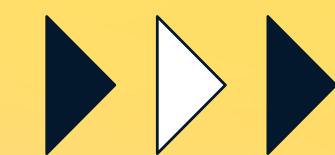




Hiring Process Analytics



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Project Description

The most fundamental and crucial aspect of a business is the hiring procedure. The MNCs can discover the key underlying hiring process trends here. Before recruiting a fresher or any other person, a corporation should consider trends such as the quantity of rejections, the volume of interviews, the kinds of employment available, etc. Hence, a data analyst position becomes open.





Approach

- Use Excel's built-in capabilities to evaluate the dataset and make judgements about the recruiting practises of the organization. In the first task, you used the COUNTIFS() function to count the number of men and women recruited. You used the AVERAGE() method in the second task to determine the company's average income. You constructed class intervals for the third work, which required you to draw the class intervals for the company's wage, by deducting the maximum salary from the minimum salary and selecting an appropriate bin size.
- You created a pie chart by choosing the appropriate column for the fourth challenge, which required you to display the percentage of individuals employed in each department. In the fifth job, you created a chart or graph to depict the various post tiers.





Tech-Stack Used

Data pretreatment and visualisation using Microsoft Excel. With its many built-in features for data preprocessing, visualization, and statistical analysis, Excel is a popular tool for data analysis. I used Excel to aggregate columns with many categories and make visuals

using box plots and histograms, for example, to spot outliers.





Tech-Stack Used

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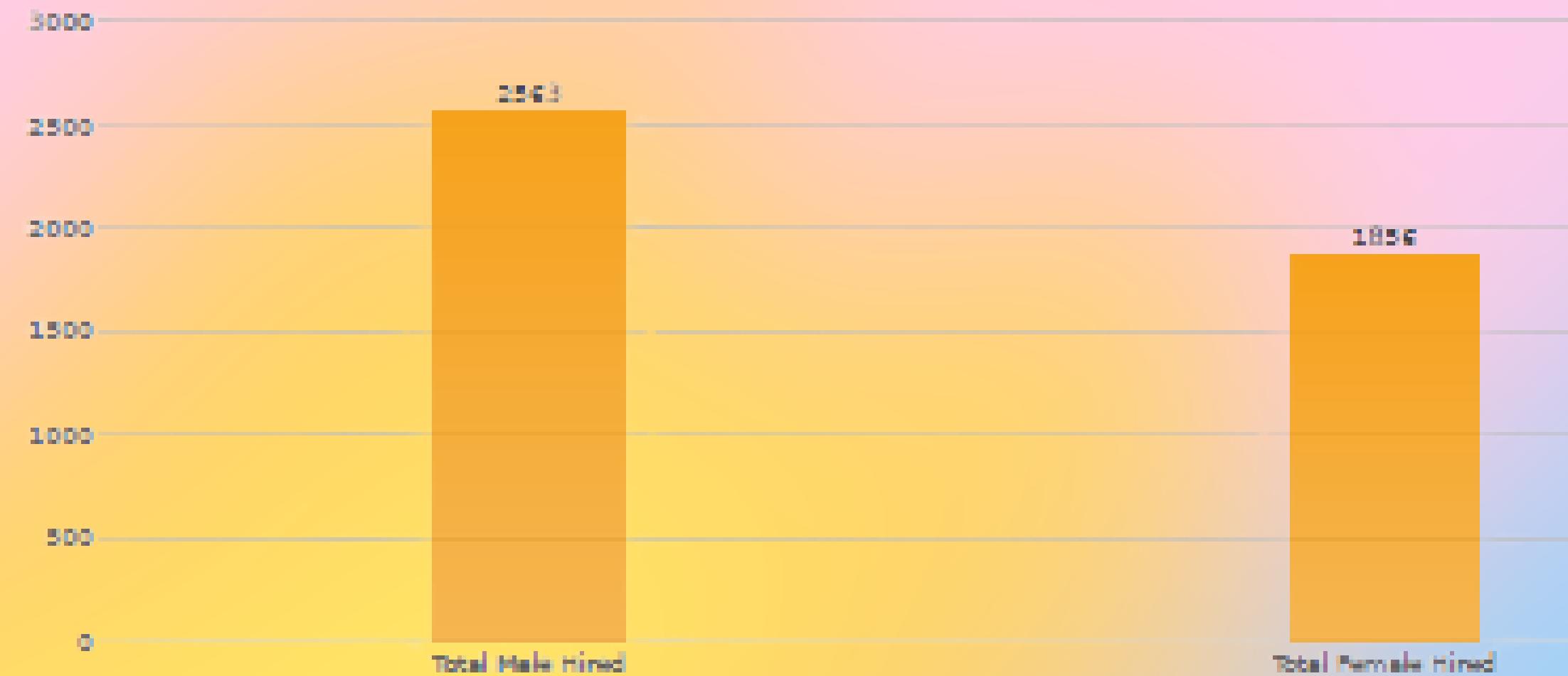


