in this company?

| Department Name | Average Offered Salary |
|---------------------------|------------------------|
| Finance Department | 49628.01 |
| General Management | 58722.09 |
| Human Resource Department | 49002.28 |
| Marketing Department | 48489.94 |
| Operations Department | 49151.35 |
| Production Department | 49448.48 |



Department Name

Average Offered Salary

Purchase Department

52564.77

Sales Department

49310.38

Service Department

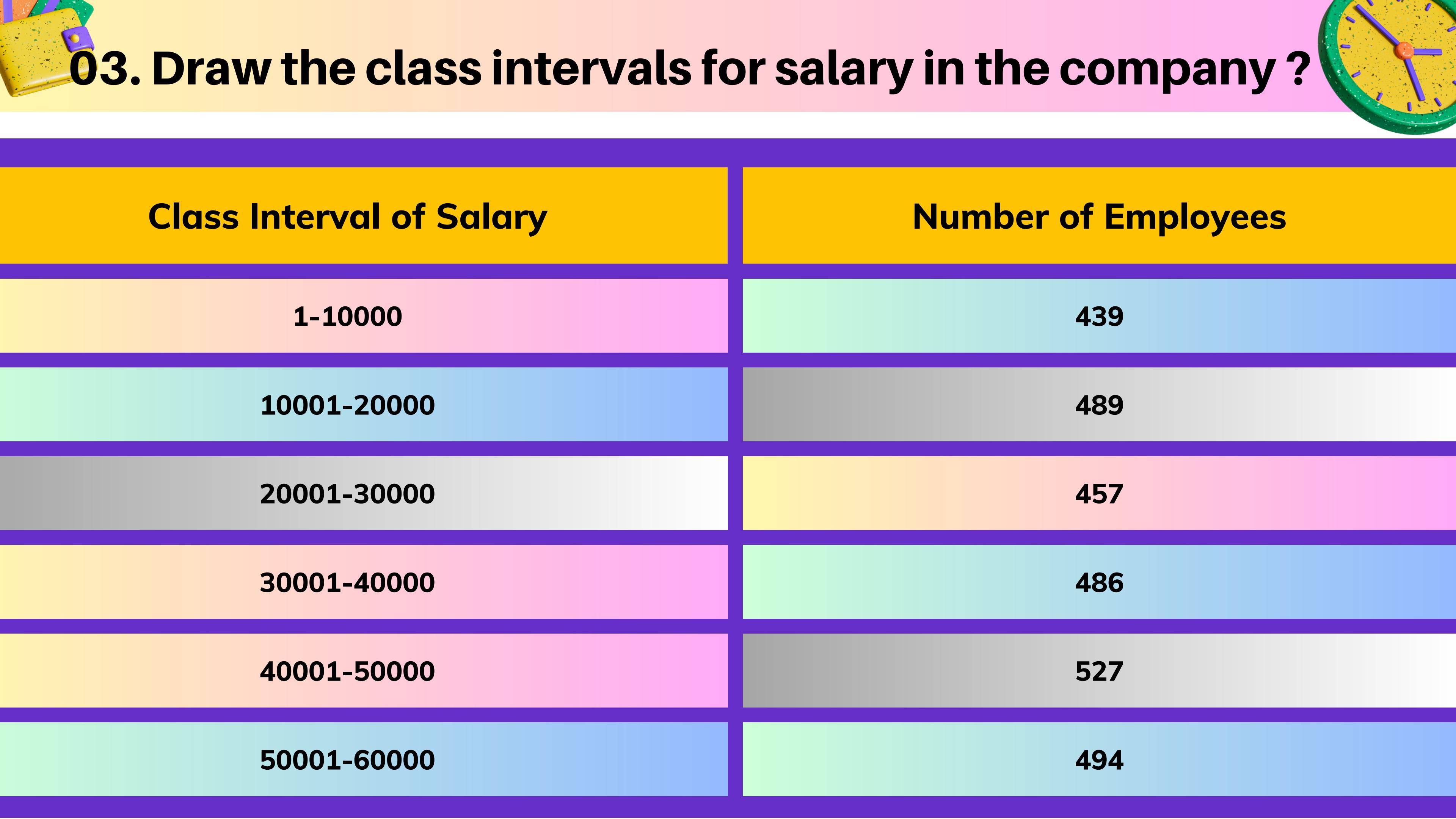
50629.88

Overall Average Salary

49983.03



03. Draw the class intervals for salary in the company ?



Class Interval of Salary

Number of Employees

60001-70000

450

70001-80000

479

80001-90000

459

90001-100000

414

190001-200000

1

290001-300000

1

390001-400000

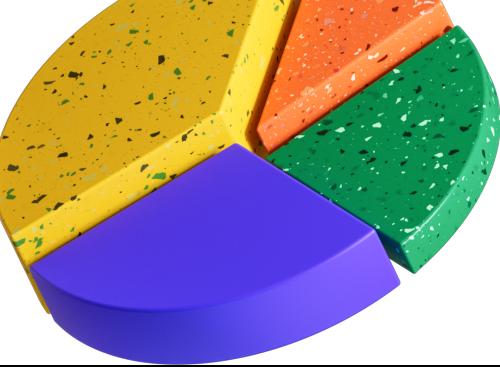
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Grand Total

4697



04. Draw Pie Chart / Bar Graph to show proportion of people working different department ?



| Department Name | Number of Employees | Per % of Employees |
|---------------------------|---------------------|--------------------|
| Human Resource Department | 70 | 1.61% |
| General Management | 113 | 2.34% |
| Finance Department | 176 | 3.45% |
| Marketing Department | 202 | 4.33% |
| Purchase Department | 230 | 4.77% |
| Production Department | 246 | 5.07% |

