Hiring Process Analysis

Description:

Hiring process in a company is a stage of finding right employee to the company. In this I'll show you how the data analyst manage the data of employees.

Approach:

1) Create a database, If the dataset is already provided import the dataset to MYSQL workbench.
2) Analyse the data with given information.
3) Fetch the data using SQL queries.

Tech-stack used:

1) MYSQL – Software to manipulate the database.
2) Microsoft Excel – Helps to analyse the data set.

Insights:

Data Analytics Tasks:

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?

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.

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.

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.

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

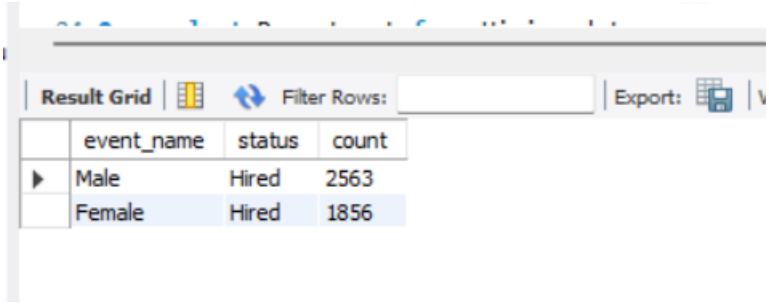
Your Task: Use a chart or graph to represent the different position tiers within the company. This will help you understand the distribution of positions across different tiers.

Answers:

1) **Hiring Analysis:**

   Query:

   SELECT event_name,Status status,count(event_name) count
   FROM Hiring_data WHERE Status ='hired'
   AND event_name IN ('male','female') GROUP BY event_name;



Result Grid | Filter Rows: | Export:

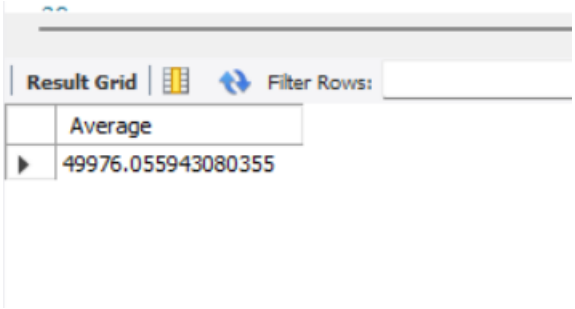
event_name	status	count
Male	Hired	2563
Female	Hired	1856

2) **Salary Analysis:**

   Average salary = sum of all employess salary/total no.of employess. (or)use Average function.

   Query:

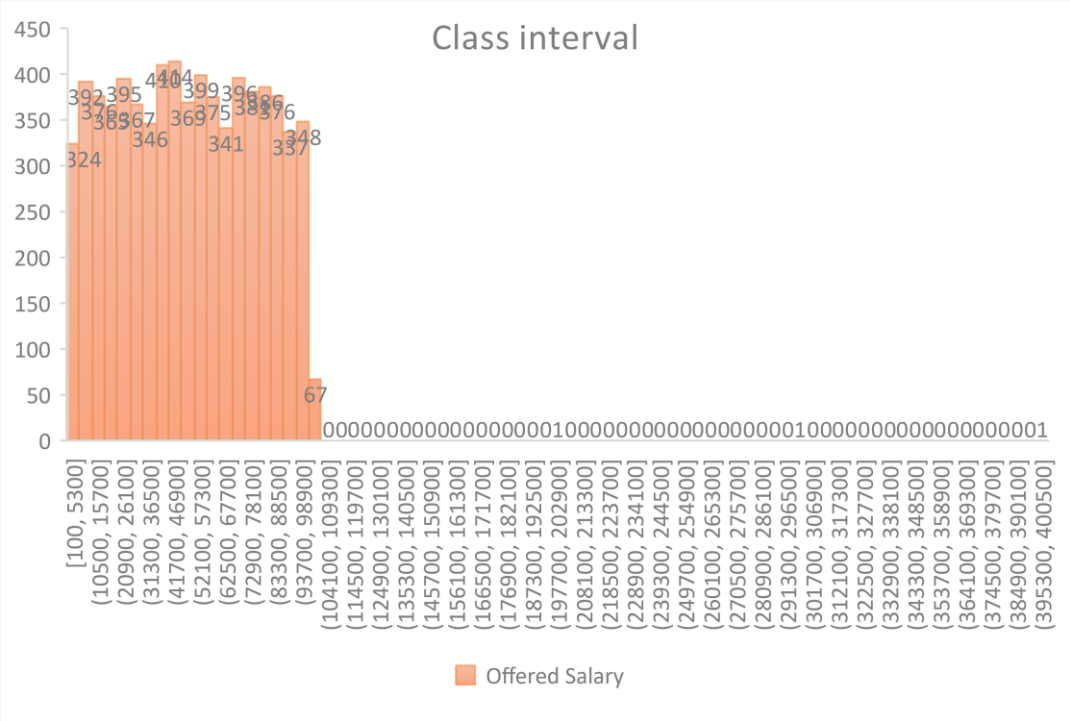
   SELECT AVG(Offered_salary) Average FROM Hiring_data;