task:

How many males and females are Hired ?

Excel formula :

Number of male's & female's Hired



number of male hired	number of female hired
2563	1856

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

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



task:
What is the
average salary
offered in this
company ?

average of finance department	49984.88552
average of general department	50036.54915
average of human resource department	50000.42245
average of marketing department	49963.90654
average of operations department	49992.79516
average of production department	49962.77623
average of purchase department	49945.34754
average of sales department	49976.38567
average of services department	49990.44915
average of all departments	49986.07342

Excel formula :

=AVERAGEIFS(G:G,C:C,"Hired")



task:

Draw the class intervals for salary in the company ?

Using pivot table selecting application_id and salary, and grouping them.

Interval of salary	Count of application_id
100-1099	10
1100-2099	78
2100-3099	65
3100-4099	71
4100-5099	82
5100-6099	86
6100-7099	81
7100-8099	79
8100-9099	64
9100-10099	70
10100-11099	71
11100-12099	69
12100-13099	70
13100-14099	75
14100-15099	70
15100-16099	79
16100-17099	68



task:
Draw the class intervals for salary in the company ?

Using pivot table
selecting application_id
and salary, and grouping
them.

17100-18099	88
18100-19099	63
19100-20099	75
20100-21099	54
21100-22099	71
22100-23099	86
23100-24099	70
24100-25099	68
25100-26099	89
26100-27099	59
27100-28099	74
28100-29099	82
29100-30099	58
30100-31099	82
31100-32099	64
32100-33099	54
33100-34099	70
34100-35099	65
35100-36099	73
36100-37099	74
37100-38099	81
38100-39099	73
39100-40099	77
40100-41099	79
41100-42099	83
42100-43099	93
43100-44099	78
44100-45099	85
45100-46099	72
46100-47099	70
47100-48099	85
48100-49099	67
49100-50099	64
50100-51099	70
51100-52099	74
52100-53099	81
53100-54099	74
54100-55099	89
55100-56099	82
56100-57099	62
57100-58099	82
58100-59099	66
59100-60099	74
60100-61099	69



61100-62099	70
62100-63099	72
63100-64099	64
64100-65099	62
65100-66099	68
66100-67099	64
67100-68099	65
68100-69099	87
69100-70099	77
70100-71099	76
71100-72099	59
72100-73099	81
73100-74099	75
74100-75099	62
75100-76099	79
76100-77099	83
77100-78099	69
78100-79099	73
79100-80099	76
80100-81099	85
81100-82099	78
82100-83099	60
83100-84099	71
84100-85099	66
85100-86099	63
86100-87099	82
87100-88099	64
88100-89099	80
89100-90099	67
90100-91099	63
91100-92099	69
92100-93099	60
93100-94099	61
94100-95099	68
95100-96099	68
96100-97099	71
97100-98099	59
98100-99099	81
99100-100099	49
199100-200099	1
299100-300099	1
399100-400099	1
Grand Total	7167

