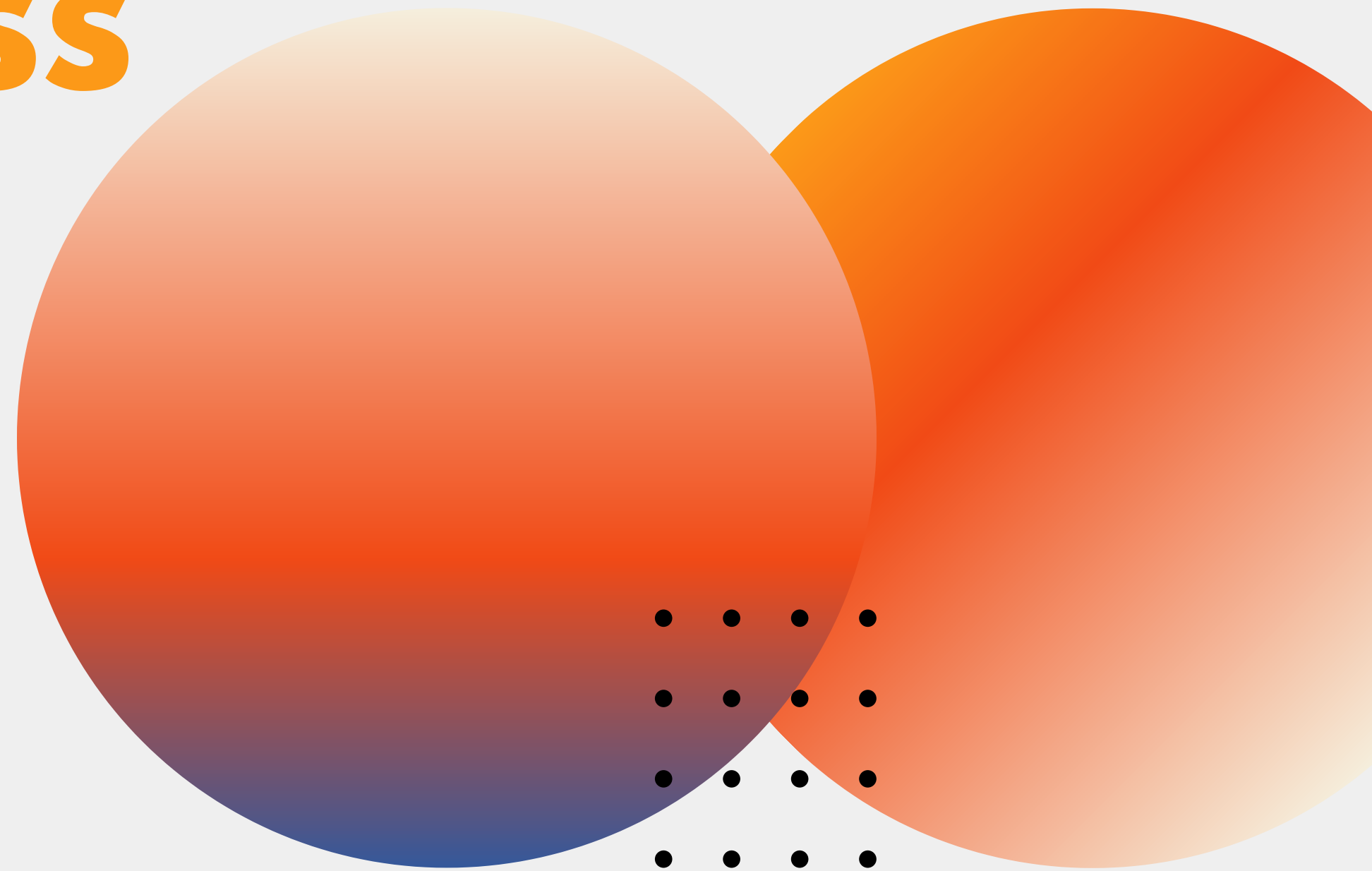


Hiring Process Analytics

By Shubham Kumar



Introduction

The hiring process is the fundamental and most important function of a company. Here, the MNCs get to know about the major underlying trends about the hiring process. Trends such as the number of rejections, number of interviews, types of jobs, vacancies, etc. are important for a company to analyze before hiring freshers or any other individual.

So, in this project, we are analyzing the hiring department data of MNC company to draw useful insights like :

- **How many males and females are Hired?**
- **What is the average salary offered in this company?**
- **Draw the class intervals for salary in the company.**
- **Draw Pie Chart / Bar Graph (or any other graph) to show the proportion of people working in different departments.**
- **Represent different post tiers using chart/graph?**

Approach

In the given hiring dataset of a company where the details about people who registered for a particular post in a department of this company. Our job is to go through these trends and draw insights out of them for the hiring department to work upon.

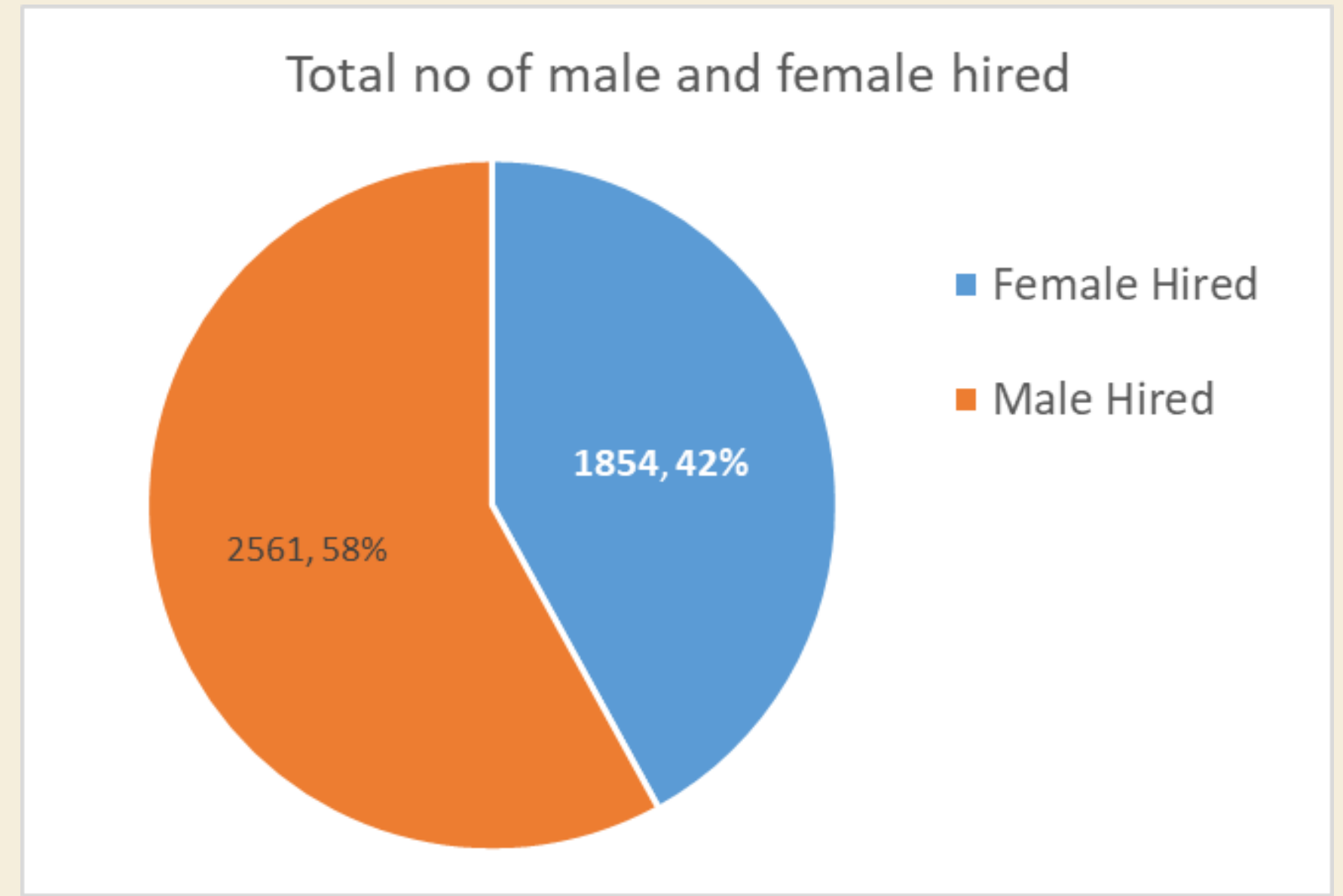
- o The dataset is in Excel form So, firstly download the dataset.
- o We are using Excel to analyze this dataset as charts and plots are easily made in Excel.
- o No of insights we can find in this dataset that will be useful for company growth like
 - How many candidates are hired and of which gender
 - Which department has the maximum employees
 - In which department company offered more salary
 - Which post has the maximum no of employee and their average salary etc

No. of people hired

TASK 1:- How many males and females are Hired?

Number of Males Hired - **2561**

Number of Females Hired - **1854**



Average salary offered in this company

- The average salary offered in the company including all department

The sum of a salary - 356550411

No. of Employee - 7148

Average Salary - 49881

The average salary offered in the company in each department

Finance Department

Sum of Salary = 14292866
No. of Employees = 289
Average Salary = 49628

General Management

Sum of Salary = 10100200
No. of Employees = 173
Average Salary = 58722

Human Resource Department

Sum of Salary = 4753221
No. of Employees = 98
Average Salary = 49002

Marketing Department

Sum of Salary = 15665197
No. of Employees = 325
Average Salary = 48349

Operations Department

Sum of Salary = 135972235
No. of Employees = 2768
Average Salary = 49140

Production Department

Sum of Salary = 18786348
No. of Employees = 380
Average Salary = 49568

Sales Department

Sum of Salary = 36619368
No. of Employees = 745
Average Salary = 49219

Purchase Department

Sum of Salary = 17407674
No. of Employees = 333
Average Salary = 52432

Service Department

Sum of Salary = 103853302
No. of Employees = 2049
Average Salary = 50709

Class intervals for salary in the company

The class interval is the difference between the upper-class limit and the lower-class limit.

