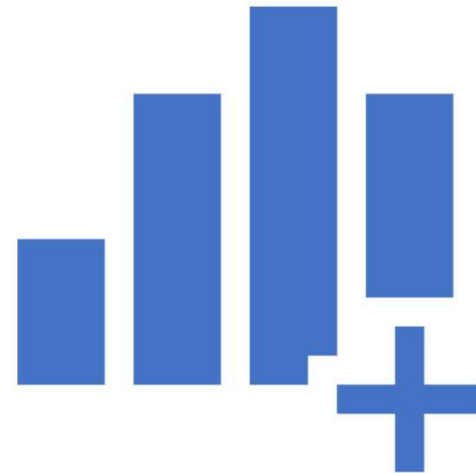# HIRING PROCESS ANALYTICS

By **Tanmoy Debnath**

Description

This project aims to carry out the in-depth analysis of major underlying trends about the hiring process.

The project will answer to the important questions like:

- Hiring
- Average offered salary
- Class Intervals
- Charts and plots
- Post Tiers

Approach

First, I carried out the exploratory data analysis using data excel data analysis tool pack. Calculated descriptive statistics on salary offered column. Find out missing values and outliers using quartile function in excel. After removing the outliers further insights were carried out using excel formulas and graphs.

Tech-Stack Used

Microsoft Excel 2016:

This is used to create graphical representation of the results and to understand the result set better

Insights

Hiring Analysis

Hired Candidates

Male Candidates: 2563
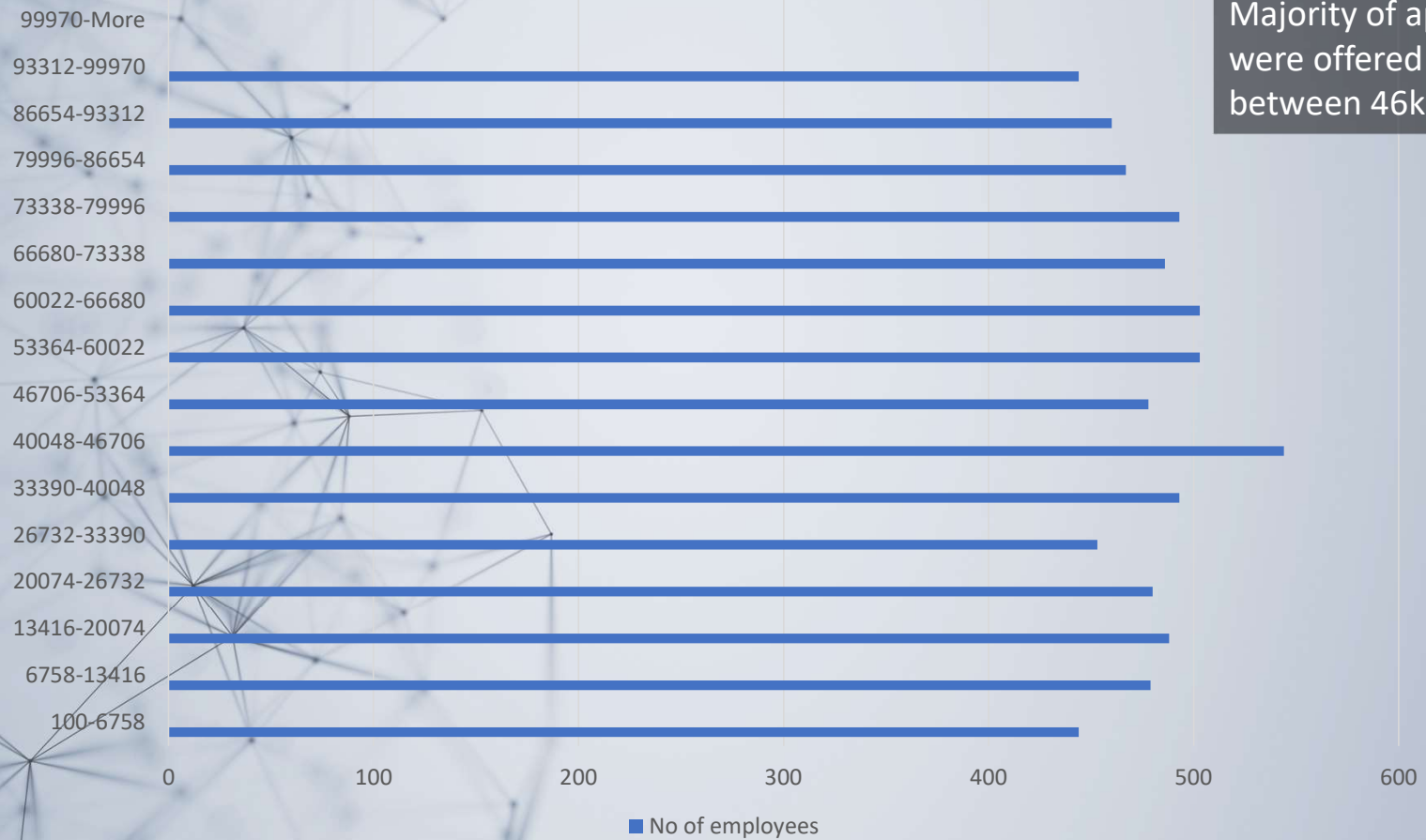
Female Candidates: 1856

