# Hiring Process Analytics

**Project Description:** Using Data Analytics to understand the hiring process trends such as no males and females hired, average salaries, class intervals for salaries in the company, no of people working in different departments, average salaries and their comparison for different posts etc

**Tech-Stack Used**: Microsoft Excel

**Approach**:

Perform EDA before using the data for the analysis.

- Remove the empty cells in the sheet.
- Delete the outliers
    - Find the outliers in the data using the quartile function
    - First quartile Q1[=QUARTILE.EXC(G2:G7169,1)] has the value 25454
    - Third quartile Q3 [=QUARTILE.EXC(G2:G7169,3)] has the value 74456
    - The interquartile range (IQR) = 49002
    - Upper limit = Q3+1.5*IQR = 147959
    - Lower limit = Q1-1.5*IQR = -48049
- Outliers are the values which are greater than the upper limit or less than the lower limit.

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

Answer:

| **Count of event_name** | **Column Labels** | | |
|---|---|---|---|
| **Row Labels** | **Hired** | **Rejected** | **Grand Total** |
| Don’t want to say | 268 | 125 | 393 |
| Female | 1854 | 819 | 2673 |
| Male | 2561 | 1521 | 4082 |
| **Grand Total** | **4683** | **2465** | **7148** |

1854 females and 2561 males got hired

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

Answer: 49881.14 is the average salary offered in the company

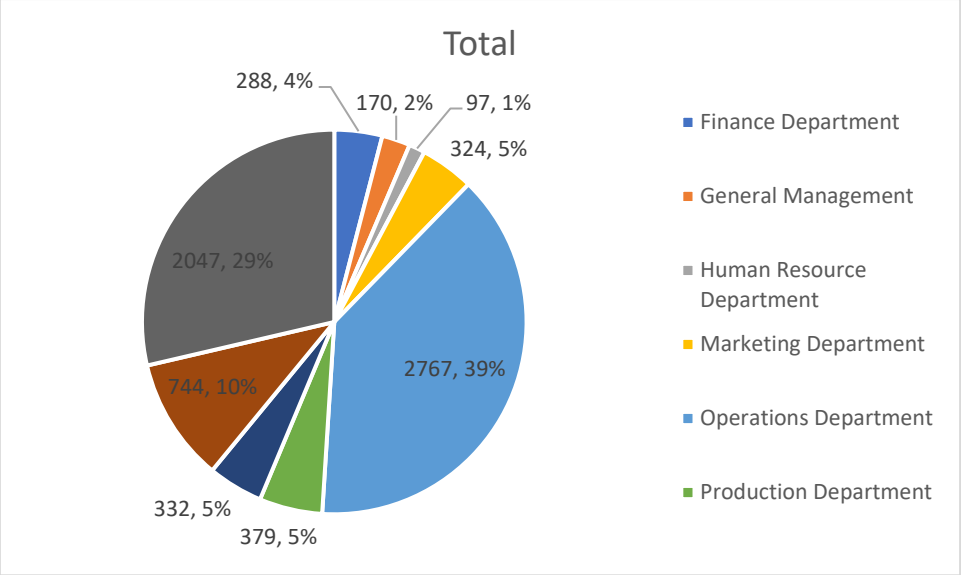
C. **Class Intervals:** The class interval is the difference between the upper class limit and the lower class limit.
**Your task:** Draw the class intervals for salary in the company?

Answer:

| Row Labels | Count of Offered Salary |
|---|---|
| 800-10799 | 738 |
| 10800-20799 | 709 |
| 20800-30799 | 724 |
| 30800-40799 | 717 |
| 40800-50799 | 767 |
| 50800-60799 | 760 |
| 60800-70799 | 693 |
| 70800-80799 | 744 |
| 80800-90799 | 692 |
| 90800-100799 | 604 |
| **Grand Total** | **7148** |