Lower class Limit = sample mean - z score X standard deviation of sample / SQRT(No of data points)

Upper-class Limit = sample mean + z score X standard deviation of sample / SQRT(No of data points)

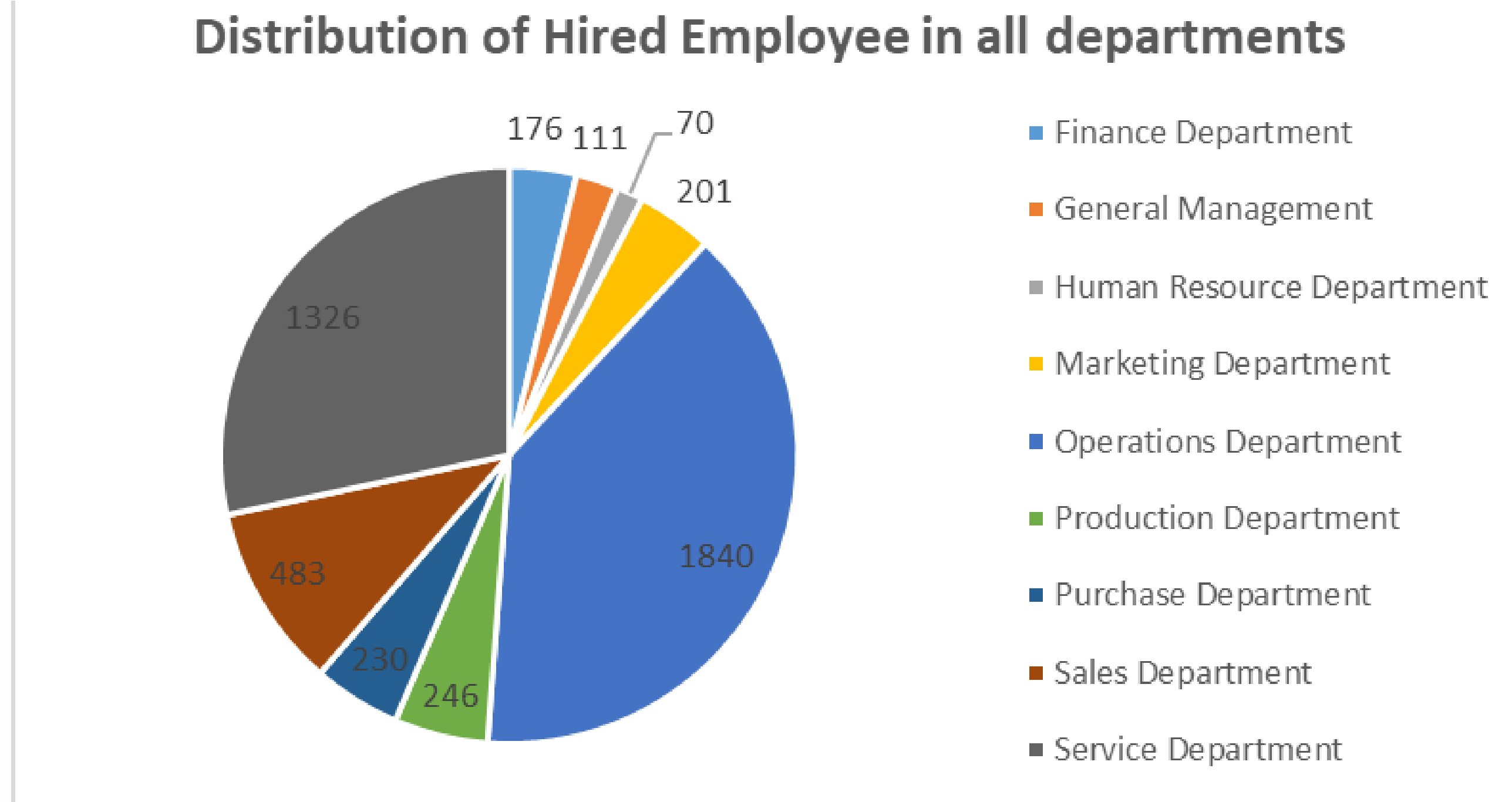
It basically tells the range of data.

- Class intervals for salary including all departments in the company

Class Interval = 49881.14

Hence, the Class Interval of Company salary is 49881.14

The proportion of people working in different department



From the above pie chart, we can say that the operations department has the maximum no of employees which is 1840. While the Human resource department has the minimum no of employees which is 70.

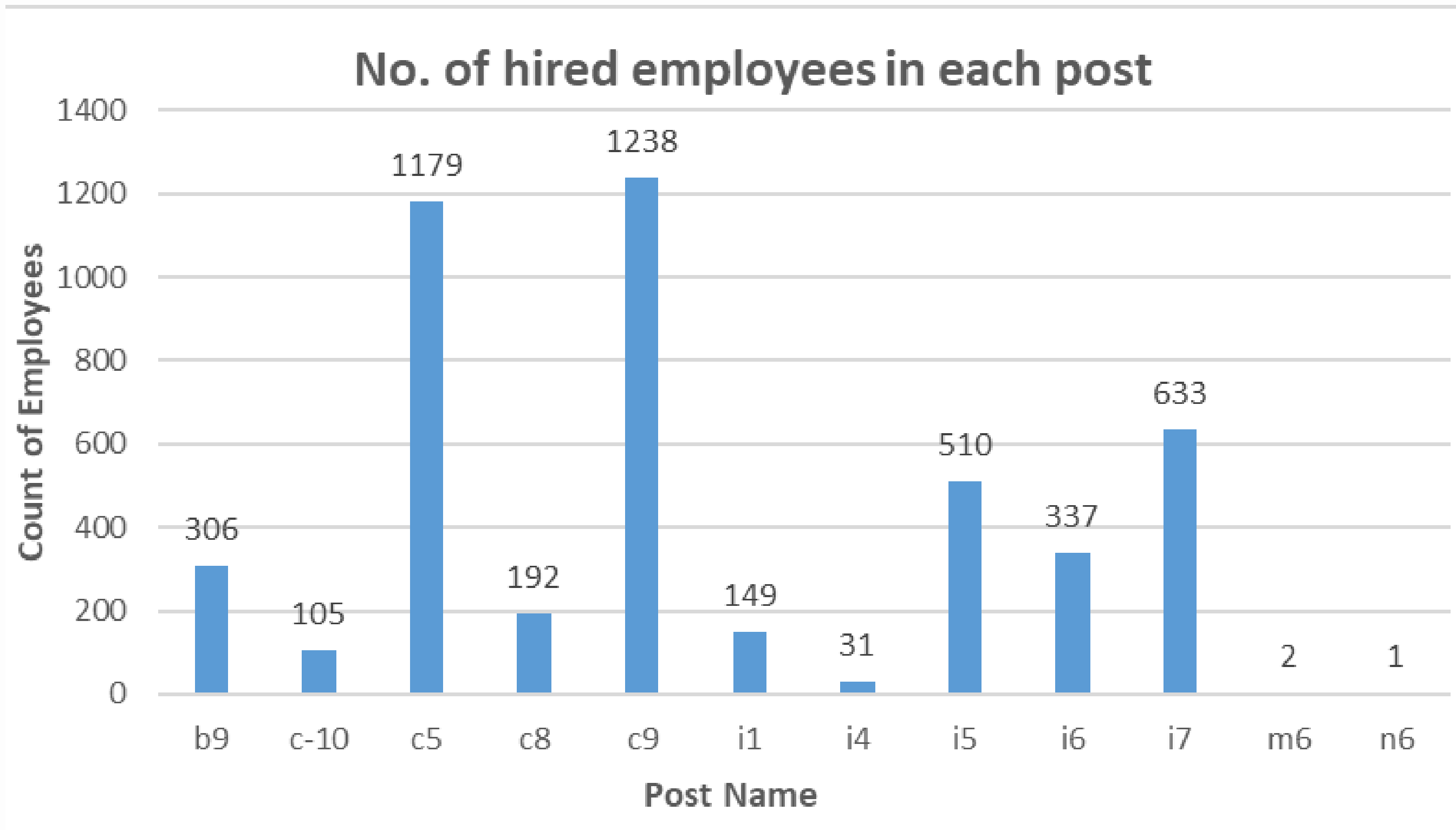
Offered salary in each department

Row Labels	Sum of Offered Salary	Average of Offered Salary
Finance Department	8579698	48748.28409
General Management	6171553	55599.57658
Human Resource Department	3431008	49014.4
Marketing Department	9570334	47613.60199
Operations Department	89948471	48885.03859
Production Department	12140315	49350.87398
Purchase Department	11979912	52086.57391
Sales Department	23375506	48396.49275
Service Department	66963348	50500.26244
Grand Total	232160145	49575.08969

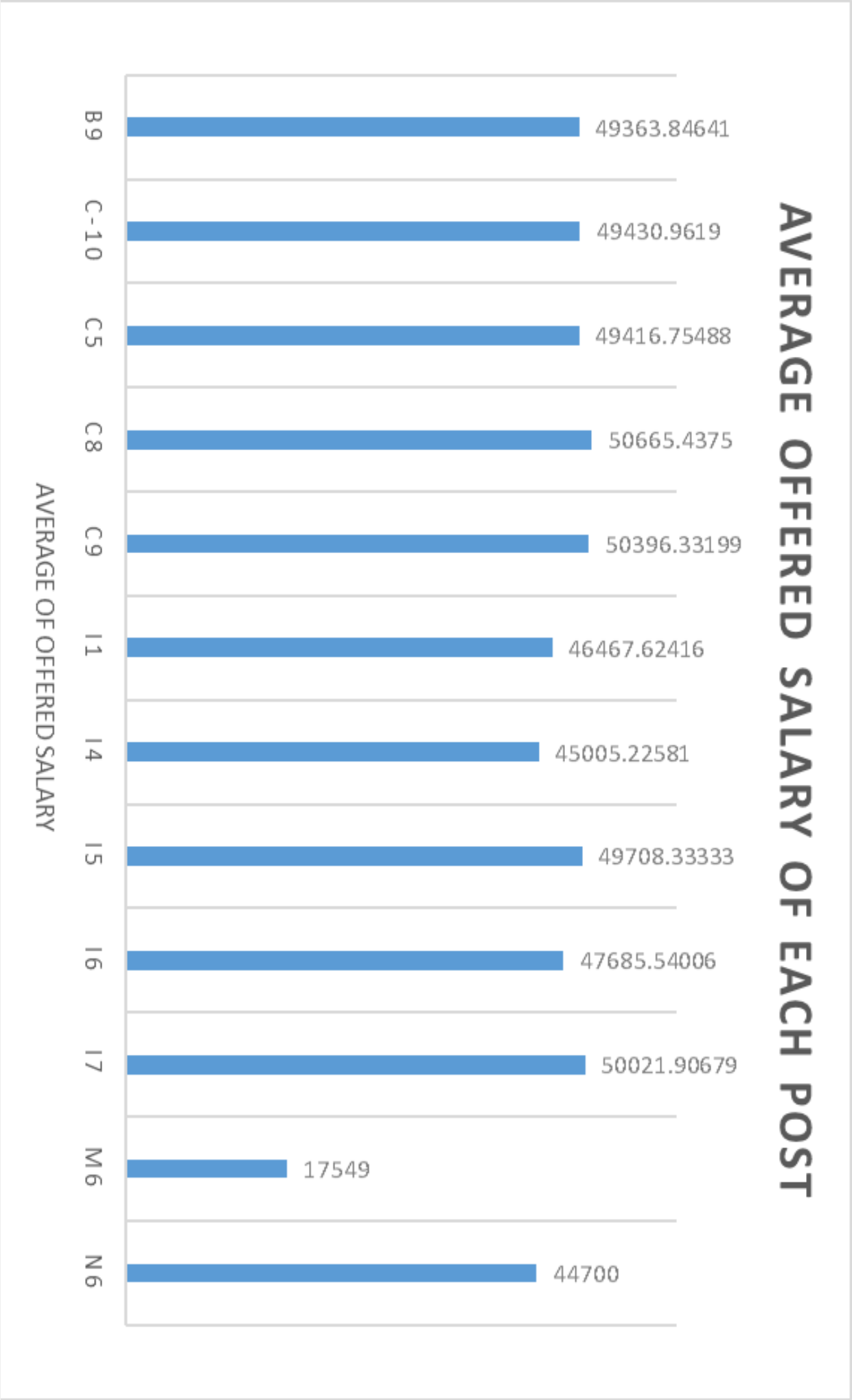
- The company invests the maximum money in the **operation department**.
- The maximum salary offered in **General management department**

Representing different post tiers

- Number of employee hired in each post in the company



In the company, **c9** Post has the maximum no of employees hired i.e **1238**, and **n6** post has the minimum no of employees hired i.e **1**