Department Name

Number of Employees

Per % of Employees

Sales Department

485

10.62%

Service Department

1332

28.20%

Operations Department

1843

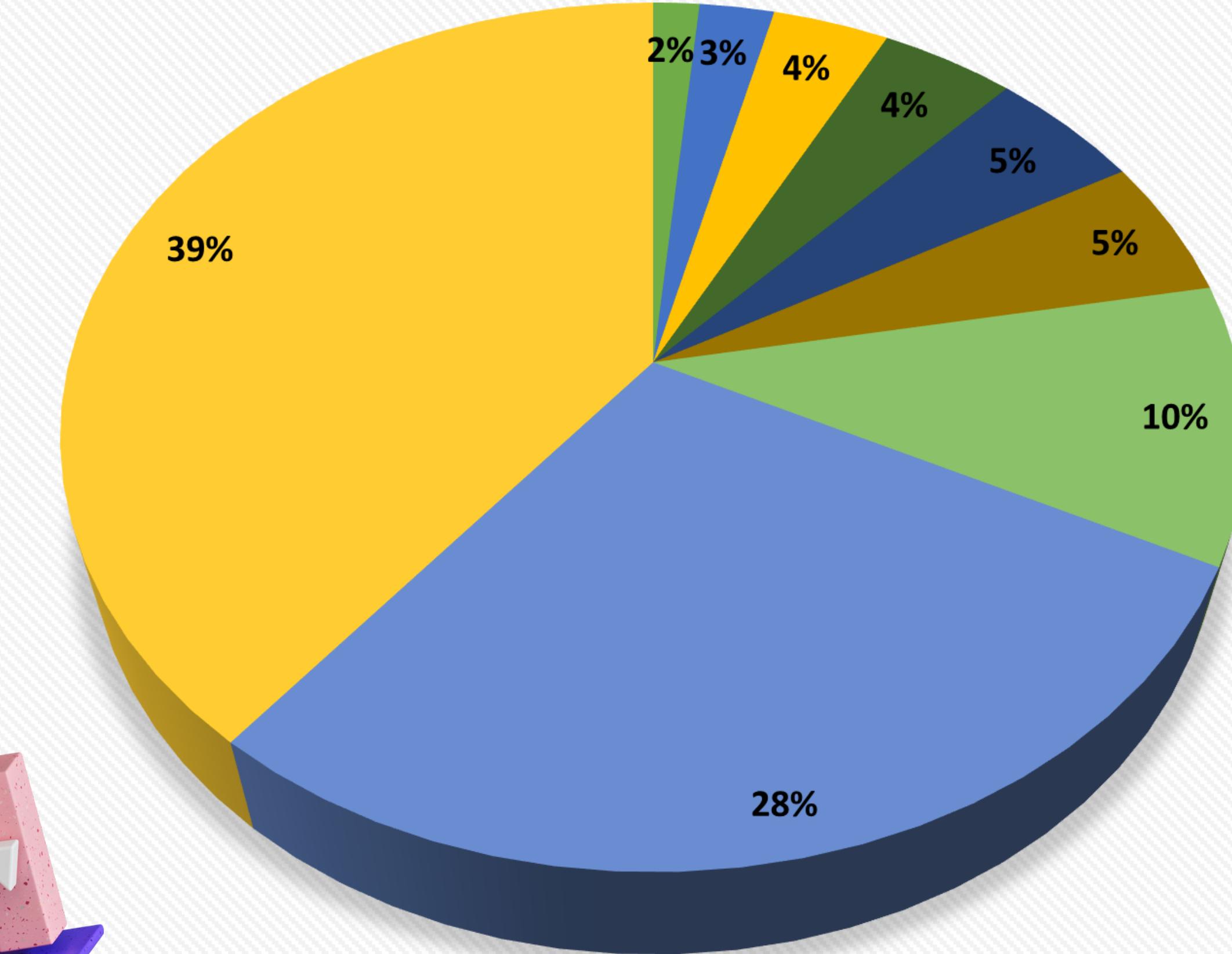
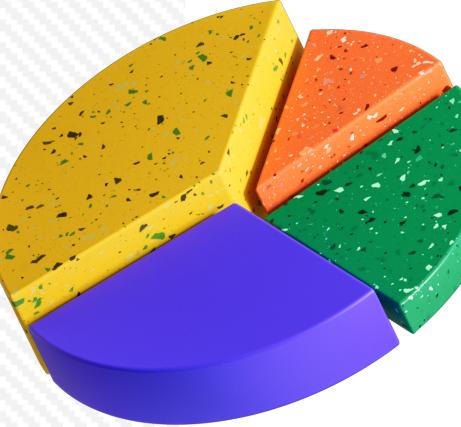
39.61%

