PROJECT DESCRIPTION

This research seeks to conduct an in-depth analysis of significant underlining hiring process trends.

The project will provide answers to crucial queries such as:

- Hiring
- Average Salary
- Class Intervals
- Charts and Plots
- Post Tiers

APPROACH

I started by using the Excel Data Analysis Tool Pack to perform an exploratory data analysis. On the column for salaries offered, calculated descriptive statistics. Utilize the quartile function in Excel to identify missing values and outliers. Additional insights were obtained once the outliers were removed using Excel algorithms and graphs.

TECH – STACK USED

MS EXCEL:

The goal of this tool is to better comprehend the result set by creating a graphical representation of the data.
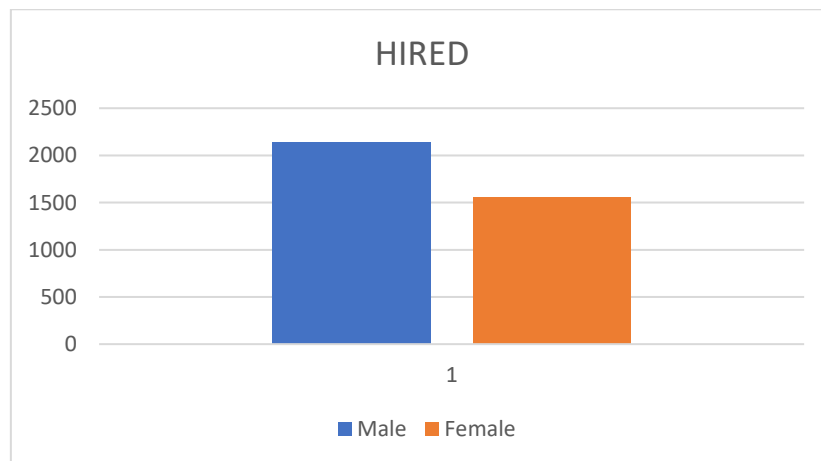
INSIGHTS AND RESULTS

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

Task: How many males and females are Hired?

Male: 2134

Female: 1556

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.

Task: What is the average salary offered in this company?

Average Salary offered in this company is 62150.422.

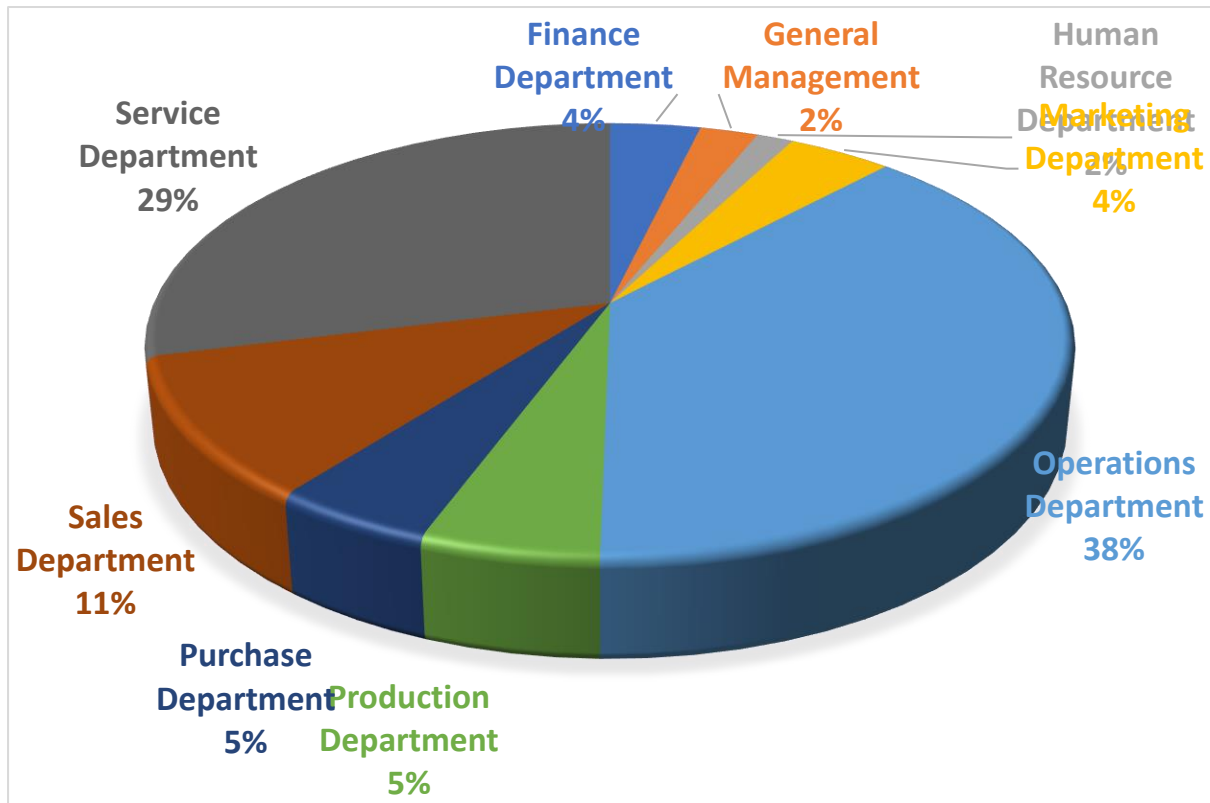|						
)14 01:37	Hired	Male	Service Department	c5	57742	
)14 01:38	Rejected	Male	Service Department	c5	69932	
)14 12:14	Hired	Male	Operations Department	c5	54201	
	Average Salary				62150.422	