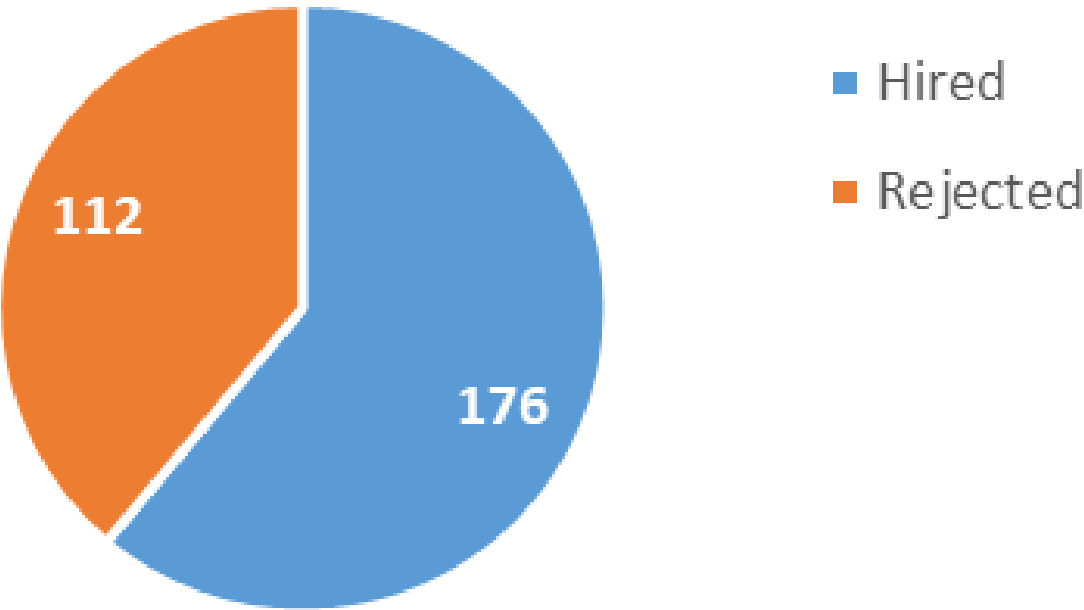


Row Labels	Average of Offered Salary	No of Employees	Max of Offered Salary	Min of Offered Salary
b9	49363.84641	306	99645	1105
c-10	49430.9619	105	99891	1817
c5	49416.75488	1179	99948	1038
c8	50665.4375	192	99967	1042
c9	50396.33199	1238	99953	1027
i1	46467.62416	149	99331	2434
i4	45005.22581	31	99389	1212
i5	49708.33333	510	98926	1304
i6	47685.54006	337	99397	1210
i7	50021.90679	633	99745	1022
m6	17549	2	34298	800
n6	44700	1	44700	44700
Grand Total	49575.08969	4683	99967	800

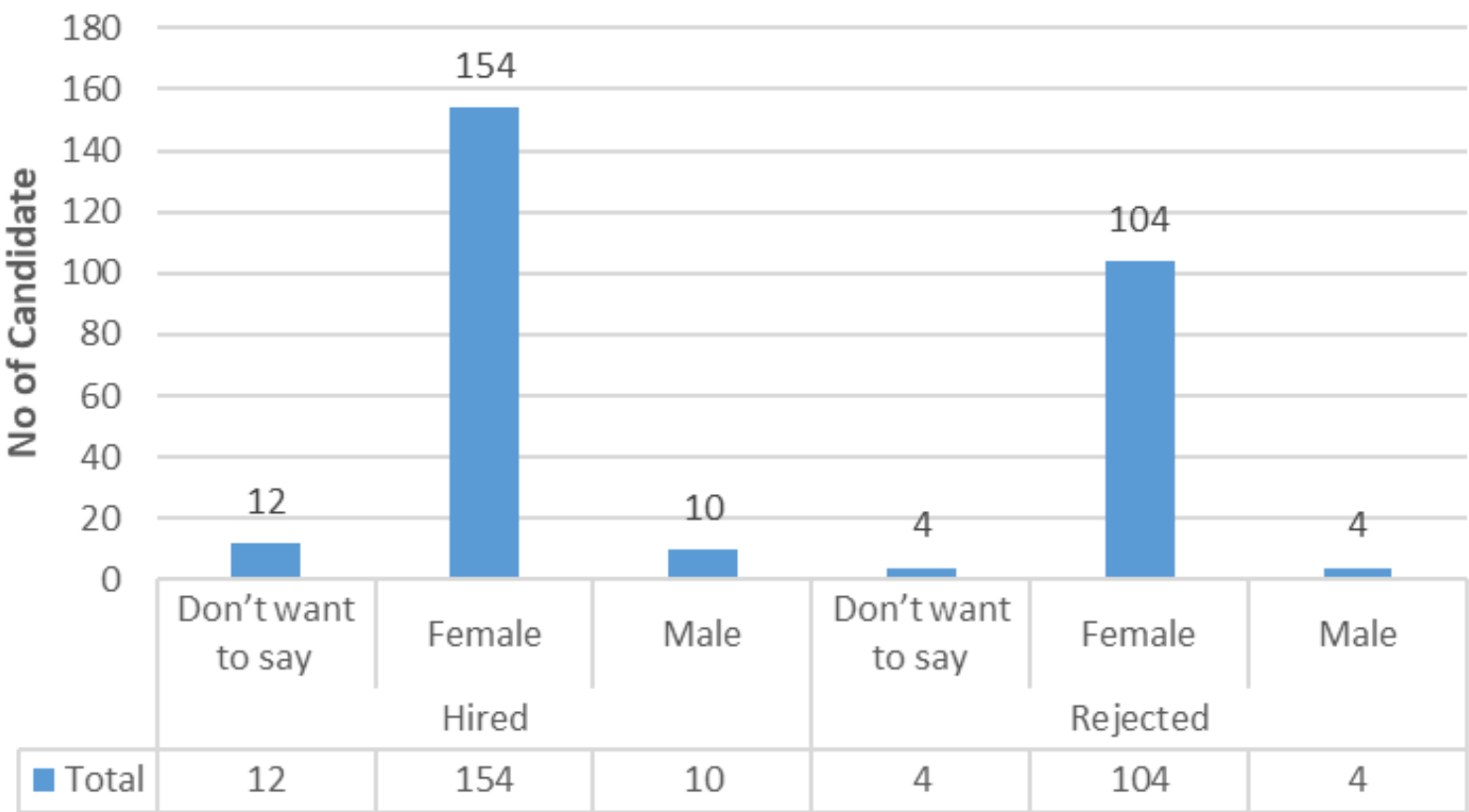
- c8 and c9 post employees has the maximum average salary of 50665.43 and 50396.33.
- While m6 post employee has a minimum average salary of 17549.

Insights of Finance Department

Finance Dept Status



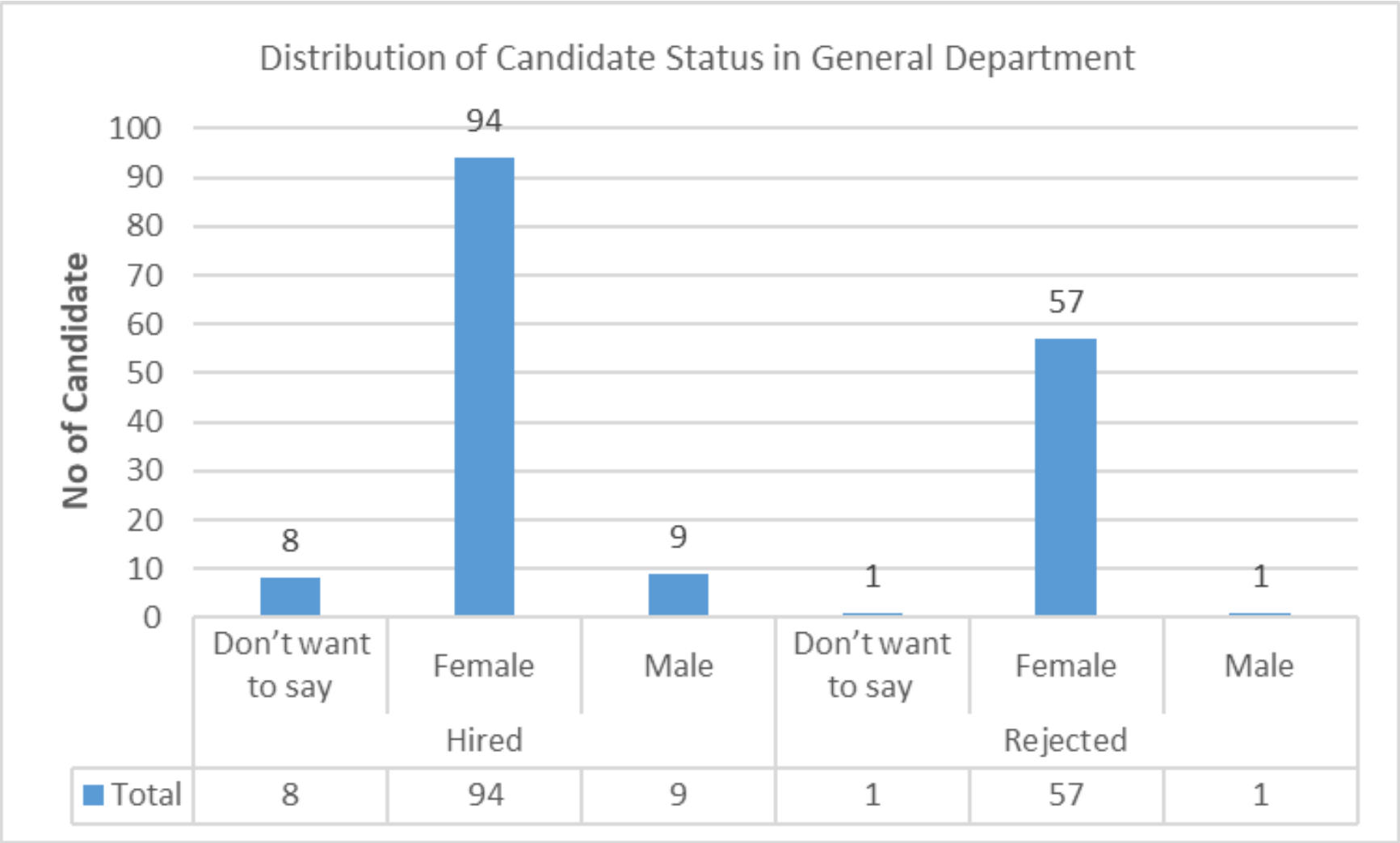
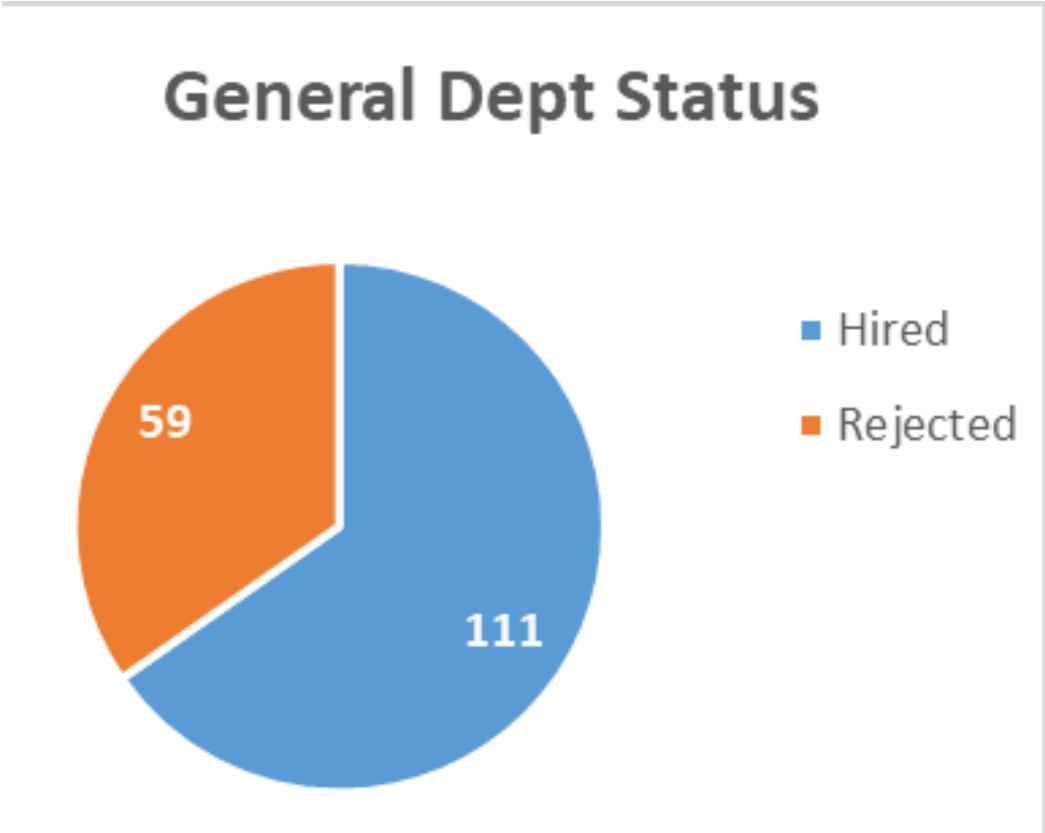
Distribution of Candidate Status in Finance Department



