

Hiring process analytics

Hiring process is the fundamental and the most important function of a company. MNC's get to know about the major underlying trends about the hiring process, such as number of rejections, number of interview, types of jobs, vacancies are important for a company to analyse before hiring fresher's or any other individual. In this project we will be analysing and perform EDA(Exploratory Data Analysis) where we will understand the data columns and data, checking for missing data, checking for outliers, removing outliers and drawing data summary and also we are going to answer some of the questions like how many males and females are hired etc

Approach: we will be performing analysis on Microsoft excel for given dataset called statistics, by using some statistical formula to find answers for the given question. First we will observe the data that if the data contains some duplicate values or null values or some mistyped value if there are any we will remove them, and make the dirty data to good data and then perform analysis on the data, after getting some values now we will prepare charts to make the data understand to clients in easy way.

Tech stack used: Microsoft Excel

	A	B	C	D	E	F	G	H
	application_id	Interview Taken on	Status	event_name	Department	Post Name	Offered Salary	
2	383422	01-05-2014 11:40	Hired	Male	Service Department	c8	56553	
3	907518	06-05-2014 08:08	Hired	Female	Service Department	c5	22075	
4	176719	06-05-2014 08:08	Rejected	Male	Service Department	c5	70069	
5	429799	02-05-2014 16:28	Rejected	Female	Operations Department	i4	3207	
6	253651	02-05-2014 16:32	Hired	Male	Operations Department	i4	29668	
7	289907	01-05-2014 07:44	Hired	Male	Sales Department	i7	85914	
8	959124	06-05-2014 16:27	Rejected	Male	Sales Department	i7	69904	
9	86642	09-05-2014 13:17	Rejected	Male	Sales Department	i7	11758	
10	751029	02-05-2014 13:09	Hired	Female	Service Department	i4	15156	
11	434547	02-05-2014 13:11	Rejected	Female	Service Department	i4	49515	
12	518854	01-05-2014 09:00	Rejected	Male	Service Department	n10	26990	
13	649039	07-05-2014 10:48	Hired	Female	Service Department	b9	200000	
14	199526	07-05-2014 10:50	Hired	Male	Service Department	b9	86787	
15	539803	15-05-2014 09:31	Hired	Male	Finance Department	b9	2308	
16	191009	09-05-2014 12:48	Hired	Female	Service Department	i7	56688	
17	195323	09-05-2014 12:48	Hired	Female	Service Department	i7	81757	
18	51318	02-05-2014 08:07	Hired	Male	Service Department	i5	15134	
19	742283	02-05-2014 08:11	Rejected	Male	Service Department	i5	100	
20	513166	01-05-2014 22:53	Hired	Female	Operations Department	i1	73579	
21	791372	01-05-2014 22:54	Rejected	Male	Operations Department	i1	50351	
22	47857	01-05-2014 22:55	Rejected	Female	Operations Department	i1	38462	

First I have downloaded the data set and imported to excel sheet

1.how many males and females are hired?

2.What is the average salary offered in this company?

3.Draw the class intervals for salary in the company?

	I	J	K	L	M
1		No. of males hired	no. of females hired		
2		2563	1864		
3					
4		Average Salary:	49984.63407		
5					
6					
7		class intervals total	min value	max value	
8		7167	100	400000	
9					
10					
11					

The formula I used for the 1st question is
 =COUNTIFS(D:D,"Male",C:C,"Hired")

=COUNTIFS(D:D,"Female",C:C,"Hired")

For 2nd question I calculated the average salary offered in the company, by using the formula of average

=AVERAGE(Table1[Offered Salary])

For the 3rd question, first I got the values of min and max values of the salary column

