

Hiring Process Analytics

By Sudhansu



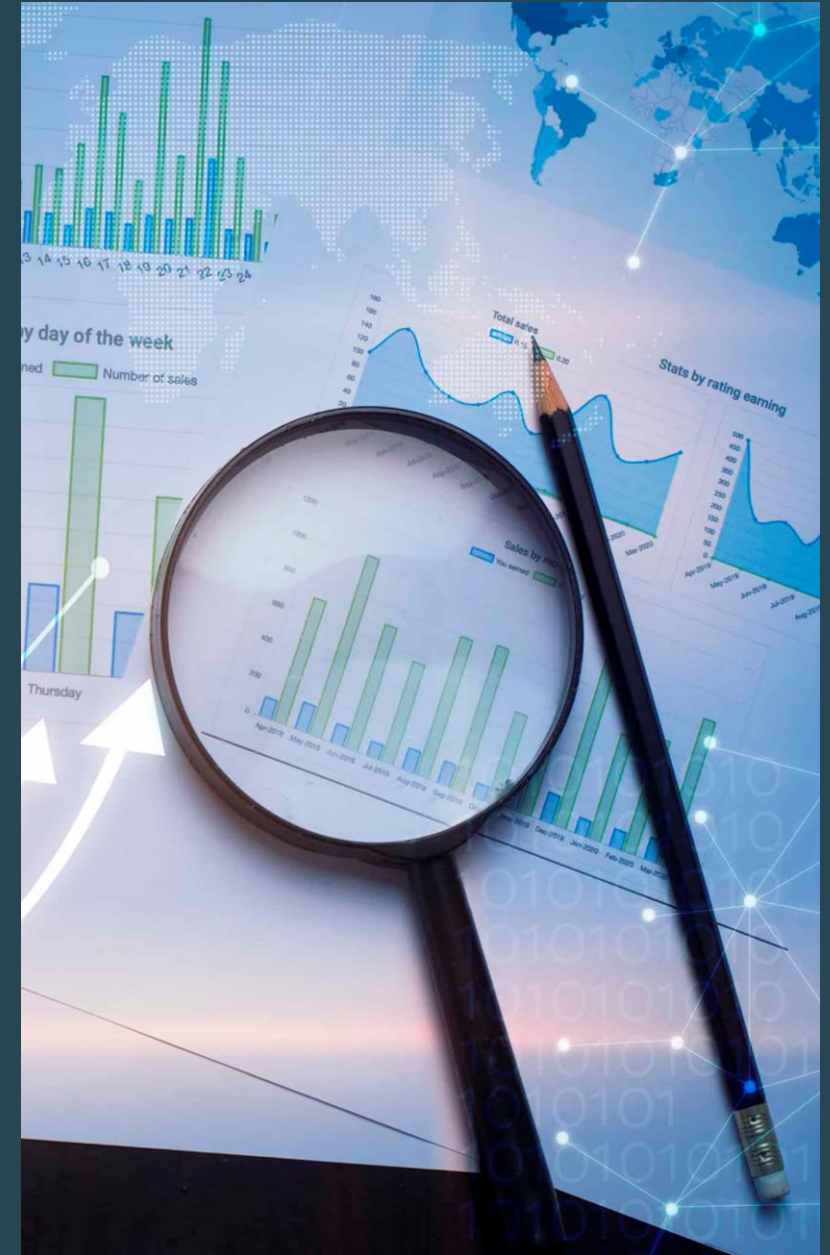
AGENDA

- ❑ Project Description
- ❑ Approach
- ❑ Tech-Stack Used
- ❑ Insights
- ❑ Result

Project Description

Analyzing previous hiring dataset of an MNC to observe trends and drawing insights out of it useful for hiring department.

The dataset of the company has the details about people who registered for a particular post in a department of this company. Using the knowledge in statistics and different formulas in excel and drawing necessary conclusions about the company.



Approach

Downloaded and **imported** the dataset in the excel, performed **data cleaning** i.e. removing missing & invalid rows and handling outliers. Used **pivot table** and **excel chart** to draw graphs and finding insights. And finally drawn conclusions from insights and made a report.