Result Grid | Filter Rows:

Average
49976.055943080355

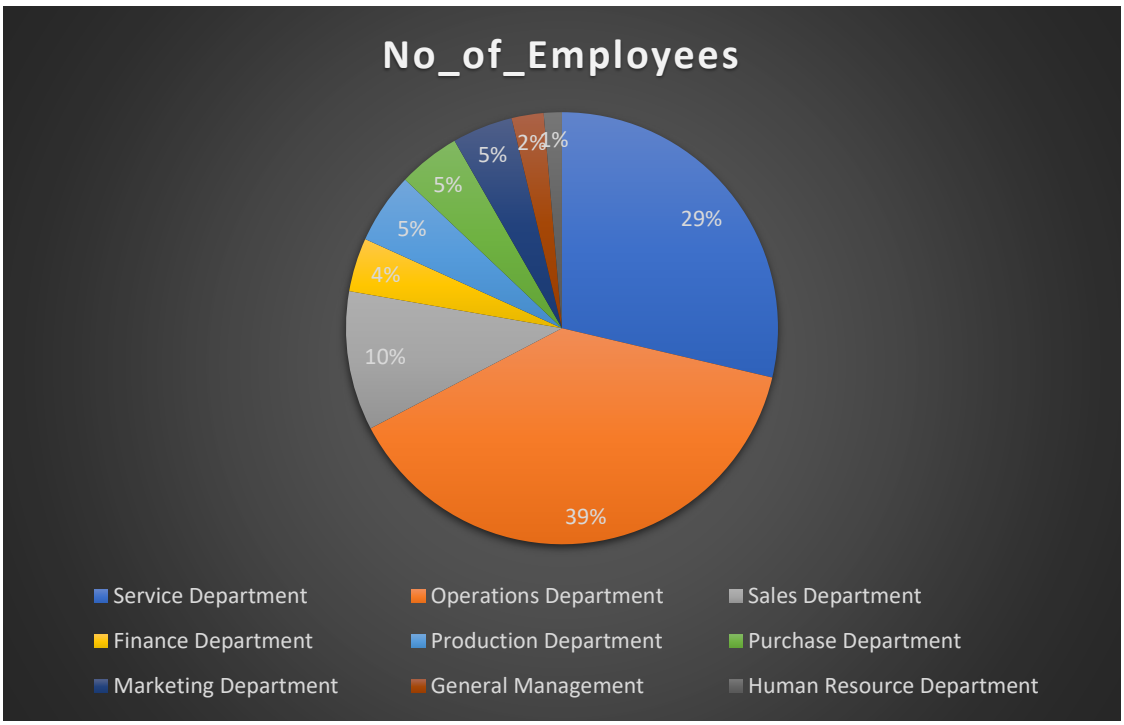
3) **Salary Distribution:**



4) Departmental Analysis:

Query:

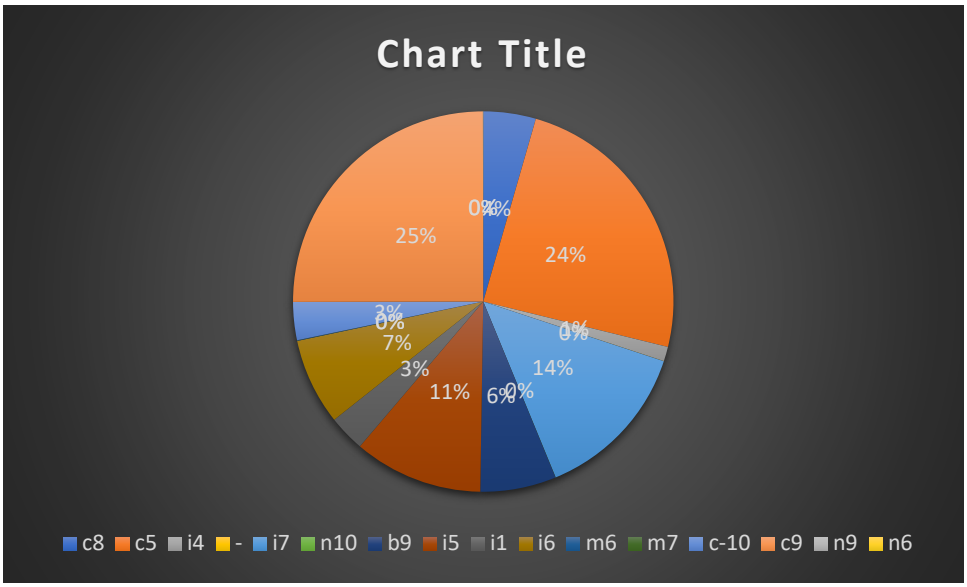
SELECT Department, COUNT(Department) No_of_Employees FROM Hiring_data GROUP BY Department;



5) Position Tier Analysis:

Query:

SELECT Post_name, COUNT(Post_name) count FROM Hiring_data GROUP BY Post_name;



Link of excel sheet: [Hiring_Statistics.xlsx.csv]