Grand Total

4697

100.00%

Number & Per % of Employees



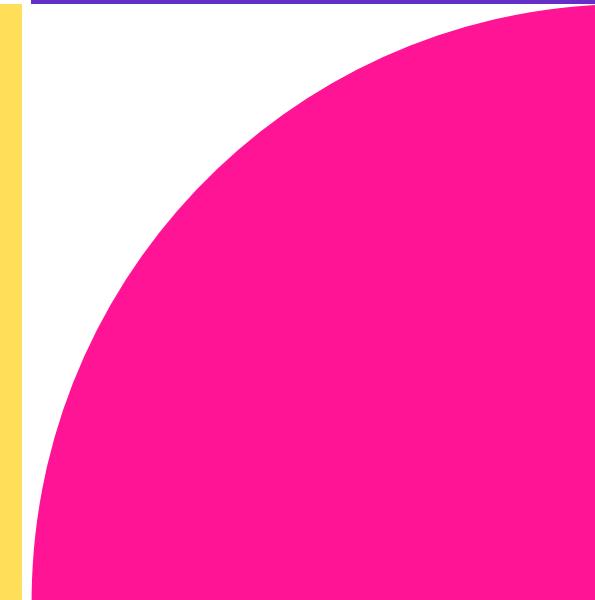
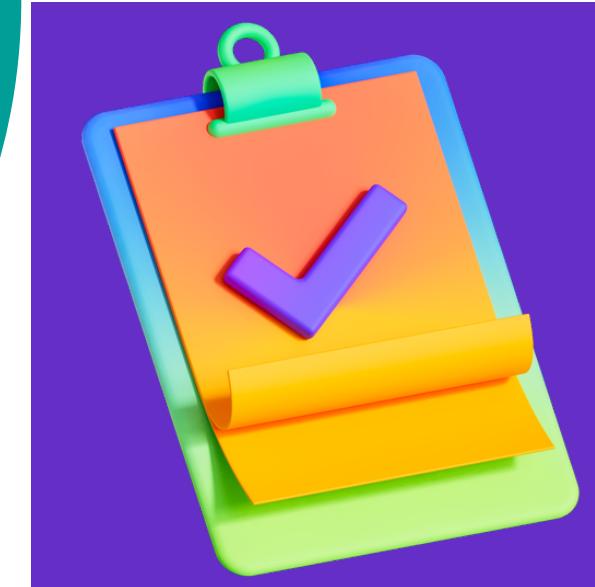
Department

- Human Resource Department
- General Management
- Finance Department
- Marketing Department
- Purchase Department
- Production Department
- Sales Department
- Service Department
- Operations Department