Row Labels	Count of Department	Average of Offered Salary	Max of Offered Salary	Min of Offered Salary
b9	13	40540.07692	80183	2308
c-10	4	61146.5	96801	23823
c5	68	45805.26471	98527	1038
c8	4	27630	48957	11765
c9	107	48140.8972	98036	1362
i1	9	57758.33333	85440	27855
i4	3	53526.33333	79762	11052
i5	41	55016.73171	98926	5448
i6	12	50449.58333	99762	12989
i7	27	59385.92593	94114	7992
Grand Total	288	49628.00694	99762	1038

- In the finance department:
- No of the hired candidate is more than no of the rejected candidate.
 - No of female candidates hired is more than no. male candidates.
 - The maximum no of employees is from the c-9 post.
 - Employees of i-7 post has maximum average salary

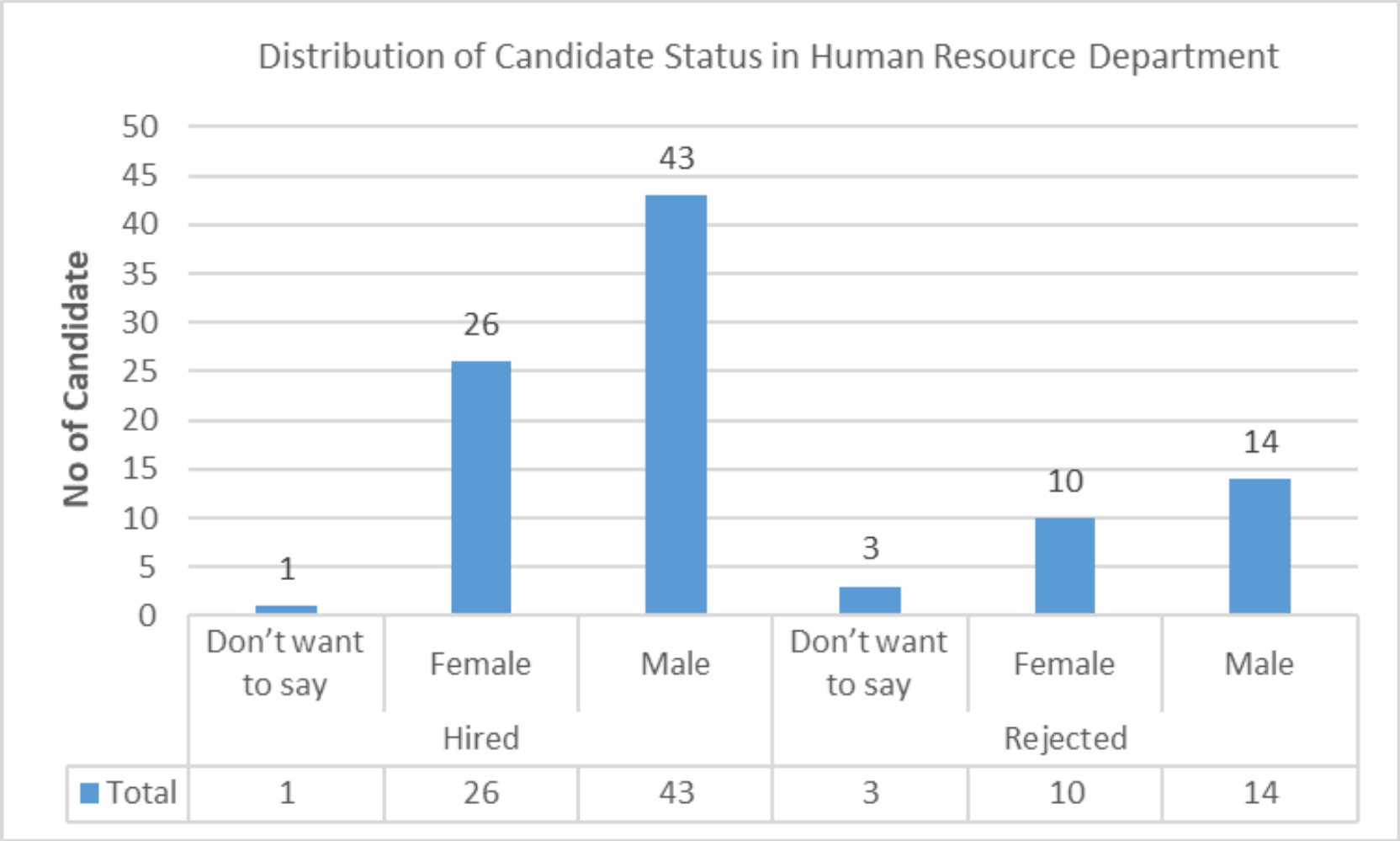
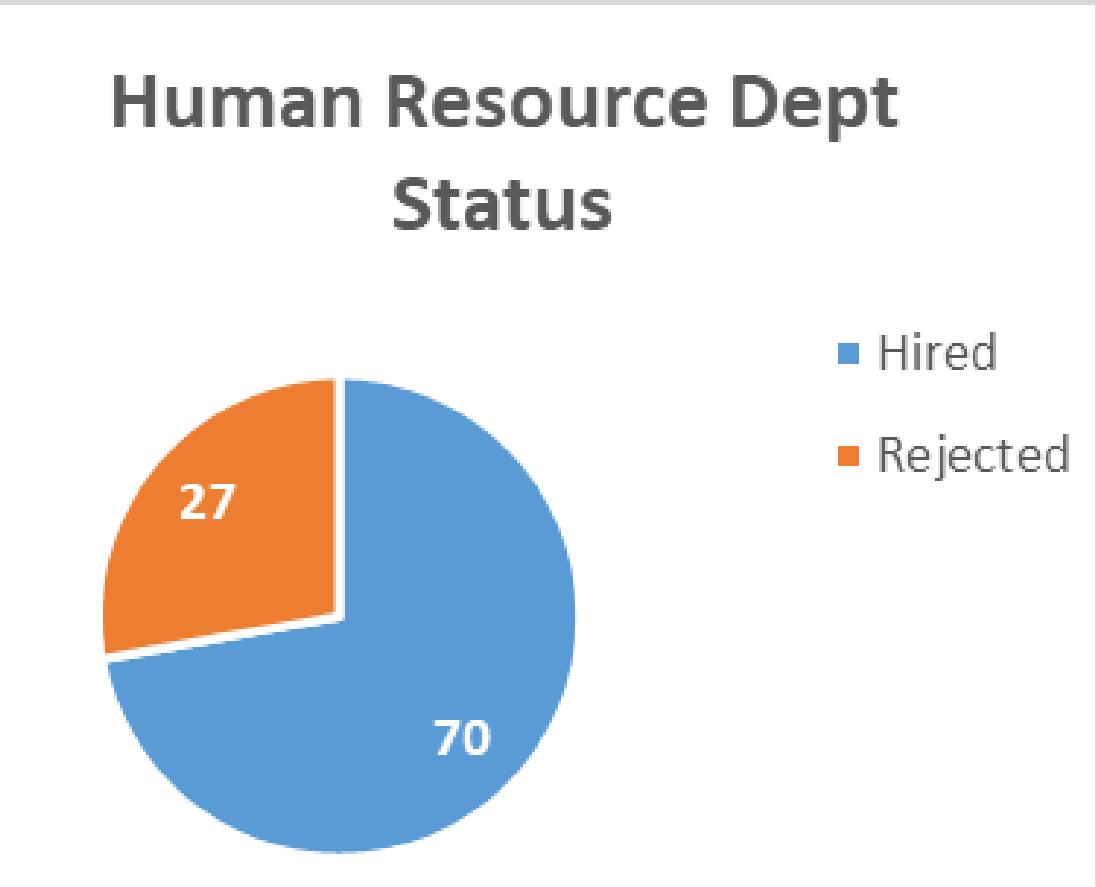
Insights of General Department



Row Labels	Count of Department	Average of Offered Salary	Max of Offered Salary	Min of Offered Salary
b9	2	59389.5	93884	24895
c-10	10	62841.9	98822	8994
c5	29	51984.62069	95521	4043
c8	7	69525	98583	41518
c9	39	60801.66667	97065	7654
i1	1	96469	96469	96469
i5	31	52433.54839	98848	3143
i6	9	50070	79689	4123
i7	42	50356.40476	99745	1022
Grand Total	170	55295.29412	99745	1022

- In general department:
- No of hired candidate is more than no rejected candidate.
 - No of female candidate hired is more than no male candidate.
 - The maximum no of employees is from i-7 post.
 - Employees of c-9 post have a maximum average salary