Hired Candidates

- Female
- Male

1856

2563

Salary Analysis

Average Salary Offered by company

₹ 49983.03

Salary Distribution

Salary per class interval

99970-More	
93312-99970	
86654-93312	
79996-86654	
73338-79996	
66680-73338	
60022-66680	
53364-60022	
46706-53364	
40048-46706	
33390-40048	
26732-33390	
20074-26732	
13416-20074	
6758-13416	
100-6758	

Majority of applicants were offered salary between 46k-47k.

■ No of employees

Departmental Analysis

Average of Offered Salary
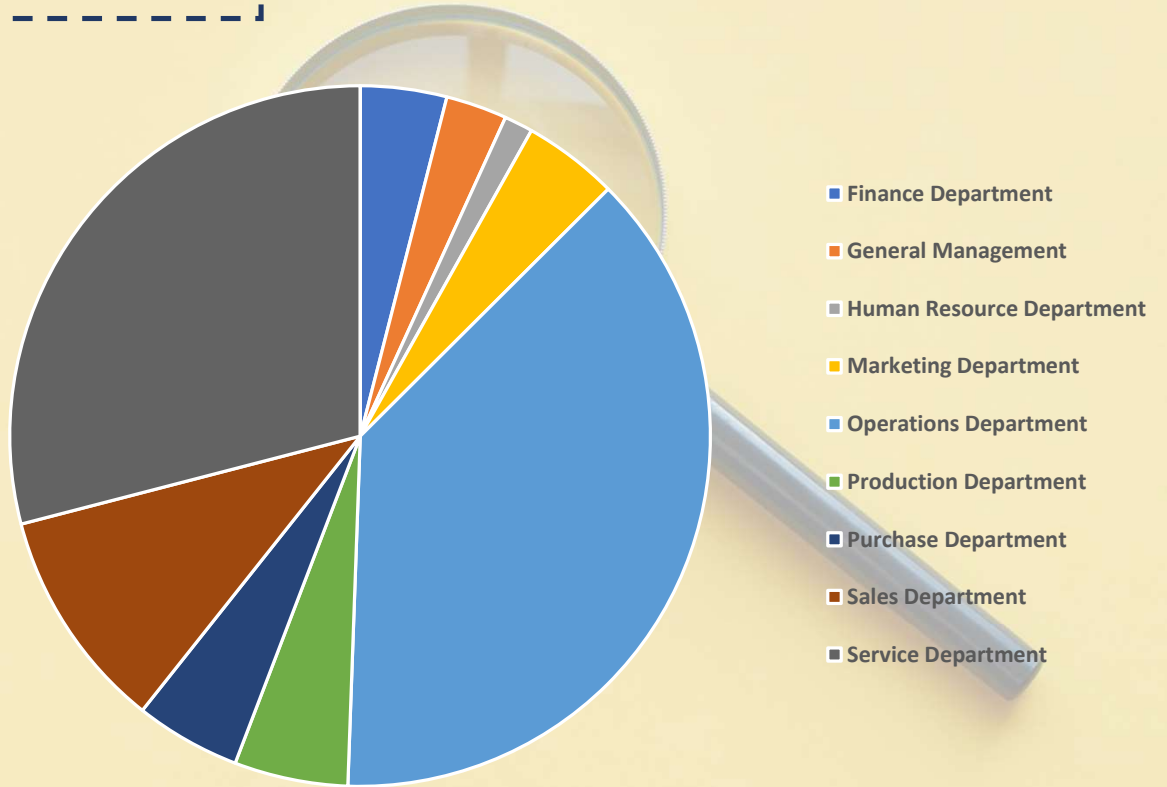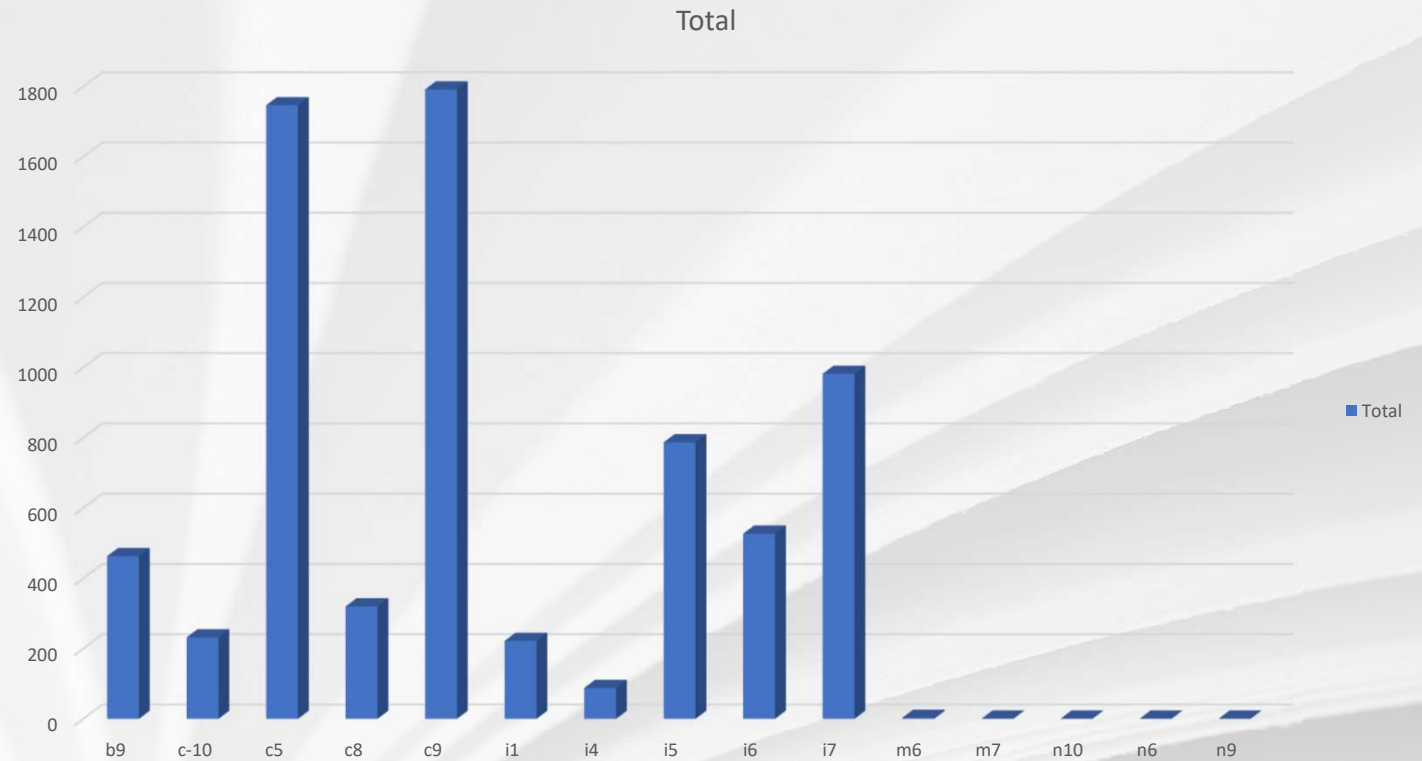
Departmental Analysis

- **4419 candidates are hired out of 7167**
- **Majority candidates are hired in Operations Department (38%)**

- Finance Department
- General Management
- Human Resource Department
- Marketing Department
- Operations Department
- Production Department
- Purchase Department
- Sales Department
- Service Department

Position Tier Analysis

Maximum candidates hired for c9 position and the number of candidates in c9 position is 1792

Total

Conclusion

- This project has helped me to understand
The concept of exploratory data analysis.
- This project has helped me improve my
Excel skills.
- This project has lead me to understand the analysis
Required in the company's hiring process.