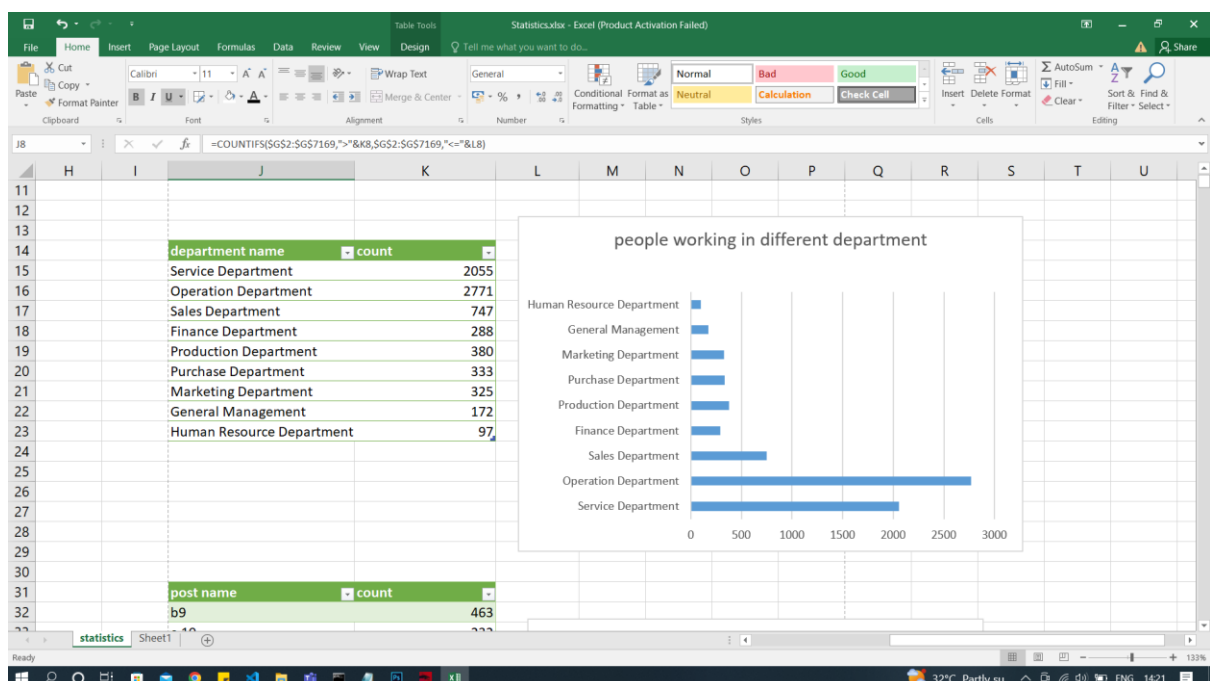
=MIN(Table1[Offered Salary])

=Max(Table1[Offered Salary])

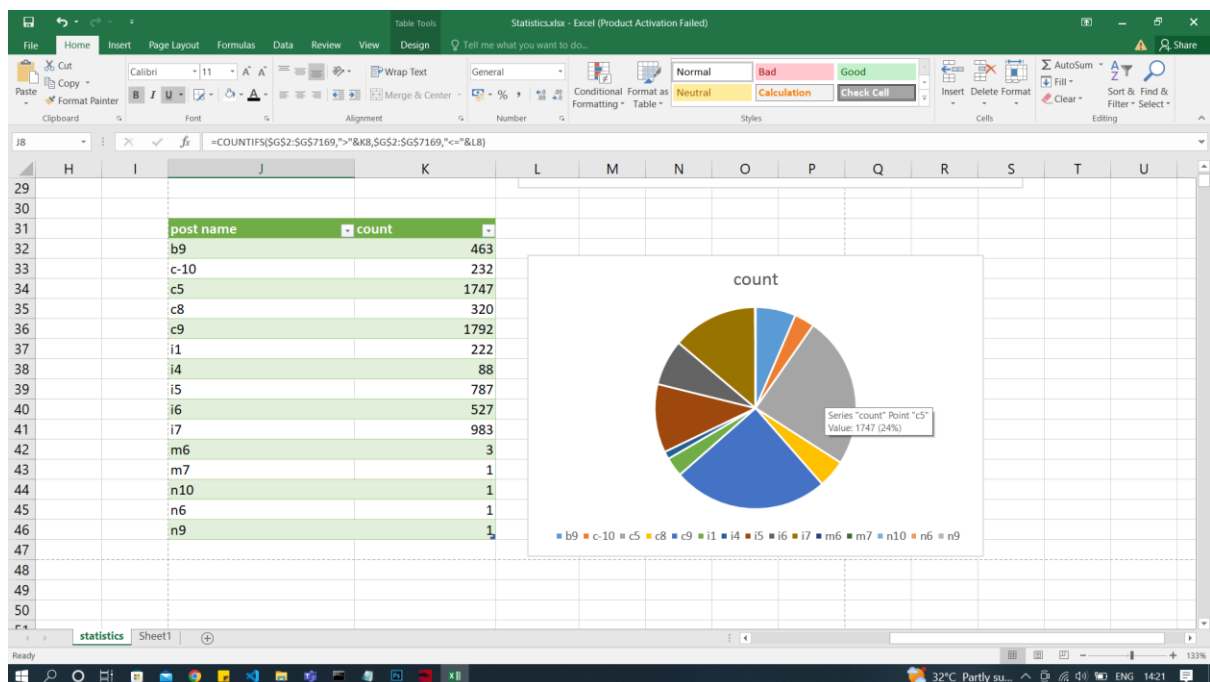
Then I applied a formula to find the class interval

=COUNTIFS(\$G\$2:\$G\$7169,">"&K8,\$G\$2:\$G\$7169,"<="&L8)

4. Draw piechart/Bar graph to show proportion of people working in different department?



5. represent different post tiers using chart/graph?



In the above two graphs we can see the most of the people are working in operation department and in the second chart in post tiers the count is more for c9 that is of 1792 and in the company no. of males are more than no. of females that is 2563.

During this excel project I came to learn about using multiple formulas and by them we can derive charts too for easy understanding of data and we can quickly understand it, by doing this project I got hands-on-experience on Microsoft excel got to learn shortcuts which were very helpful, this excel project helped me to build my analytical thinking.