Insights of Human Resource Department



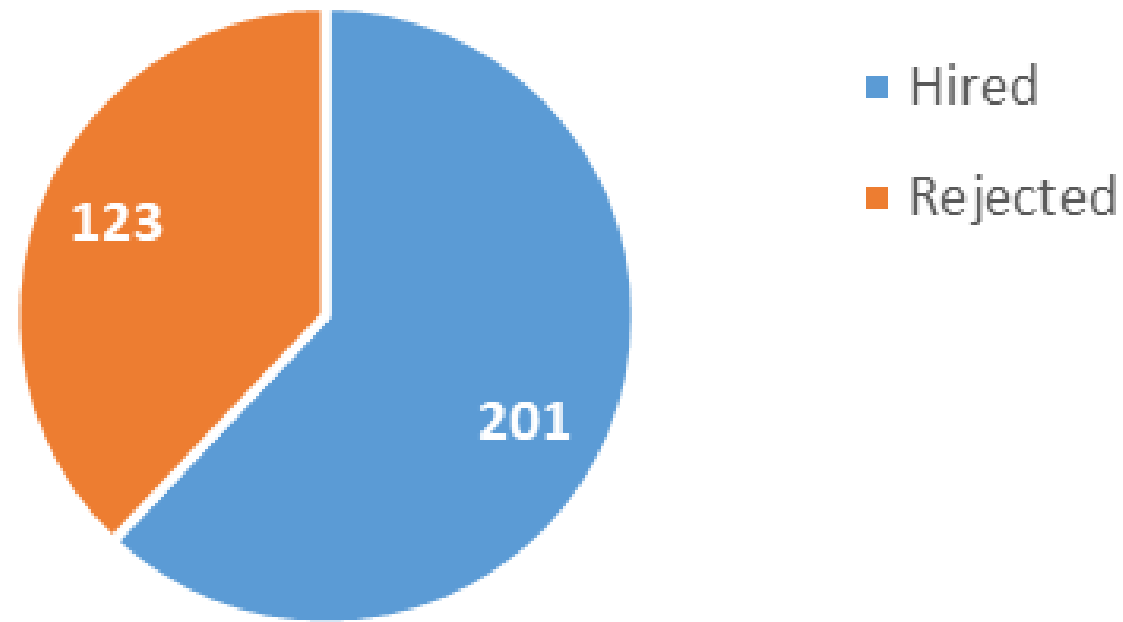
Row Labels	Count of Department	Average of Offered Salary	Max of Offered Salary	Min of Offered Salary
b9	2	64522.5	68565	60480
c-10	2	43699	80645	6753
c5	21	47803.52381	94918	4107
c8	6	32120.5	51638	13900
c9	7	38856.42857	97432	5439
i1	2	39853.5	46227	33480
i5	42	55305.61905	98195	1415
i6	6	33885.5	95194	5612
i7	9	51370	95088	6210
Grand Total	97	49002.27835	98195	1415

In human resource department

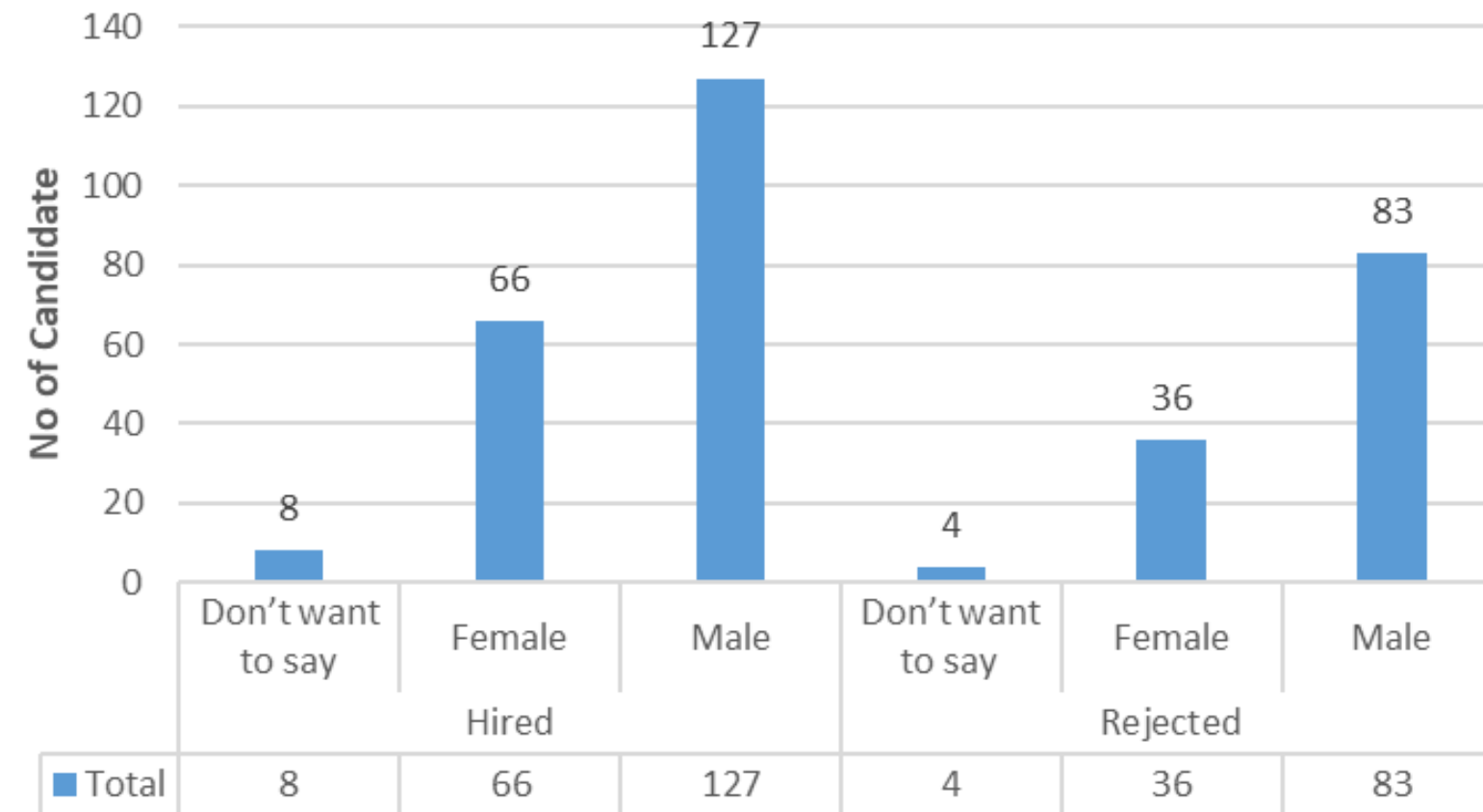
- No of hired candidate is more than no of rejected candidate.
- No of male candidate hired is more then no of female candidate.
- Maximum no of employees is from i-5 post.
- Employees of b-9 post has maximum average salary .

Insights of Marketing Department

MarketingDept Status



Distribution of Candidate Status in Marketing Department



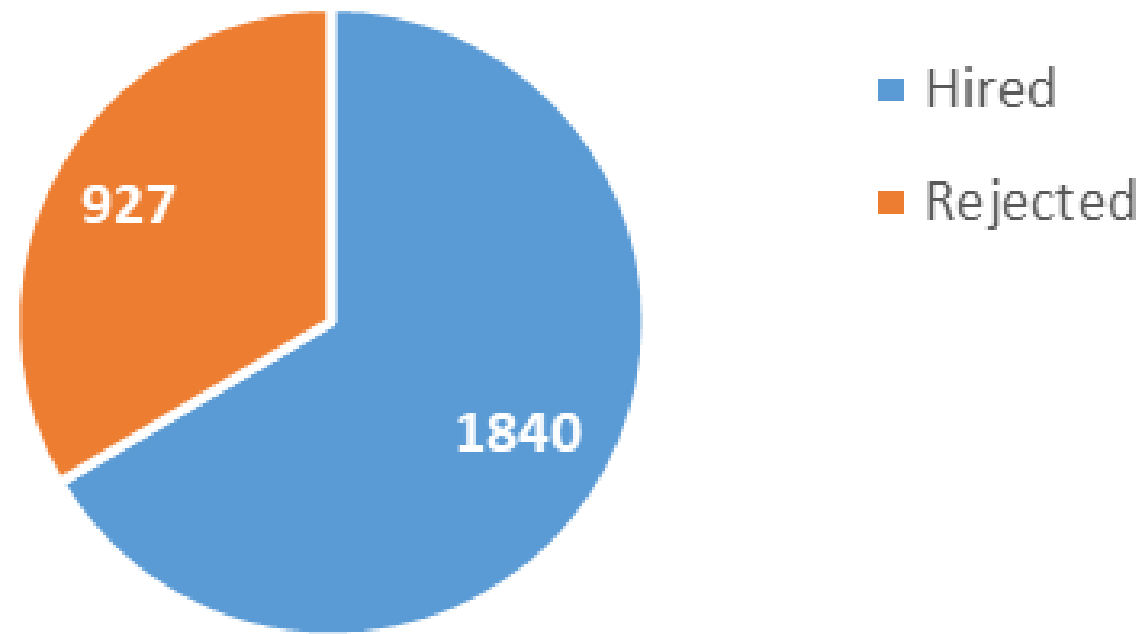
Row Labels	Count of Department	Average of Offered Salary	Max of Offered Salary	Min of Offered Salary
b9	28	46290.39286	97146	2054
c-10	18	56790.61111	94599	2121
c5	74	46082.31081	99828	1346
c8	26	51811.11538	95200	3905
c9	69	46694.27536	98469	1007
i1	13	54618.53846	97081	14658
i4	1	33631	33631	33631
i5	30	50893.06667	97144	6268
i6	15	42968	94160	2953
i7	50	49055.32	98589	2360
Grand Total	324	48349.37346	99828	1007

In marketing department:

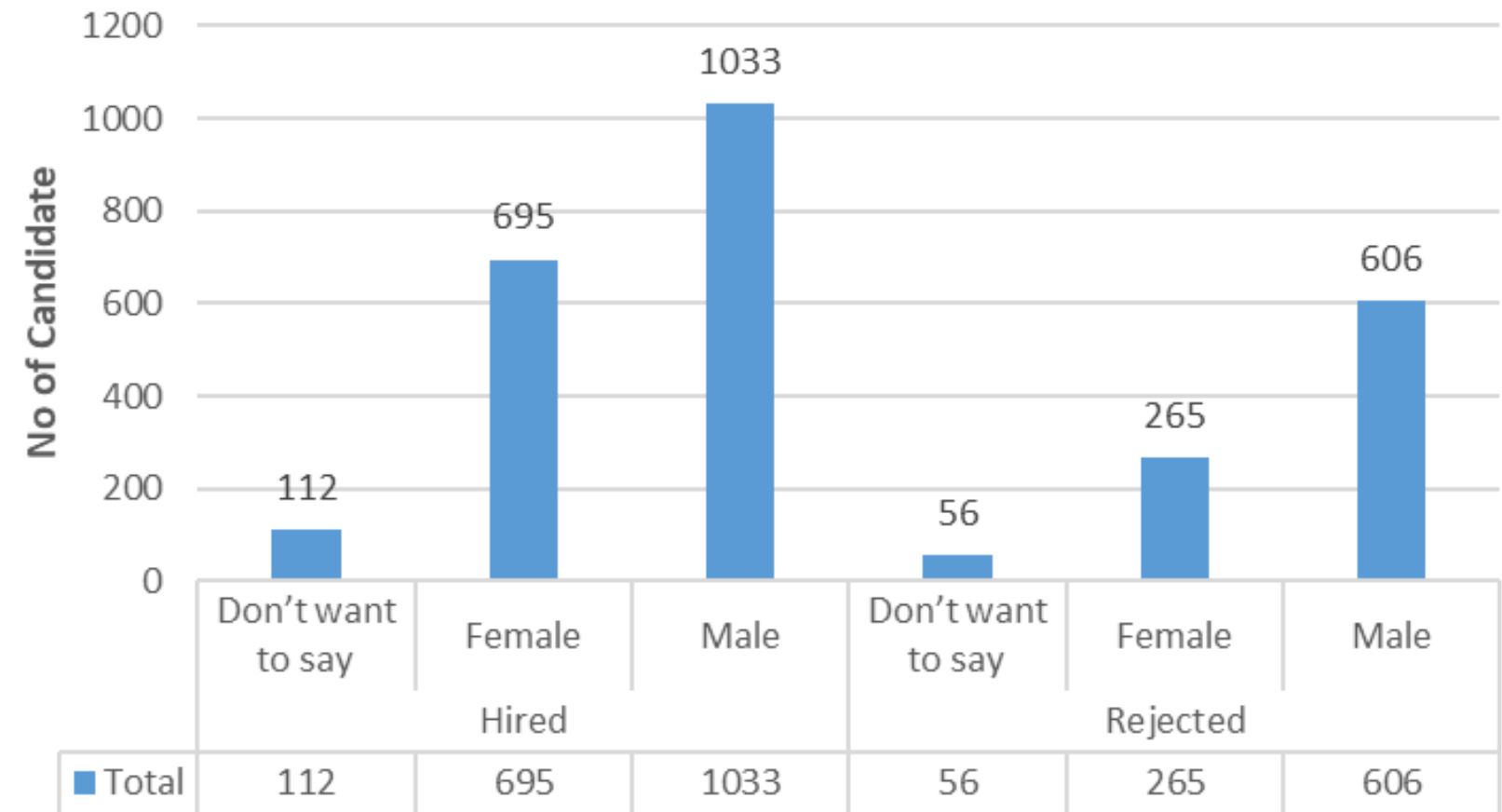
- No of hired candidate is more than no of rejected candidate.
- No of male candidates hired is more than no of female candidate.
- Maximum no of employees is from c-5 post.
- Employees of c-10 post has maximum average salary