Tech-Stack Used

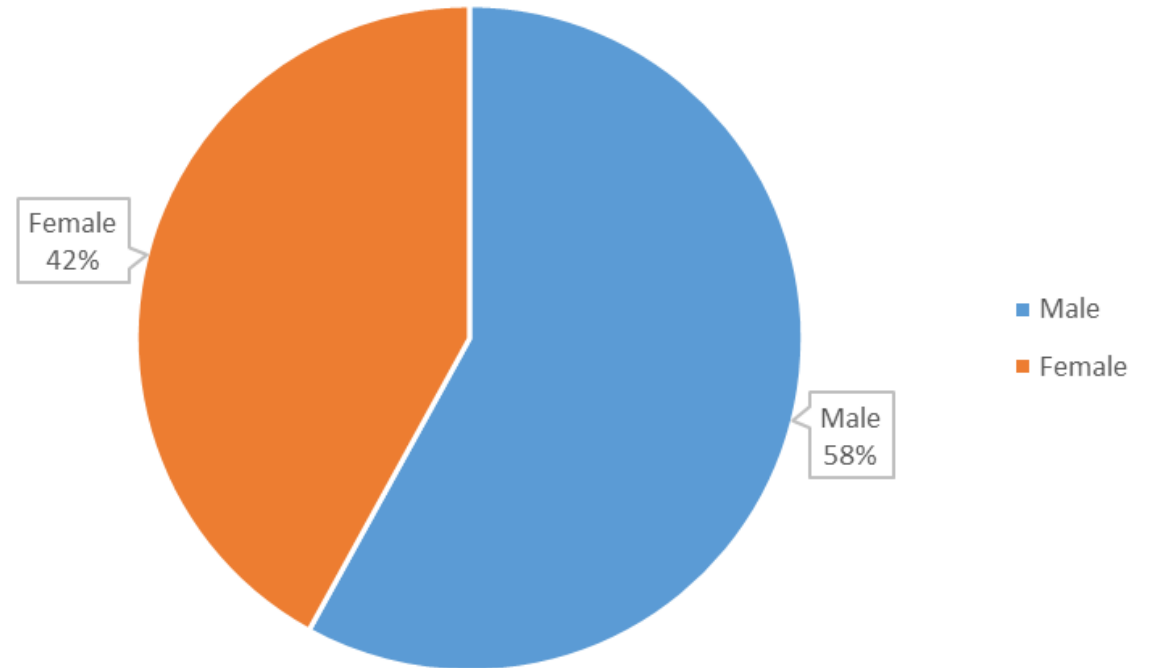
Used Microsoft Excel version 2305, for data cleaning and visualizations. As Excel offers several powerful tools for data visualization that can help you analyze and understand your data better. With features such as charts, graphs, pivot tables, and other formatting options.