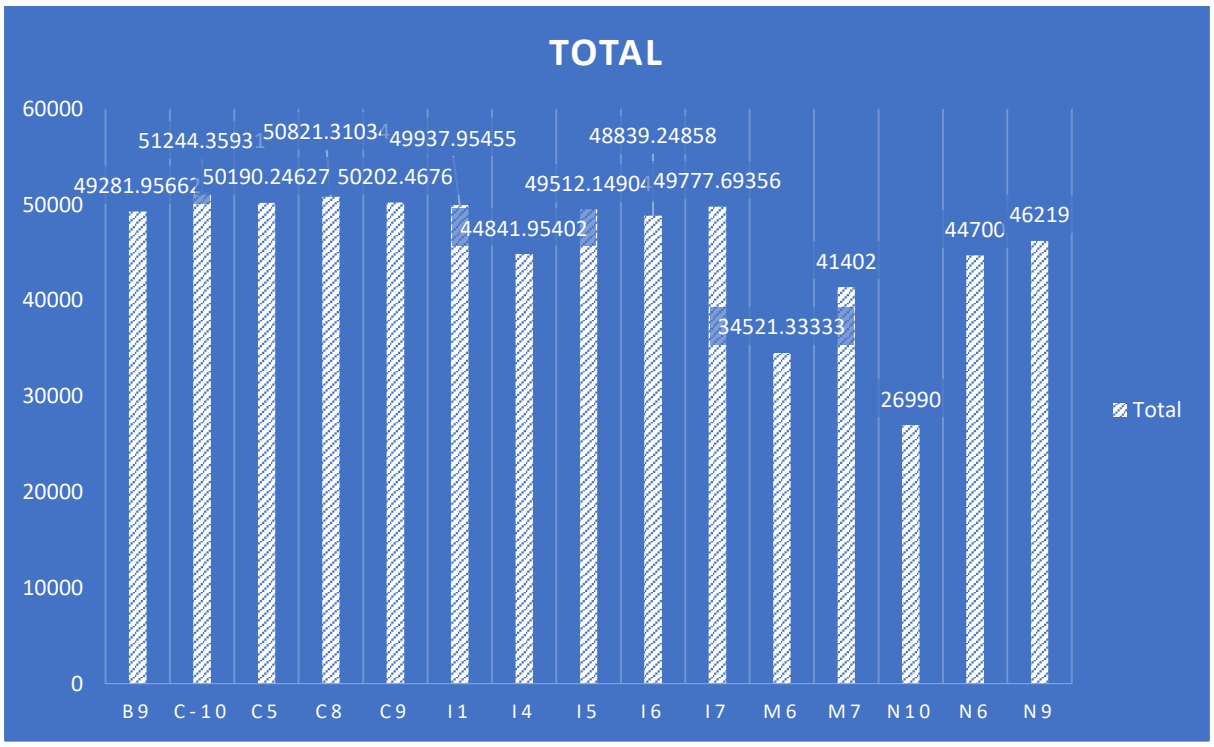
D. **Charts and Plots:** This is one of the most important part of analysis to visualize the data.
**Your task:** Draw Pie Chart / Bar Graph (or any other graph) to show proportion of people working different department?

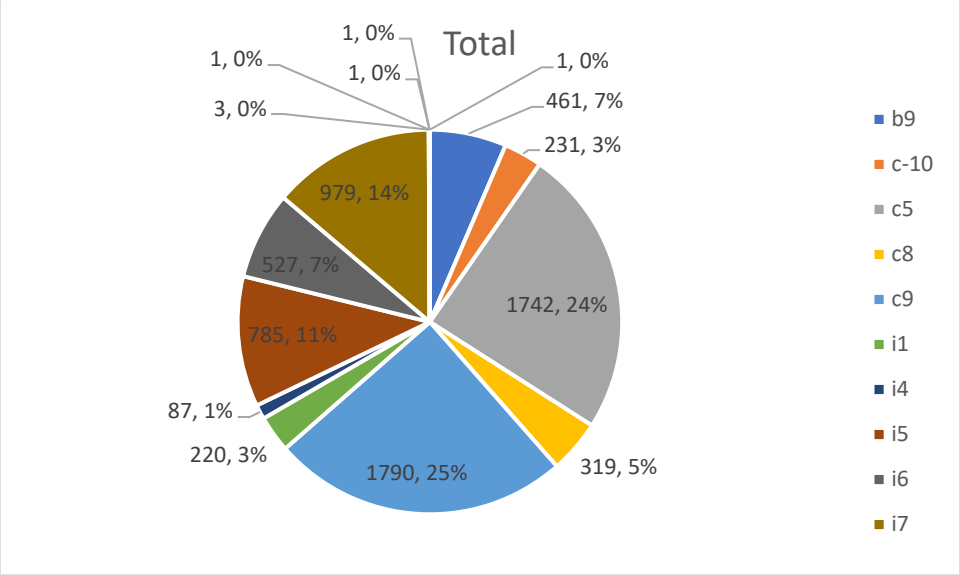
Answer:




E. **Charts:** Use different charts and graphs to perform the task representing the data.
**Your task:** Represent different post tiers using chart/graph?

Answer:






**Result:**

The project helped me in getting clarity and applying the concepts I learnt in statistics and excel.