Insights of Operations Department

Operation Dept Status



Distribution of Candidate Status in Operation Department

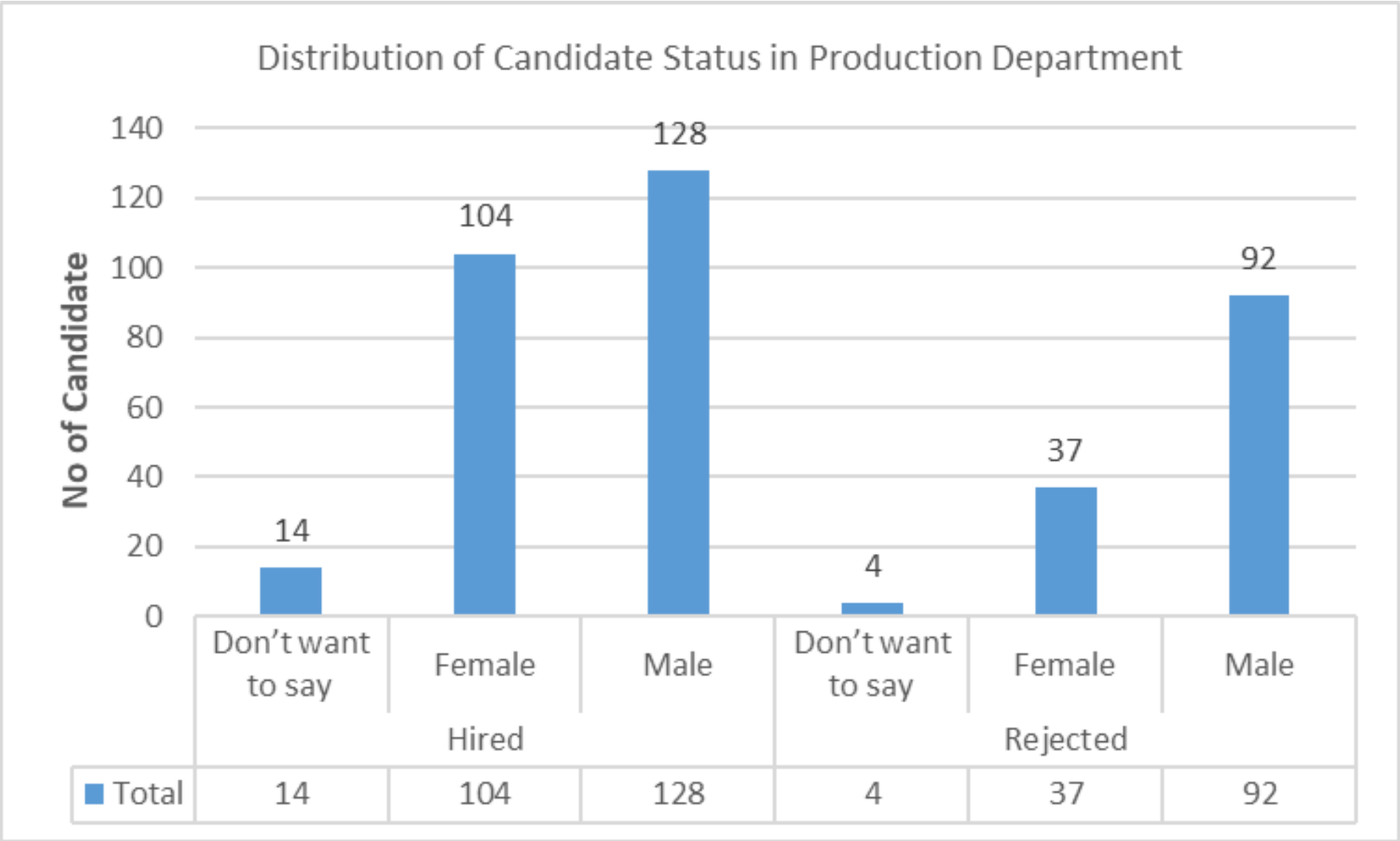
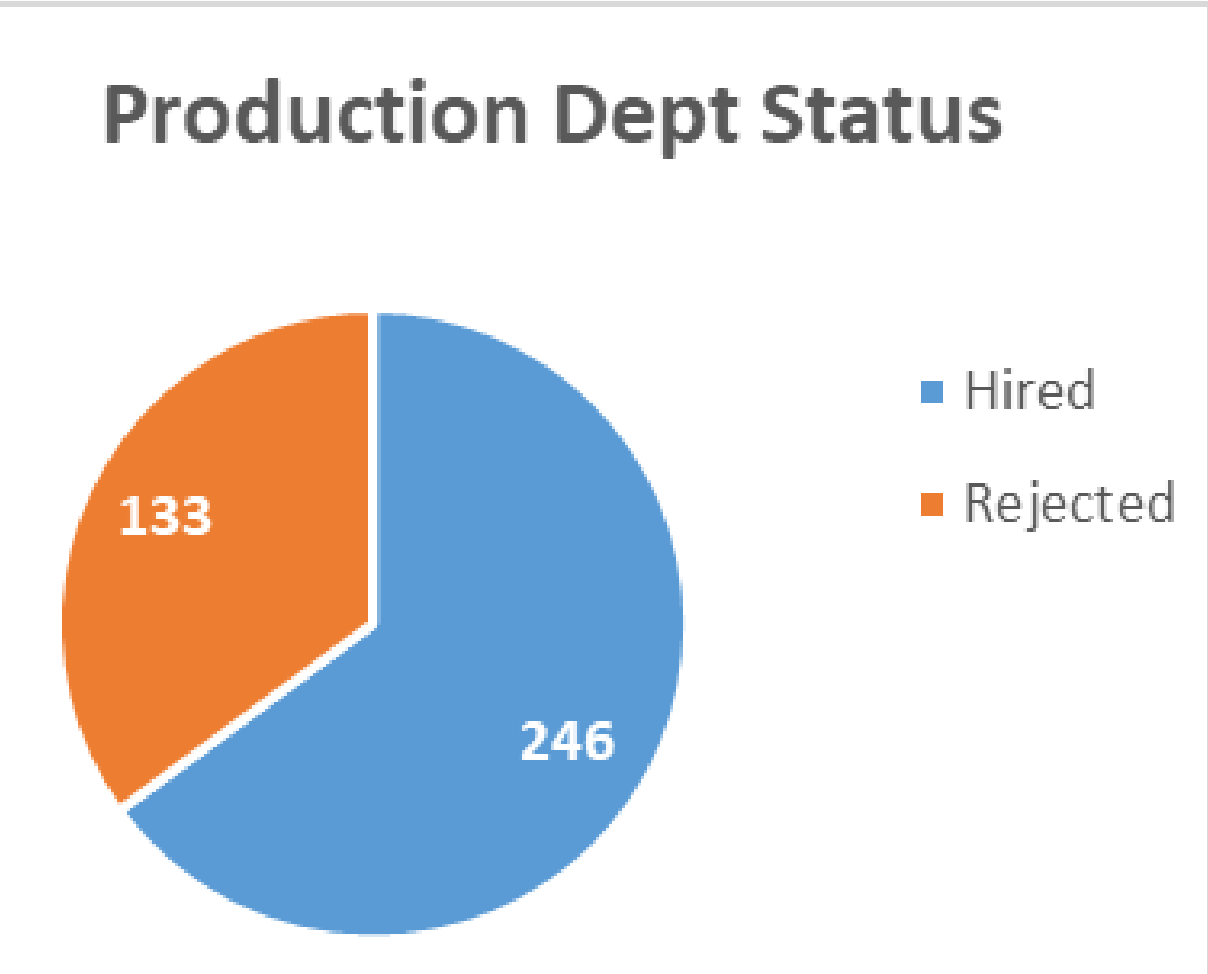


Row Labels	Count of Department	Average of Offered Salary	Max of Offered Salary	Min of Offered Salary
b9	157	50967.05096	99019	1185
c-10	98	47626.37755	99037	2786
c5	670	50183.09851	99948	1155
c8	98	48358.27551	99295	1469
c9	711	50389.72011	99920	1027
i1	93	46987.58065	99169	1519
i4	38	37783.97368	98622	1212
i5	272	46018.00735	98784	1513
i6	278	48745.34532	99574	1770
i7	351	49020.24786	99929	1282
m6	1	34298	34298	34298
Grand Total	2767	49140.6704	99948	1027

In operations department :

- No of hired candidate is more than no of rejected candidate.
- No of male candidate hired is more than no of female candidate.
- Maximum no of employees is from c-9 post.
- Employees of b-9 post has maximum average salary