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

Task: Draw the class intervals for salary in the company?

Salary Interval	Count of offered Salary	Sum of offered Salary
0-10000	0	0
10001-20000	0	0
20001-30000	329	9094999
30001-40000	710	24947199
40001-50000	781	35009087
50001-60000	749	41255957
60001-70000	698	45460461
70001-80000	733	55123093
80001-90000	709	60379838
90001-100000	659	62601433
Grand Total	5368	333872067

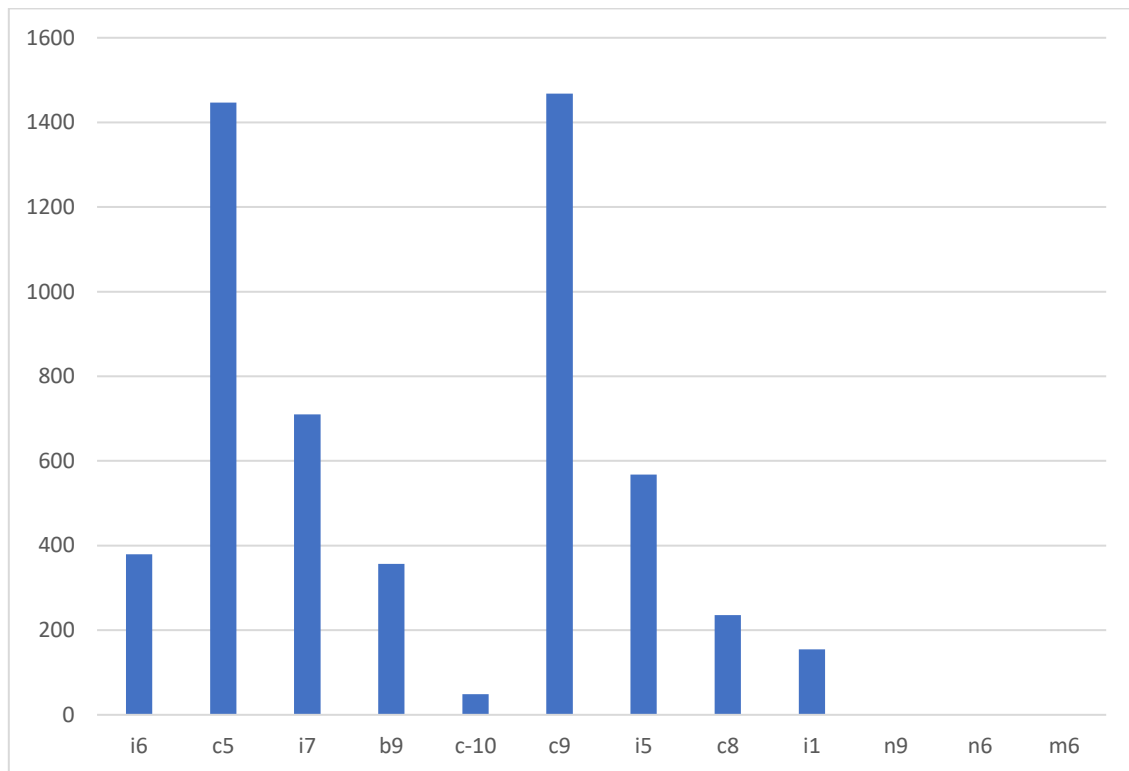D. Charts and Plots: This is one of the most important part of analysis to visualize the data.

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

Finance Department	146
General Management	94
Human Resource Department	59
Marketing Department	169
Operations Department	1501
Production Department	211
Purchase Department	191
Sales Department	412
Service Department	1132

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

Task: Represent different post tiers using chart/graph?

CONCLUSION

- I now have a better understanding of the idea behind exploratory data analysis thanks to this project.
- My proficiency in Excel has improved because to this endeavour.
- I now understand the analyses needed for the company's hiring procedure as a result of this endeavour.