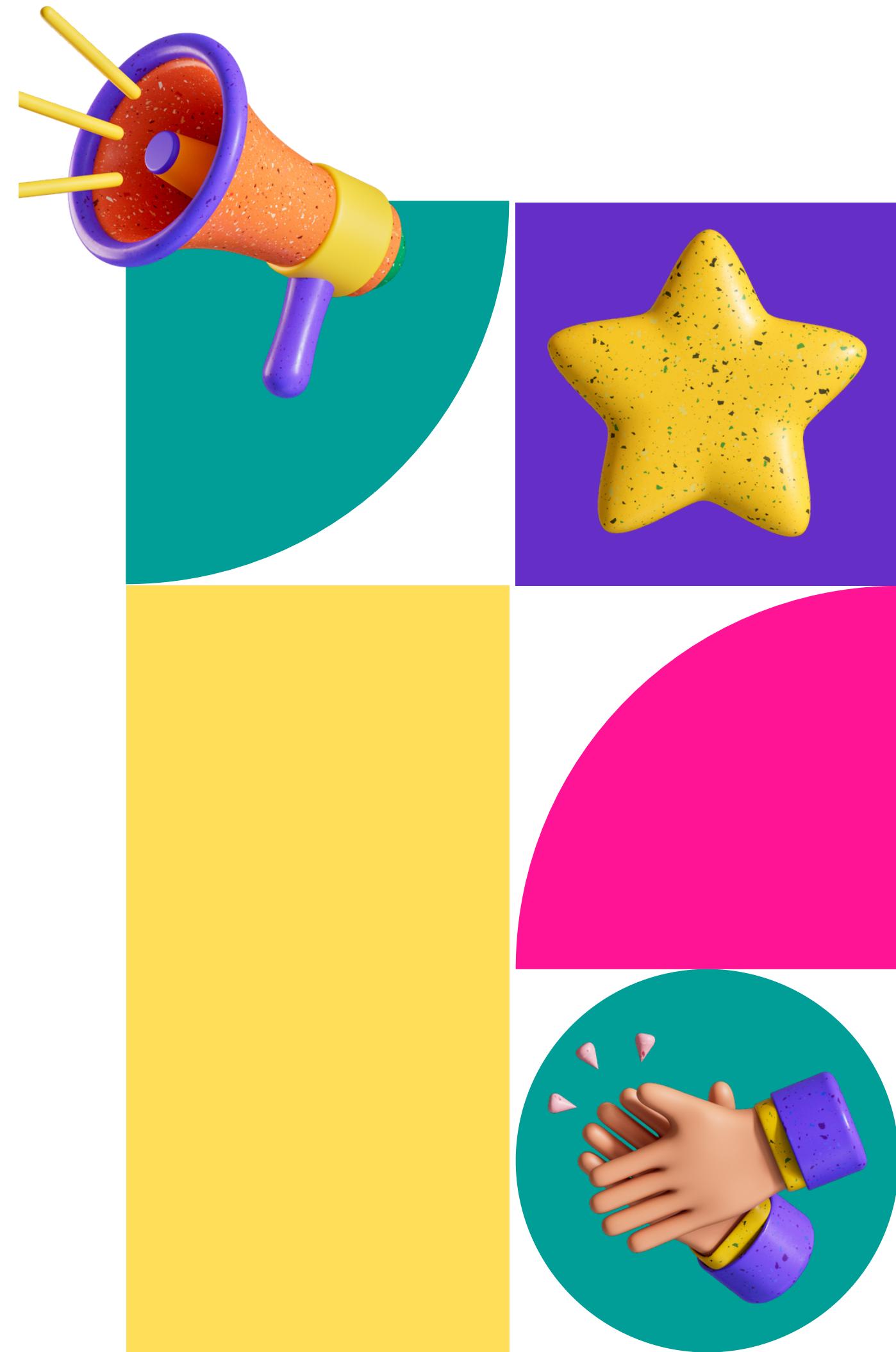


05. Represent different post tiers using chart/graph?



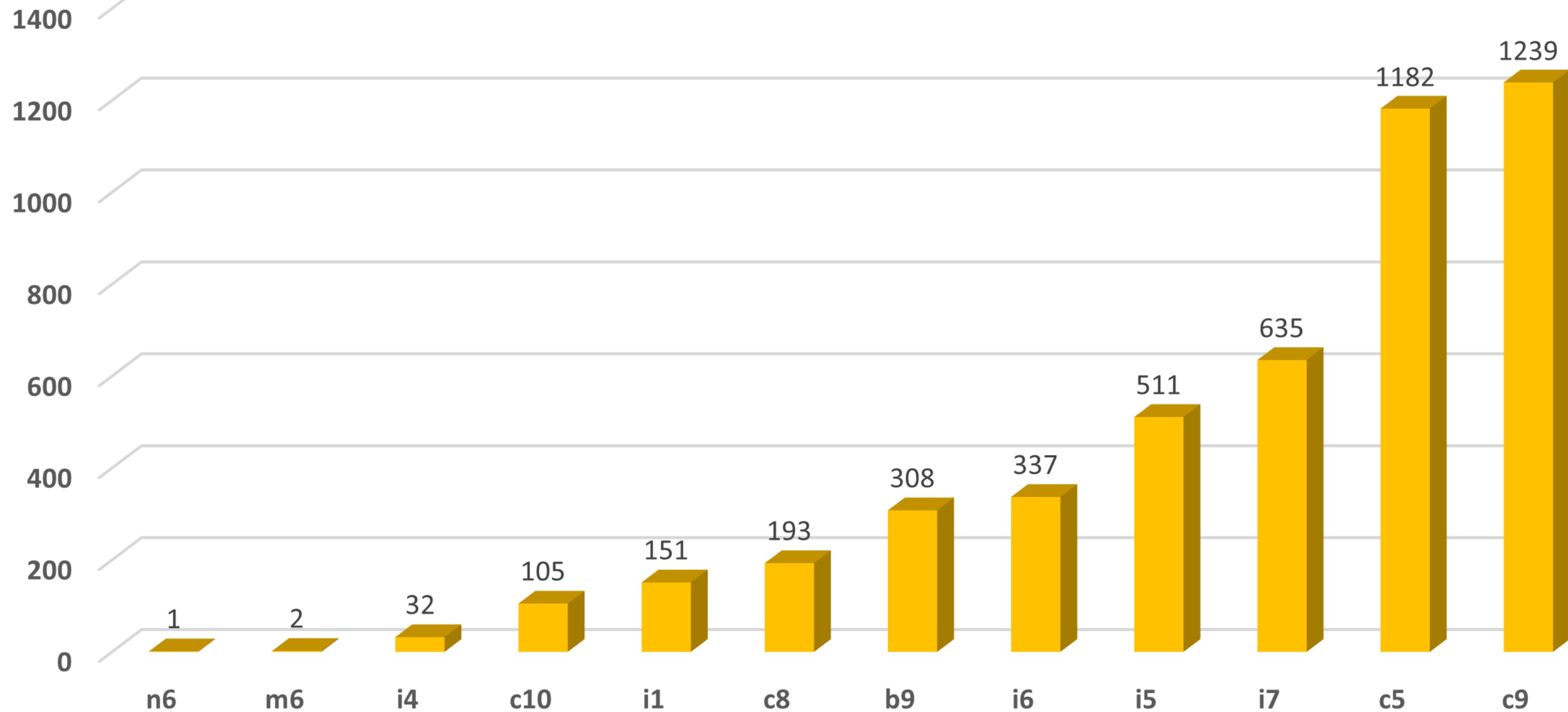
| Post Tiers | Number of Employees |
|------------|---------------------|
| n6 | 1 |
| m6 | 2 |
| i4 | 32 |
| c10 | 105 |
| i1 | 151 |
| c8 | 193 |

