HIRING PROCESS ANALYTICS

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Project Description

- MNCs need to know about the major underlying trends of hiring process. Trends such as number of rejections and interviews, types of jobs, vacancies etc. are important for a company to analyse before hiring freshers or any other individual. Thus, making an opportunity for a Data Analyst job here too.

- This project is about the analysis of a MNC hiring data. Here I'm going to perform analysis on thebasis of gender, hiring status, department, post name and salary.

Approach

- Understanding the problem statement
- Study the database and treat null values if necessary
- Create Pivot Tables for each question and perform calculations
- Use charts like pie-chart, bar-graph, and column chart for visualizing the data for better understanding
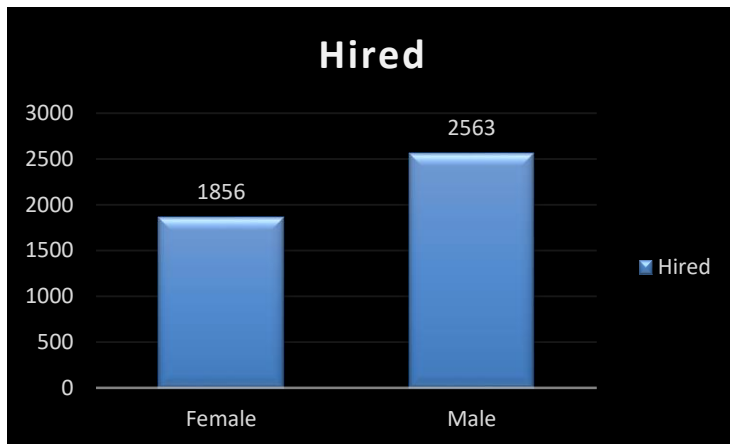
Tech-Stack Used:

Microsoft Excel – for creating pivot tables and visual charts

Insights

- Hiring: Process of intaking of people into an organization for different kinds of positions.Your task: How many males and females are hired?

| Male | 2563 |
| Female | 1856 |

Gender	No. of hirings
Hired	4419
Female	1856
Male	2563
Grand Total	4419

Hired

- **Average Salary:** Adding all the salaries for a select group of employees and then dividingthe sum by the number of employees in the group.

  Your task: What is the average salary offered in this company?

Service Department	50629.884
Operations Department	49151.354
Sales Department	49244.369
Finance Department	49628.007
Production Department	49448.484
Purchase Department	52564.775
Marketing Department	48489.935
General Management	58722.093
Human Resource Department	49002.278

Departments	Average of Offered Salary
Finance Department	49628.00694
General Management	58722.09302
Human Resource Department	49002.27835
Marketing Department	48489.93538
Operations Department	49151.35438
Production Department	49448.48421
Purchase Department	52564.77477
Sales Department	49310.3807
Service Department	50629.88418
Grand Total	49983.02902

- **Class Intervals:** The class interval is the difference between the upper class limit and thelower class limit.

 Your task: Draw the class intervals for salary in the company?

Salary Class Interval	399900

Max of Offered Salary	Min of Offered Salary
400000	100
Salary Class Interval	399900

- Charts and Plots: This is one of the most important part of analysis to visualize the data. Your task: Draw Pie Chart / Bar Graph (or any other graph) to show proportion of peopleworking different department ?

Service Department	2055
Operations Department	2771
Sales Department	747
Finance Department	288
Production Department	380
Purchase Department	333
Marketing Department	325
General Management	172
Human Resource Department	97

Departments	Total Percentage
Finance Department	4.02%
General Management	2.40%
Human Resource Department	1.35%
Marketing Department	4.53%
Operations Department	38.66%
Production Department	5.30%
Purchase Department	4.65%
Sales Department	10.42%
Service Department	28.67%
Grand Total	100.00%
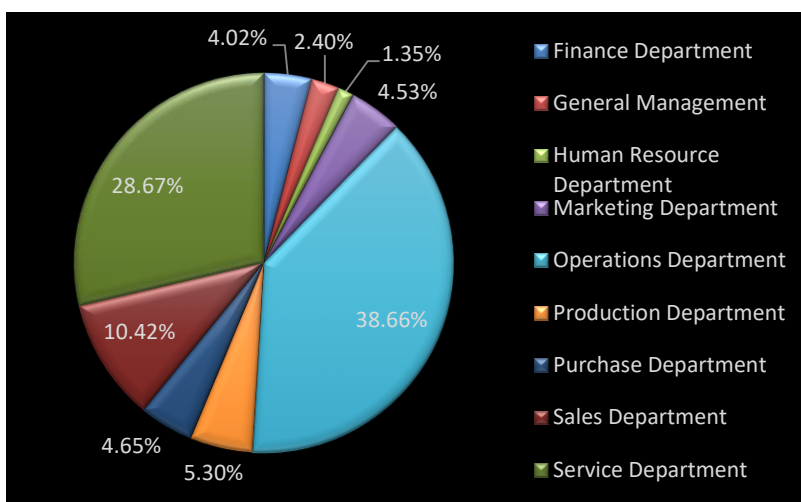
- Charts: Use different charts and graphs to perform the task representing the data.Your task: Represent different post tiers using chart/graph?