Insights

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

Gender	count of hired employees
Male	2561
Female	1854
Grand Total	4415

**% Share of Employees hired
by Gender**



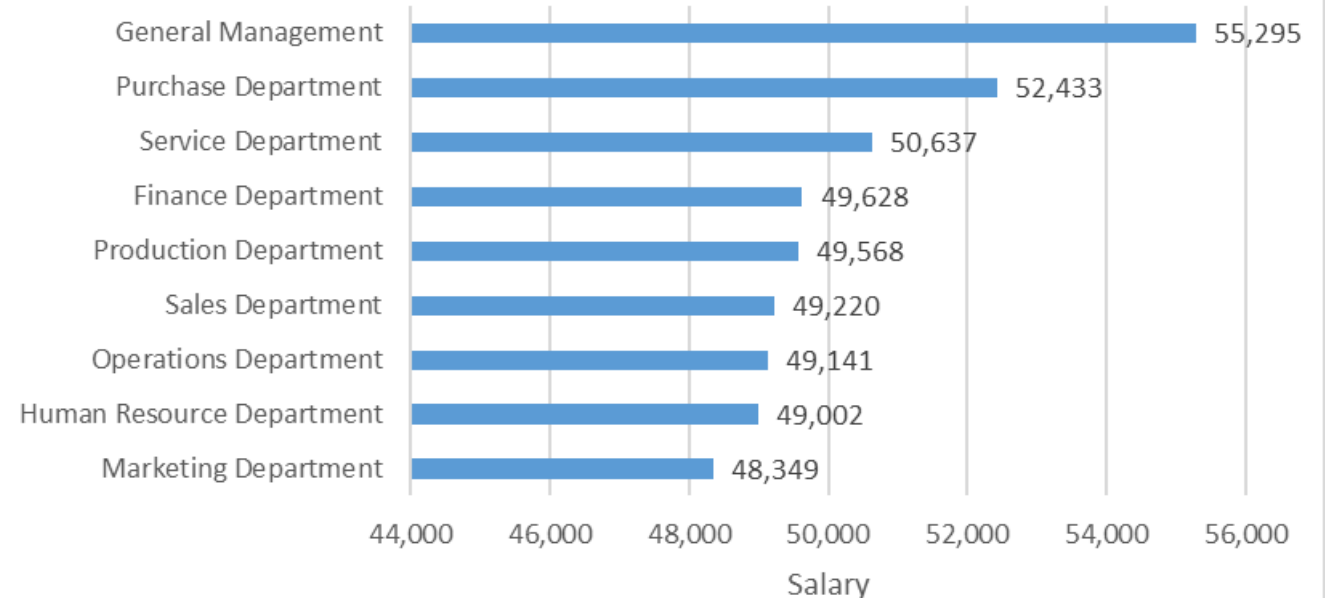
Insights

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 the company**
49,881
- **General Management and Purchase Department** has the highest avg. salary among all the departments in the company.