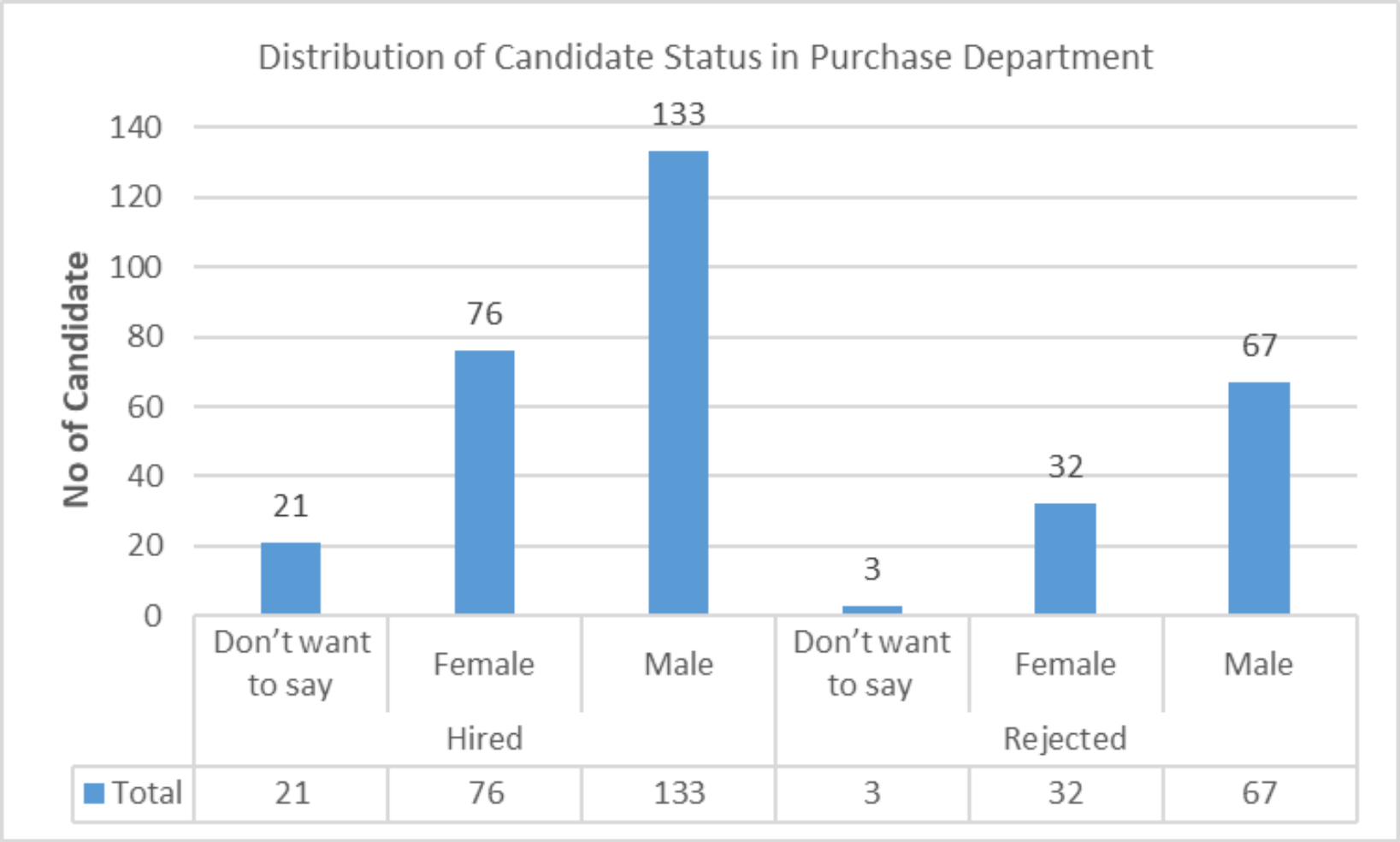
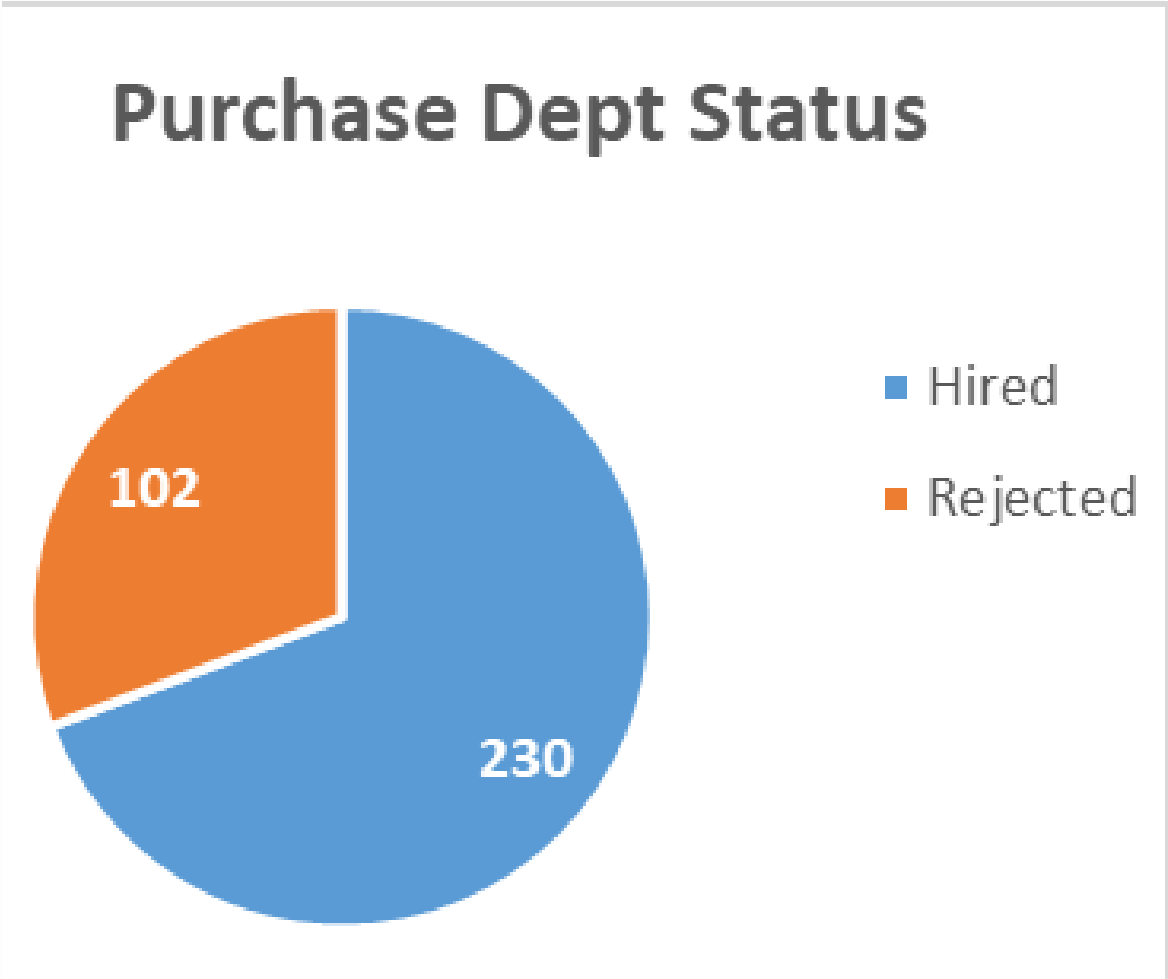
Insights of Production Department



Row Labels	Count of Department	Average of Offered Salary	Max of Offered Salary	Min of Offered Salary
b9	40	43672.675	92917	1960
c-10	8	58022.625	99891	1817
c5	79	51719.72152	99178	3733
c8	8	45556.625	88090	12269
c9	86	54009.90698	99800	1352
i1	28	53327.46429	99939	5981
i4	3	68562.33333	81261	61532
i5	37	47243.48649	96523	8091
i6	26	48339.76923	98295	1210
i7	64	43381.21875	98221	1524
Grand Total	379	49568.20053	99939	1210

- In production department :
- No of hired candidate is more than no of rejected candidate.
 - No of male candidate hired is more than no of female candidate.
 - Maximum no of employees is from c-5 post.
 - Employees of i-4 post has maximum average salary

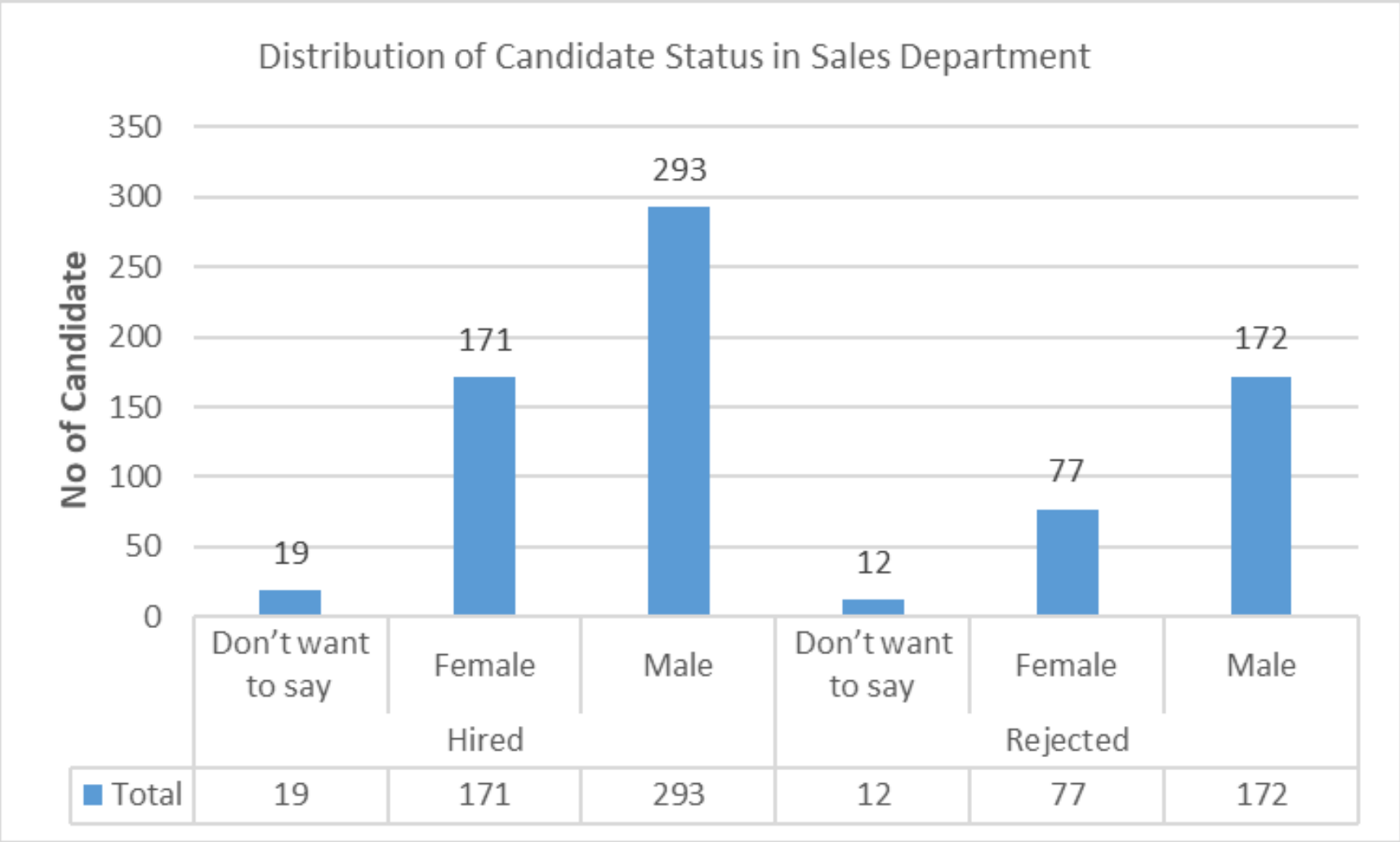
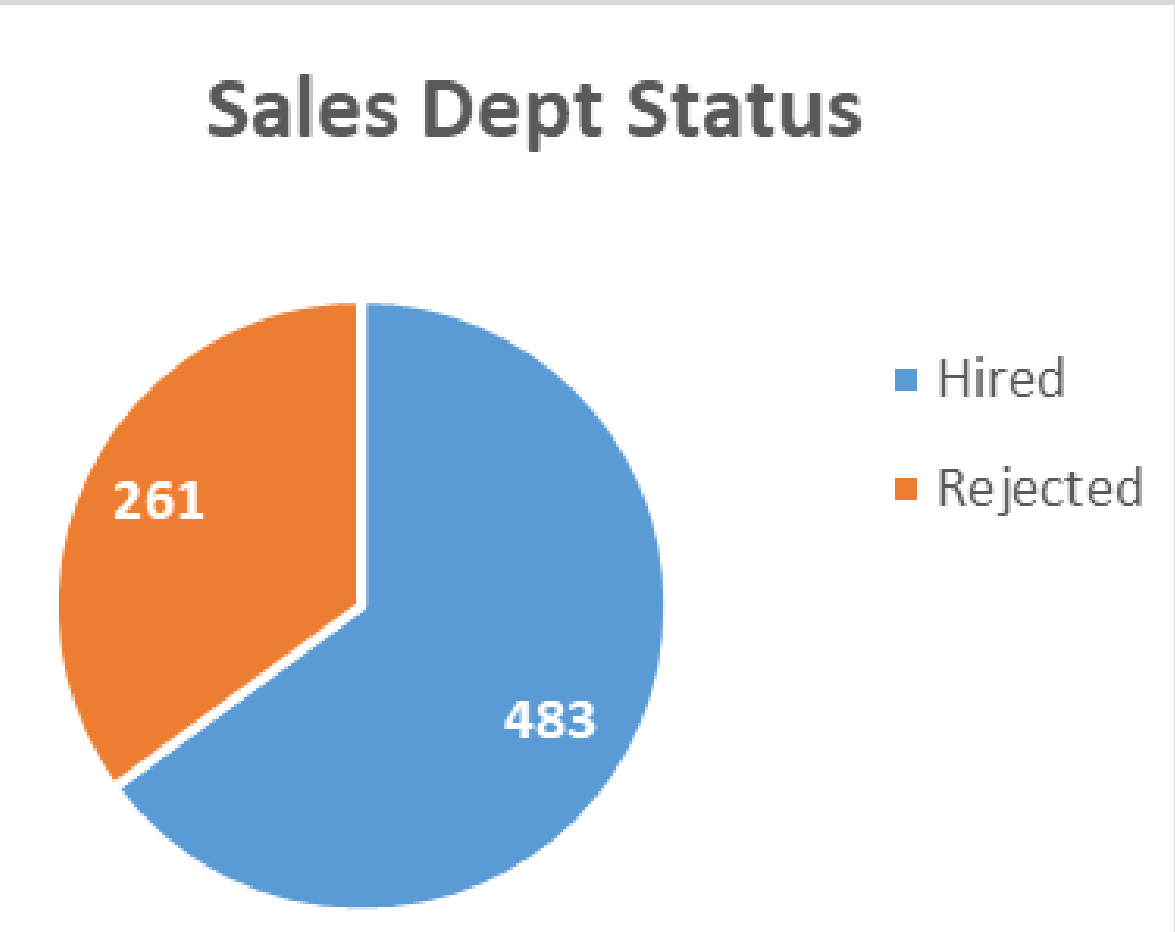
Insights of Purchase Department



