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

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?

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])

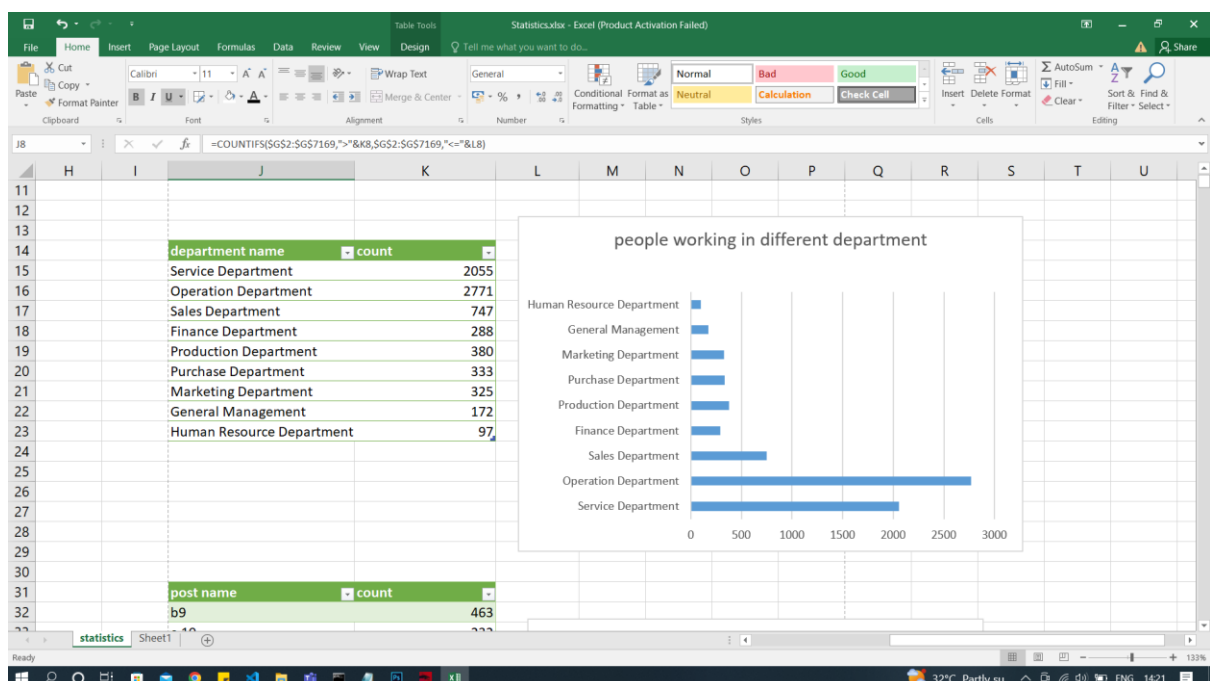For the 3rd question, first I got the values of min and max values of the salary column

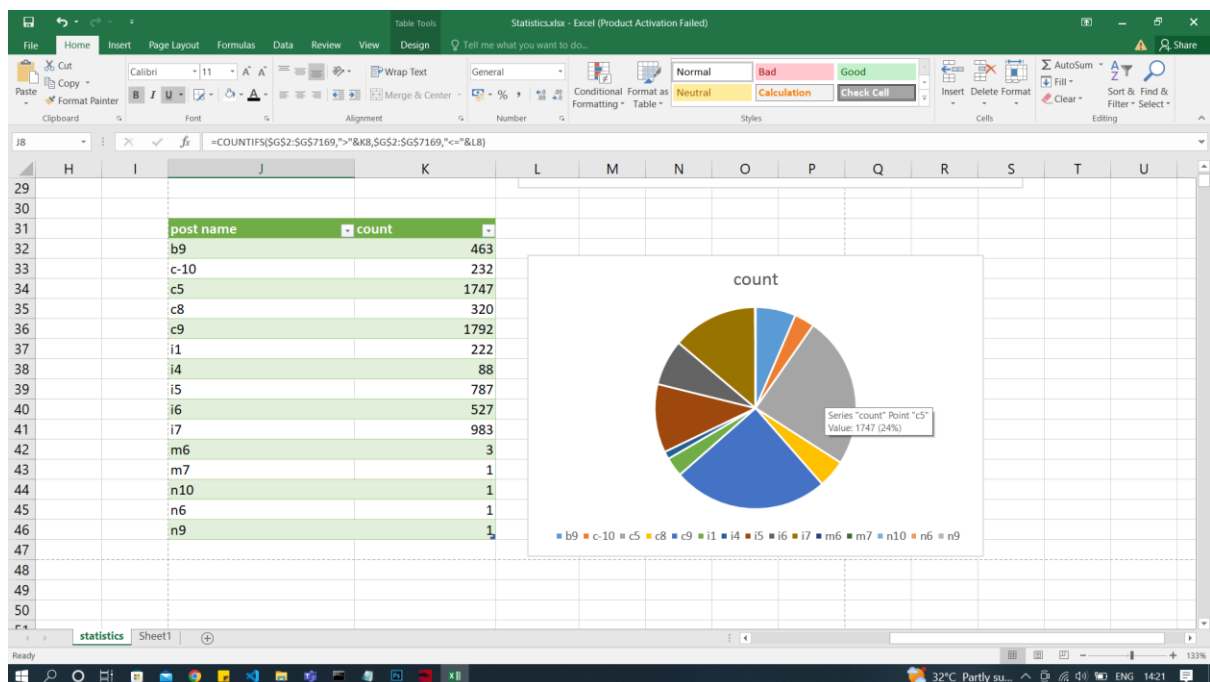=MIN(Table1[Offered Salary])

=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.