**Average Salary offered in the company
by department**



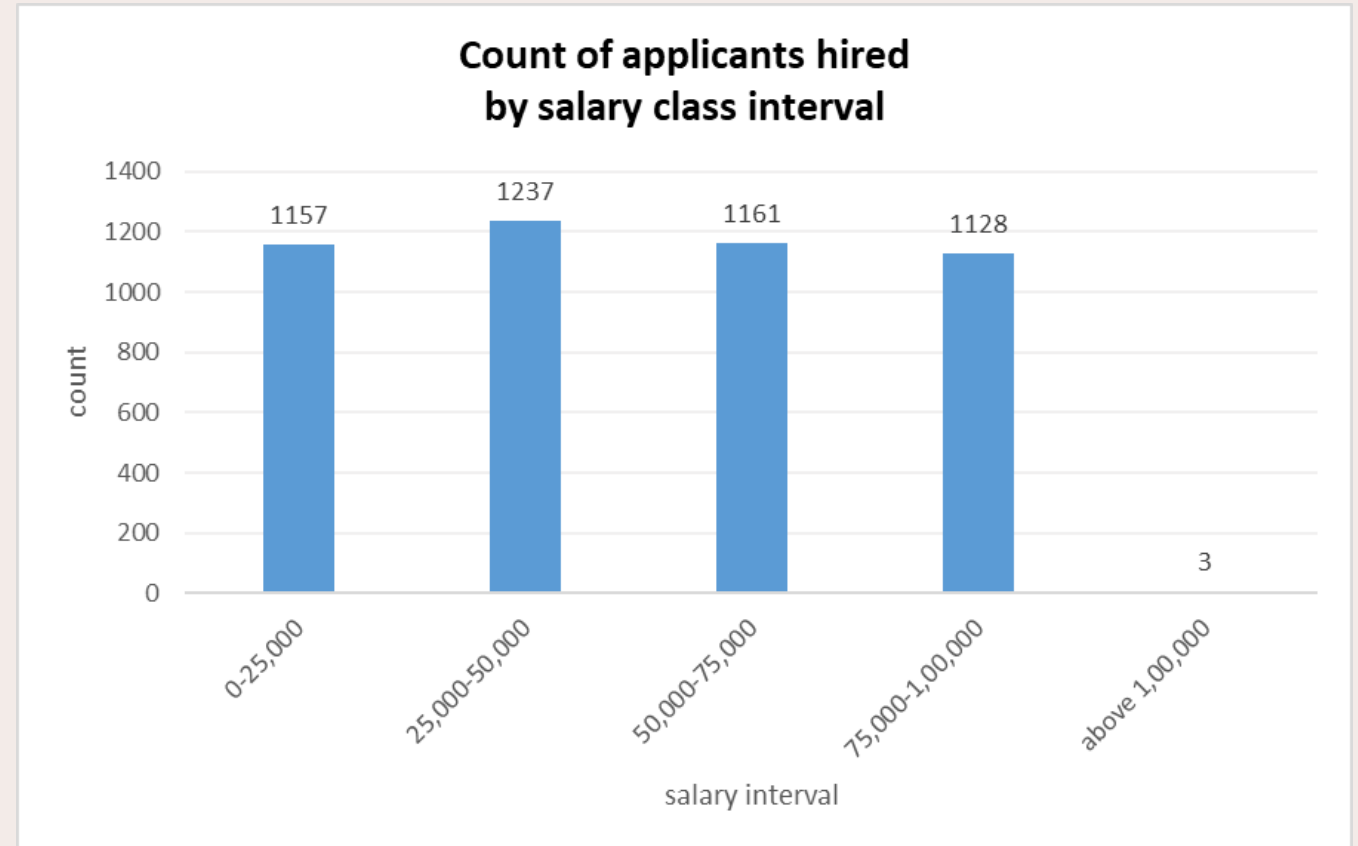
Insights

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 Class interval	Count of applicants hired
0-25,000	1157
25,000-50,000	1237
50,000-75,000	1161
75,000-1,00,000	1128
above 1,00,000	3
Grand Total	4686

- All the class interval have approx. uniform hire except **only 3** hire above salary **1lac.**

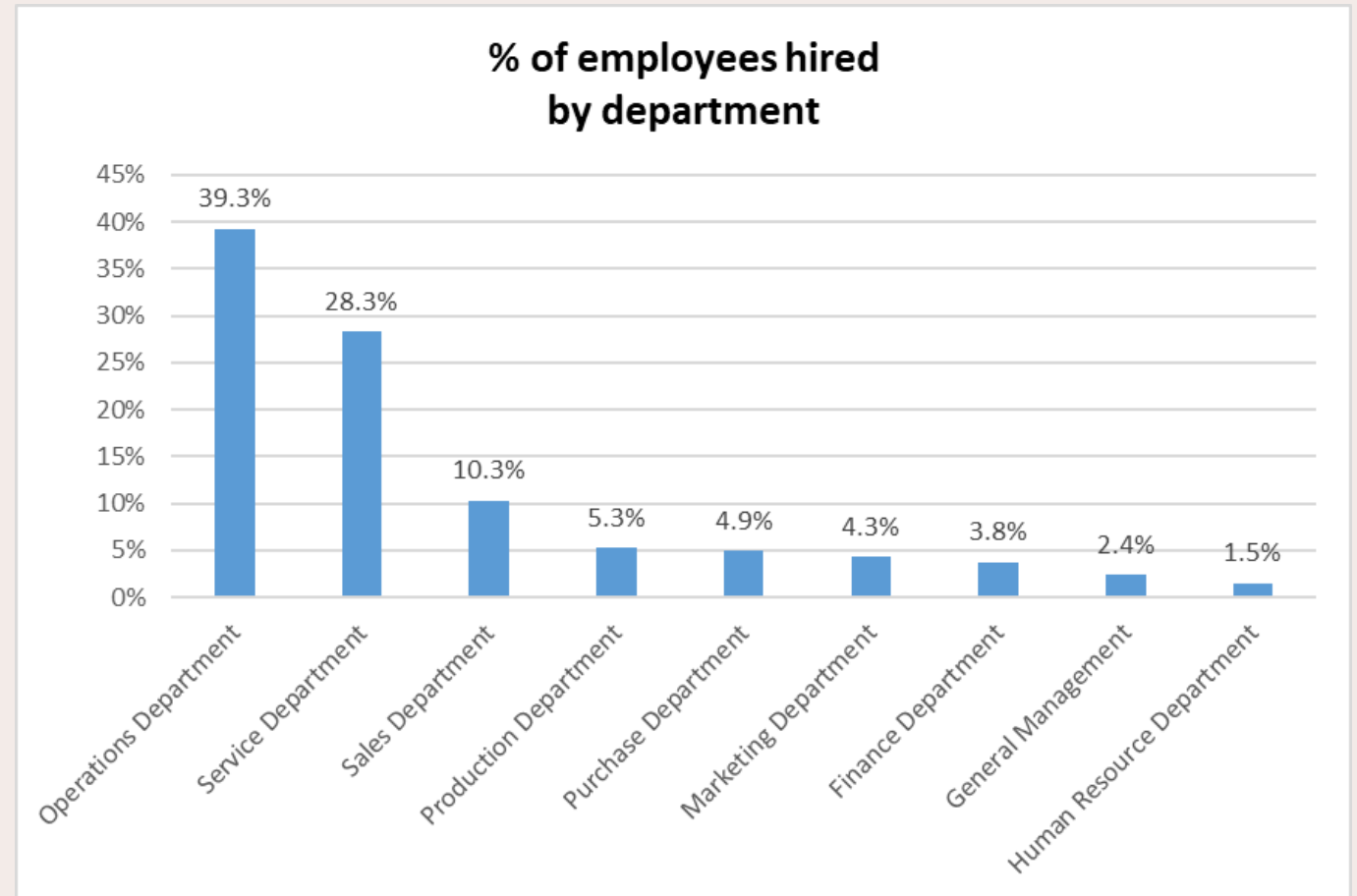


Insights

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 ?