| Post Tiers | Number of Employees |
|--------------------|---------------------|
| b9 | 308 |
| i6 | 337 |
| i5 | 511 |
| i7 | 635 |
| c5 | 1182 |
| c9 | 1239 |
| Grand Total | 4696 |





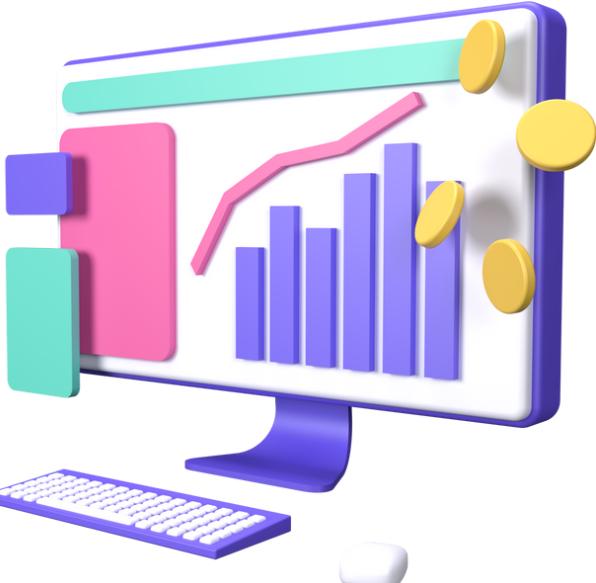
Number of Employees





Insights

- **Males are 55 % , Females are 39 % and Don't want to say are 6 % of all the employees.**
- **The average salary offered by the company was 49,983.**
- **11.14 % of employees between 40,001 to 50,000 class interval of salary.**
- **The Operations Department has the 39.61 % of employees , while Human Resources has the 1.61 % of employees.**
- **The majority of the employees 1239 are in the post tiers of C9.**