Row Labels	Count of Department	Average of Offered Salary	Max of Offered Salary	Min of Offered Salary
b9	22	52524.68182	92403	15965
c-10	5	61314.8	99522	24135
c5	106	51367	98959	4502
c8	4	71318.75	95591	47344
c9	74	52060.71622	99347	5352
i1	2	75760.5	89471	62050
i4	3	47979.33333	71981	2988
i5	36	58975.69444	97502	1917
i6	23	44500.17391	83906	1258
i7	55	51452.36364	97823	1898
n6	1	44700	44700	44700
n9	1	46219	46219	46219
Grand Total	332	52432.75301	99522	1258

- In purchase department :
- No of hired candidate is more than no of rejected candidate.
 - No of male candidate hired is more than no of female candidate.
 - Maximum no of employees is from c-5 post.
 - Employees of i-1 post has maximum average salary

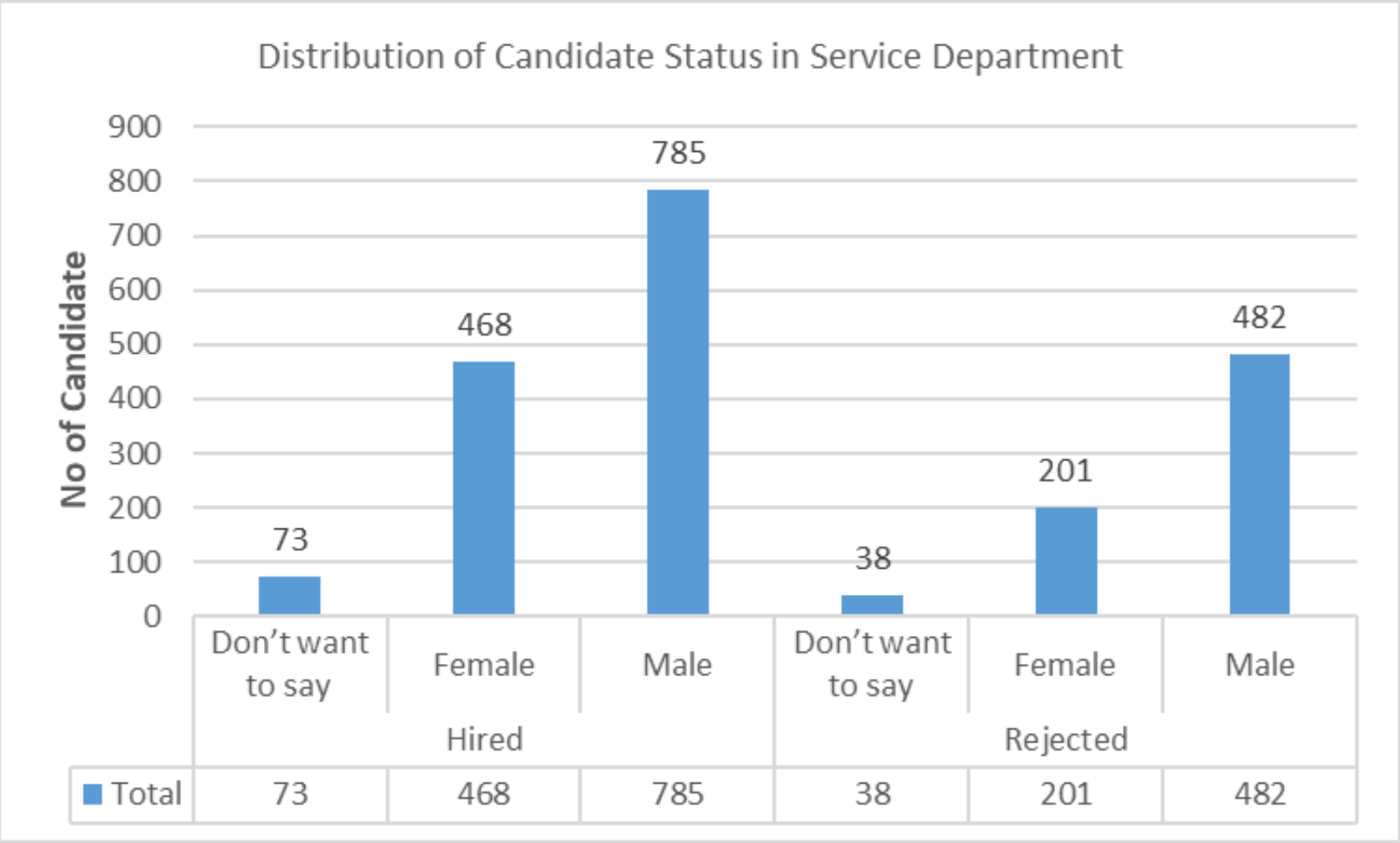
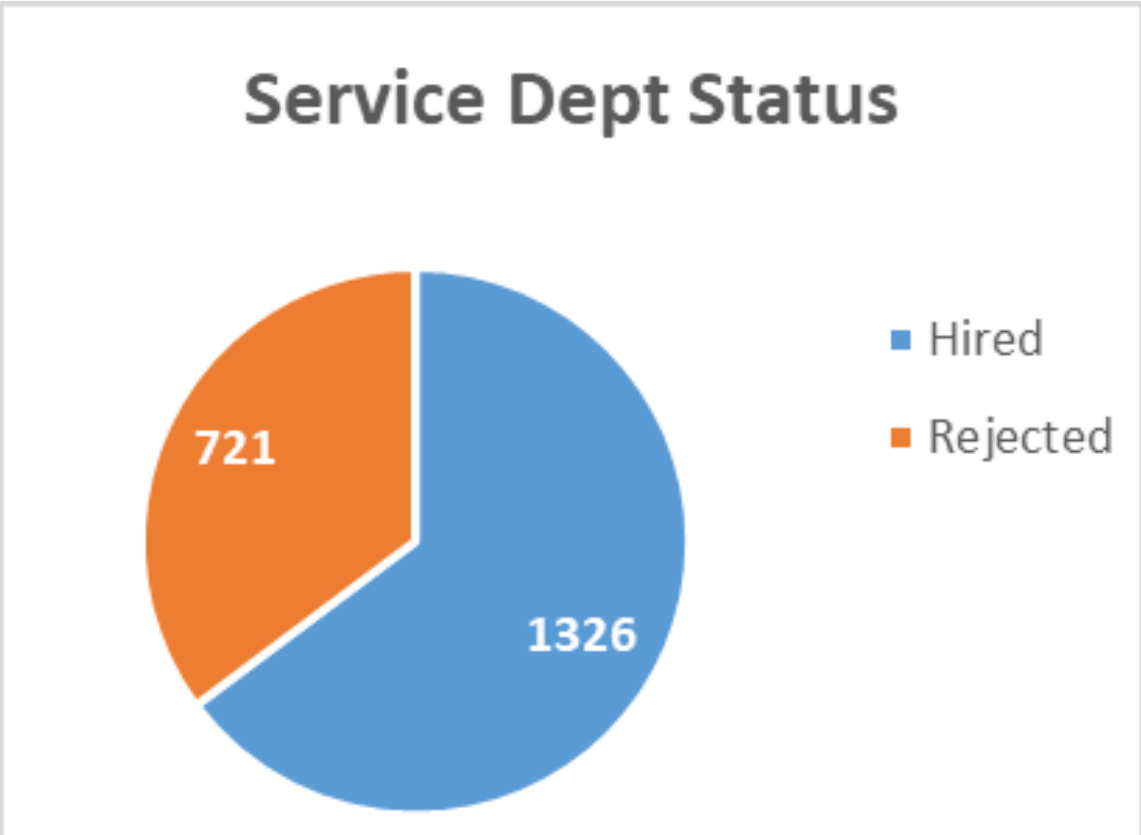
Insights of Sales Department



Row Labels	Count of Department	Average of Offered Salary	Max of Offered Salary	Min of Offered Salary
b9	28	59006.28571	96610	4892
c-10	23	39233.17391	91928	4382
c5	215	49735.76279	99824	2102
c8	48	45004.66667	91251	2641
c9	175	50176.58857	98445	1889
i1	2	41585	77394	5776
i4	10	60945.3	95603	18921
i5	88	48091.03409	96439	1487
i6	43	50223.25581	98494	2017
i7	112	47734.63393	97293	5061
Grand Total	744	49219.58065	99824	1487

- In sales department :
- No of hired candidate is more than no of rejected candidate.
 - No of male candidate hired is more than no of female candidate.
 - Maximum no of employees is from c-5 post.
 - Employees of i-4 post has maximum average salary

Insights of Service Department



Row Labels	Count of Department	Average of Offered Salary	Max of Offered Salary	Min of Offered Salary
b9	169	47879.01183	99645	1105
c-10	63	55782.69841	97057	8574
c5	480	51142.72292	99637	1079
c8	118	55304.47458	99967	1035
c9	522	49311.94828	99953	1188
i1	70	49751.47143	97594	4781
i4	29	45247.27586	99389	5372
i5	208	50558.84615	98706	1304
i6	115	50811.14783	99397	1074
i7	269	51822.35316	99614	2789
m6	2	34633	68466	800
m7	1	41402	41402	41402
n10	1	26990	26990	26990
Grand Total	2047	50636.68881	99967	800

- In service department :
- No of hired candidate is more than no of rejected candidate.
 - No of male candidate hired is more than no of female candidate.
 - Maximum no of employees is from c-9 post.
 - Employees of c-10 post has maximum average salary

Thank you

