

Hiring Process Analytics

Project Description:

Given dataset has information about the hiring process of a company.
The dataset was cleaned and basic EDA was performed to get insights about the hiring process of the company.

Approach:

Power Query, Box and Whisker method for outlier removal, Data Analysis tool pack and Pivot table and Charting techniques were used to analyse and report the analysis.

Tech-Stack used:

MS-Excel and Power Query.

*Salary is in Indian Rupees

Q:A- How many Males and Females are hired ?

Gender	Number of Applicant	%
Don't want to say	392	5.5%
Female	2662	37.3%
Male	4069	57.0%
No data	15	0.2%
Grand Total	7138	100.0%

Q:B- What is the average salary offered by this company ?

Post Name	Sum of Salary Post wise	Number of people in each group	Average Salary
b9	2,25,57,246.00	455	49,576.36
c10	1,18,63,232.00	232	51,134.62
c5	8,76,10,984.00	1743	50,264.48
c8	1,61,50,098.00	319	50,627.27
c9	8,95,23,092.00	1783	50,209.25
i1	1,10,87,554.00	222	49,943.94
i4	39,01,250.00	87	44,841.95
i5	3,87,86,975.00	786	49,347.30
i6	2,57,38,284.00	527	48,839.25
i7	4,86,03,584.00	976	49,798.75
m6	1,03,564.00	3	34,521.33
m7	41,402.00	1	41,402.00
n10	26,990.00	1	26,990.00
n6	44,700.00	1	44,700.00
n9	46,219.00	1	46,219.00
No data	85,914.00	1	85,914.00

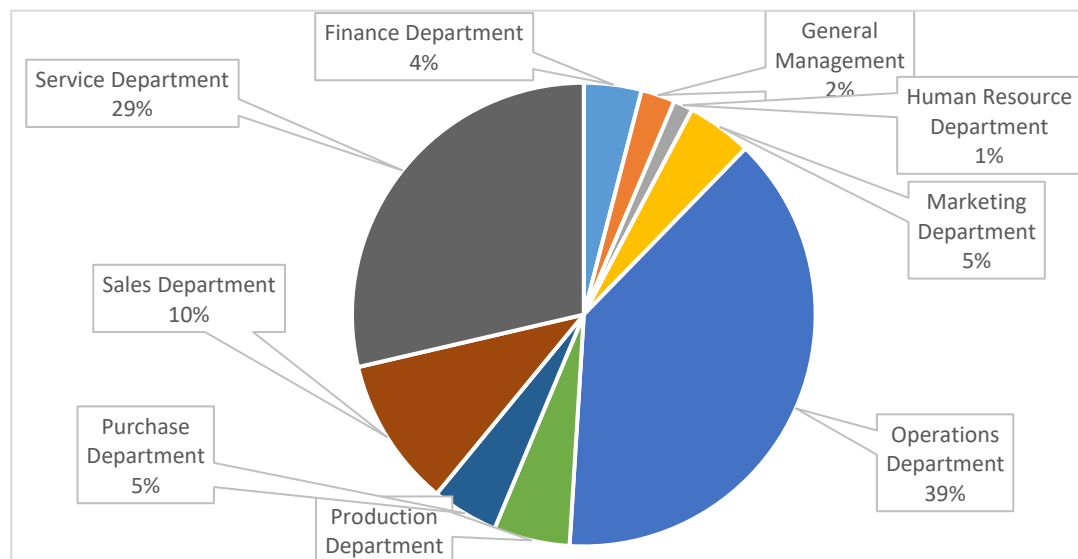
Grand Total	35,61,71,088.00	7138	49,897.88
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Q:C- Draw the class intervals for salary in the company ?

Offered Salary	Number of people
0-9999	676
10000-19999	725
20000-29999	709
30000-39999	706
40000-49999	780
50000-59999	750
60000-69999	697
70000-79999	727
80000-89999	709
90000-99999	659
Grand Total	7138

Q:D- Show the proportion of people working in different departments ?

Department	Number of People
Finance Department	287
General Management	169
Human Resource D	96
Marketing Departm	325
Operations Depart	2762
Production Depart	379
Purchase Departm	332
Sales Department	744
Service Departmen	2044
Grand Total	7138



Q:E- Represent different post wise salary distribution ?

Post Name	Salary
b9	2,25,57,246.00
c10	1,18,63,232.00
c5	8,76,10,984.00
c8	1,61,50,098.00
c9	8,95,23,092.00
i1	1,10,87,554.00
i4	39,01,250.00
i5	3,87,86,975.00
i6	2,57,38,284.00
i7	4,86,03,584.00
m6	1,03,564.00
m7	41,402.00
n10	26,990.00
n6	44,700.00
n9	46,219.00
No data	85,914.00
Grand Total	35,61,71,088.00