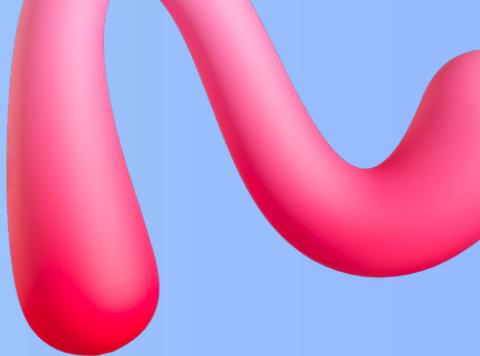
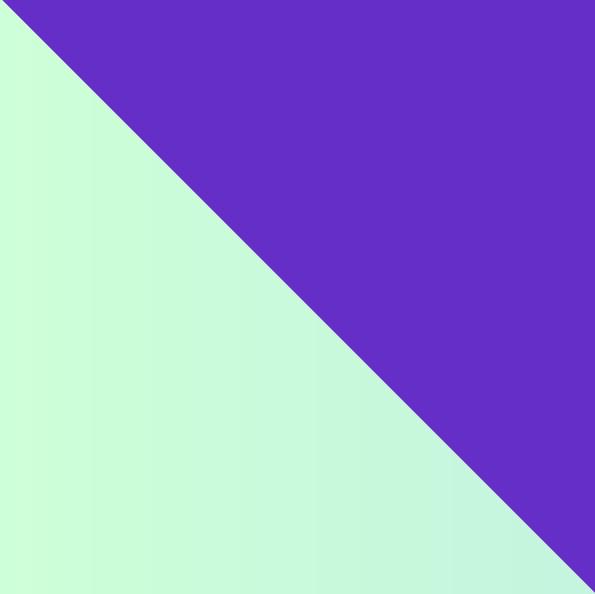
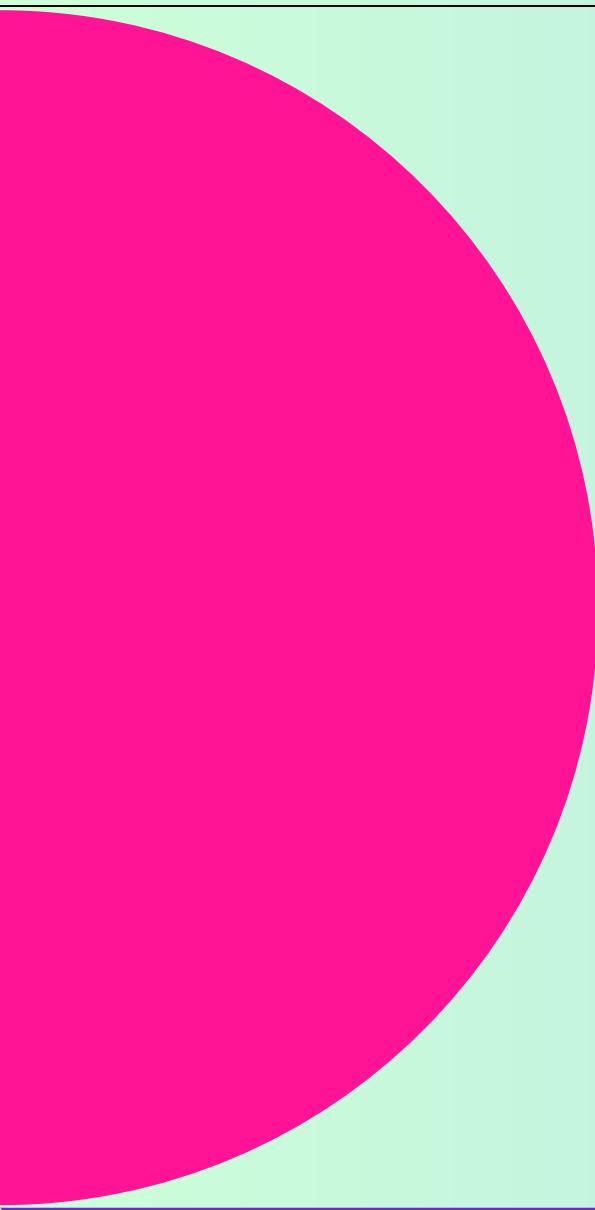
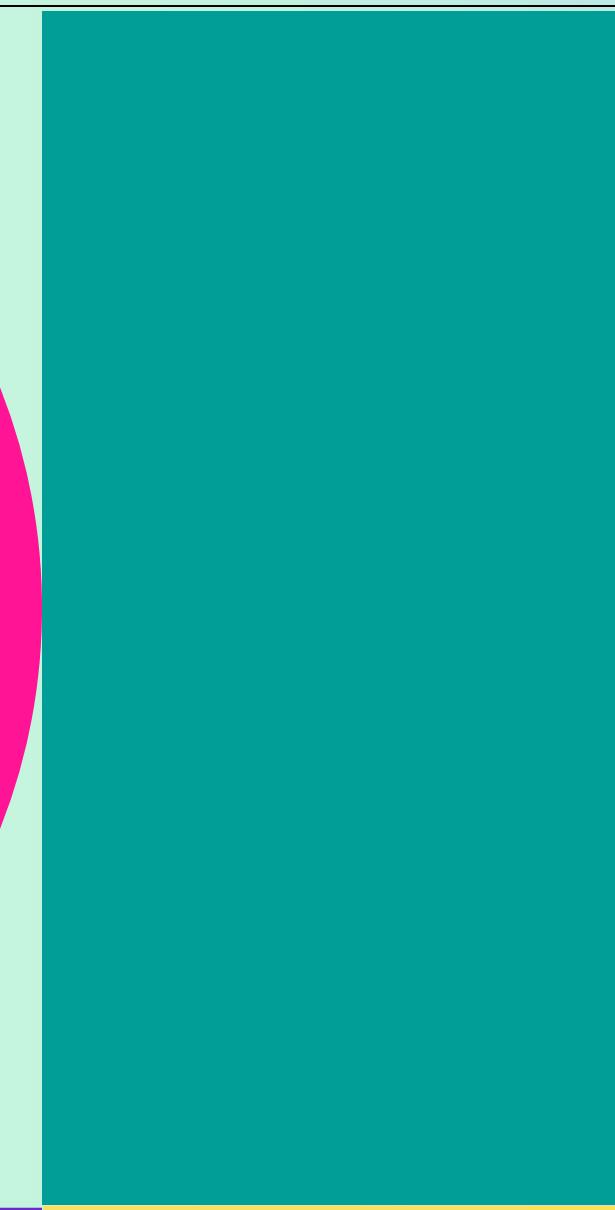
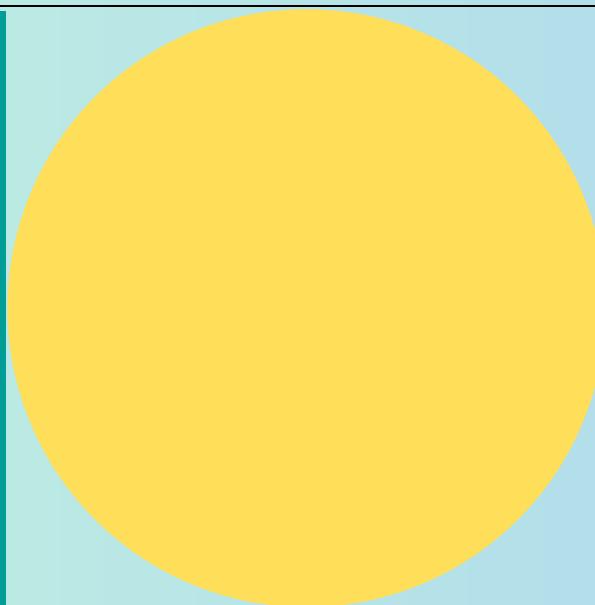
Result



Through this project, I was able to identify various trends and insights related to the hiring process of the company. I was able to answer the given questions and draw necessary conclusions about the company.

This project helped me in enhancing my skills in data analysis using Excel and in visualizing the data using charts and graphs. The report can be presented to the leadership team for making informed decisions regarding the hiring process and to improve the overall functioning of the company.





Thank You