i5	787
m6	3
c9	1792
i7	982
c8	320
c5	1747
i6	527
b9	463
i4	88
i1	222
c-10	232
n10	1
m7	1
n6	1
n9	1
-	1

Post Name	Number of employess
-	1
b9	463
c-10	232
c5	1747
c8	320
c9	1792
i1	222
i4	88
i5	787
i6	527
i7	982
m6	3
m7	1
n10	1
n6	1
n9	1
Grand Total	**7168**
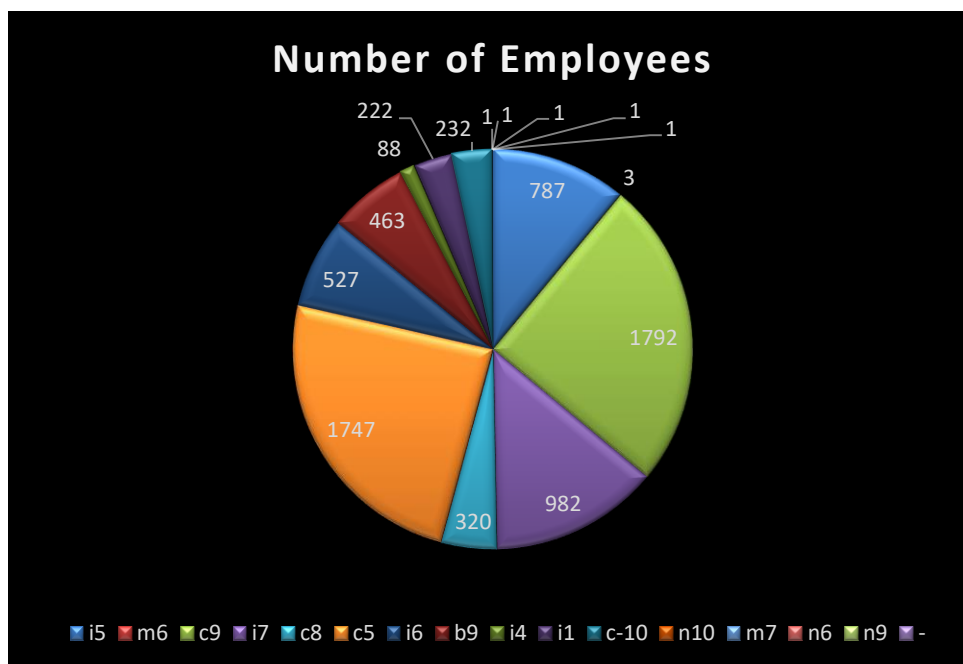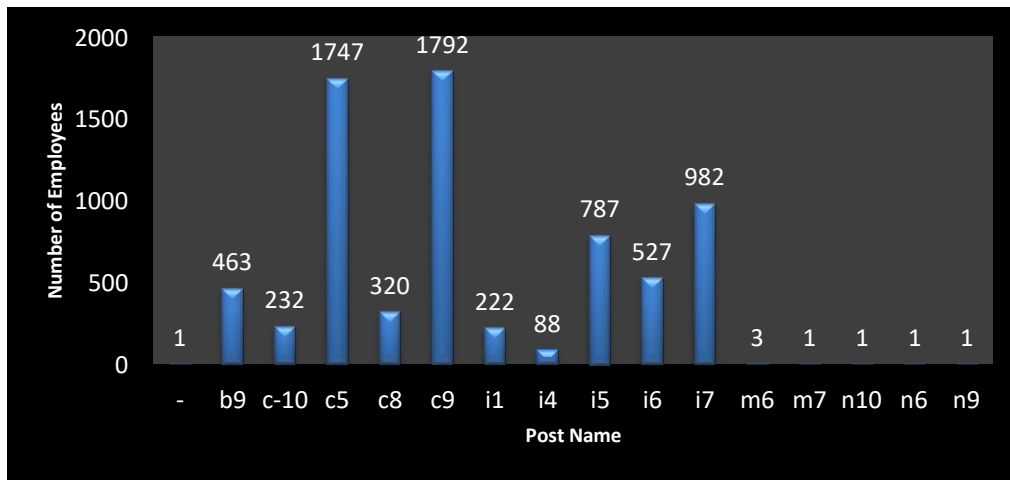
Result

- This project has helped me in understanding the data and perform exploratory data analysis.
- I learnt how to use pivot tables.
- I gained knowledge on how to visualize a dataset to get insights using Microsoft Excel.