- **Operations Department** and **Service Department** has the **highest** hiring.
- Whereas **Human Resource Department** and **General Management** has the **lowest** hiring.



Insights

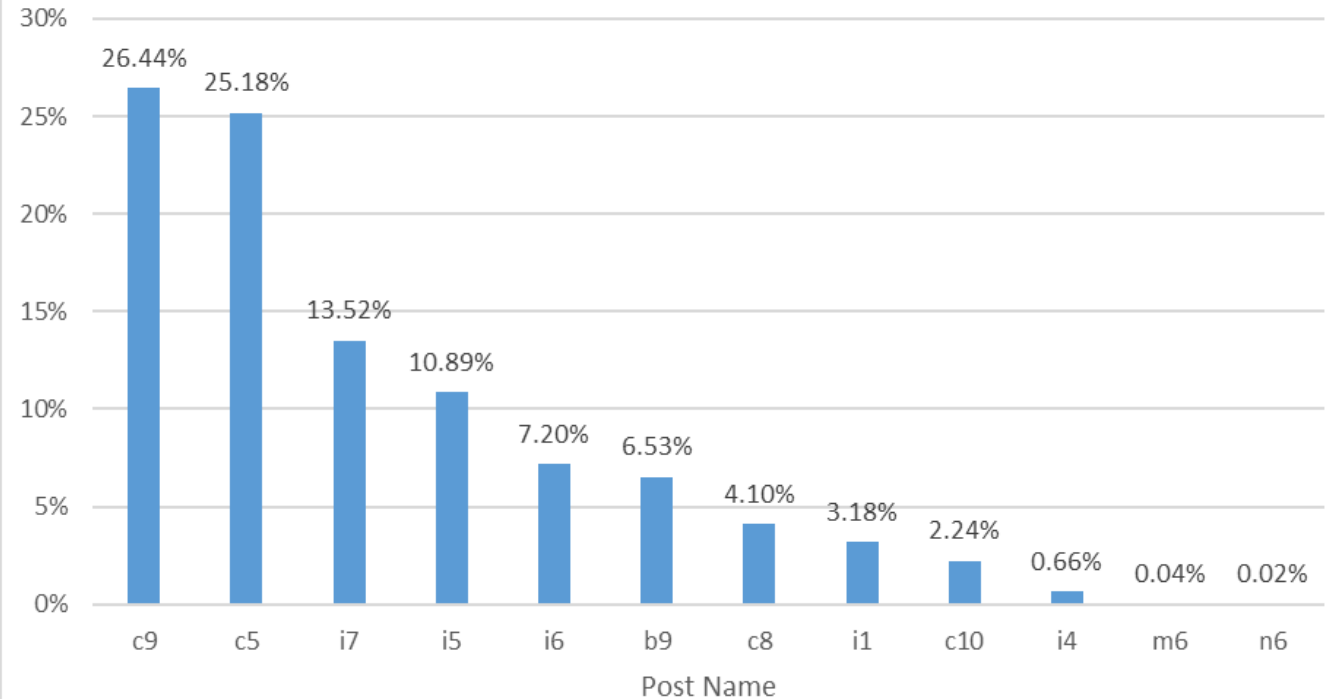
Charts: Use different charts and graphs to perform the task representing the data.

task: Represent different post tiers using chart/graph?

Post Name	Count of employees
c9	1238
c5	1179
i7	633
i5	510
i6	337
b9	306
c8	192
i1	149
c10	105
i4	31
m6	2
n6	1
Grand Total	4683

- **C9 and c5 posts** have the **highest** whereas **m6 and n6 posts** has the **lowest** hiring.

**% of employees hired
by Posts**



Results

❑ Conclusions from above analysis :

- **Females**(42%) are hired **less** as compared to the Males(58%) in the company.
- Average salary offered in the company is 50k.
- **General management** department has given the **highest** avg. salary(55,000) along with very **low hiring** in this department.
- Only **3 employees** have got salary **above 1lac**.
- **Highest** hiring is done for the **c9 post**.

Thank you