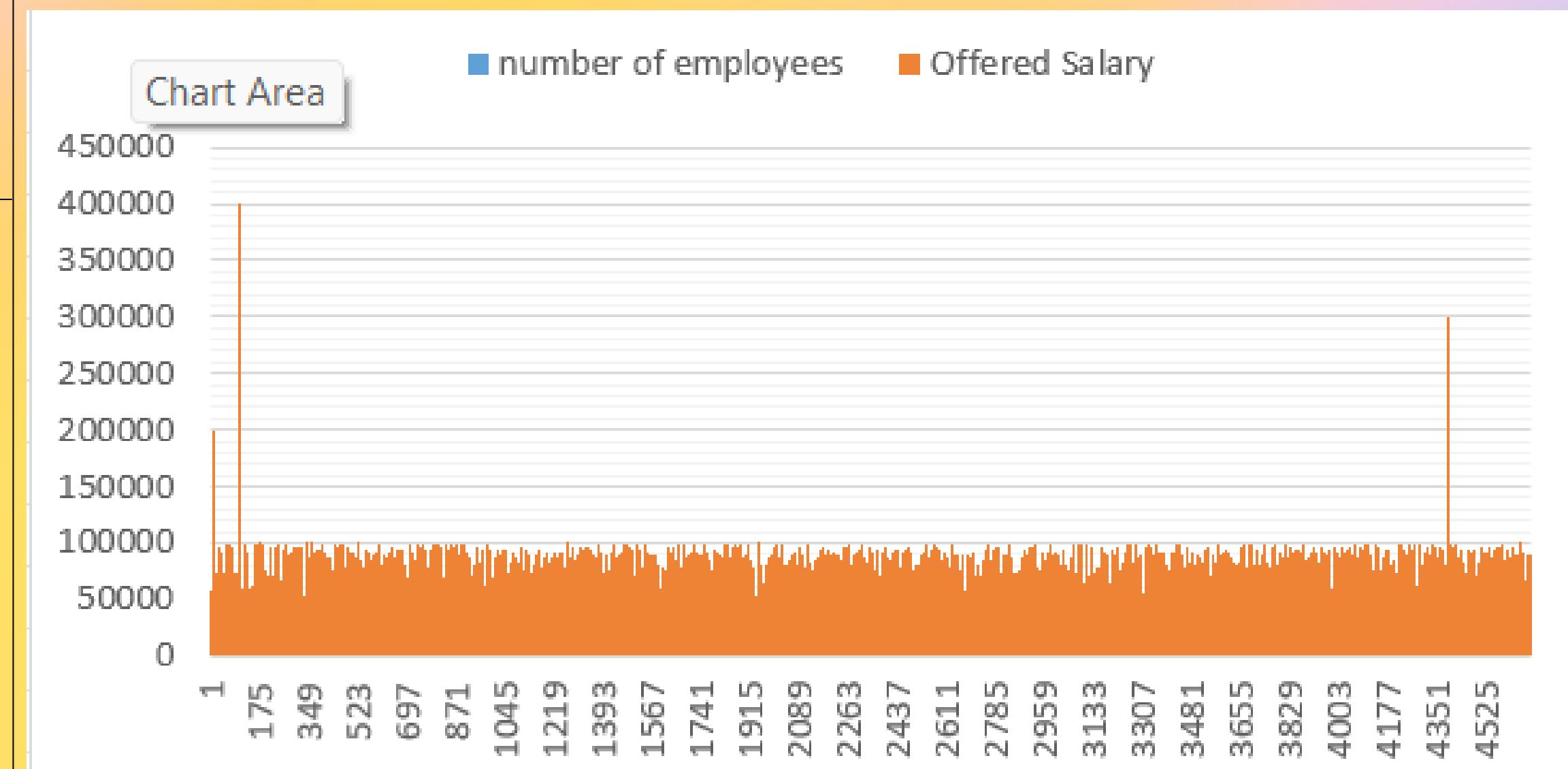


task:

Draw the class intervals for salary in the company ?

Using pivot table selecting application_id and salary, and grouping them.

OR



task:

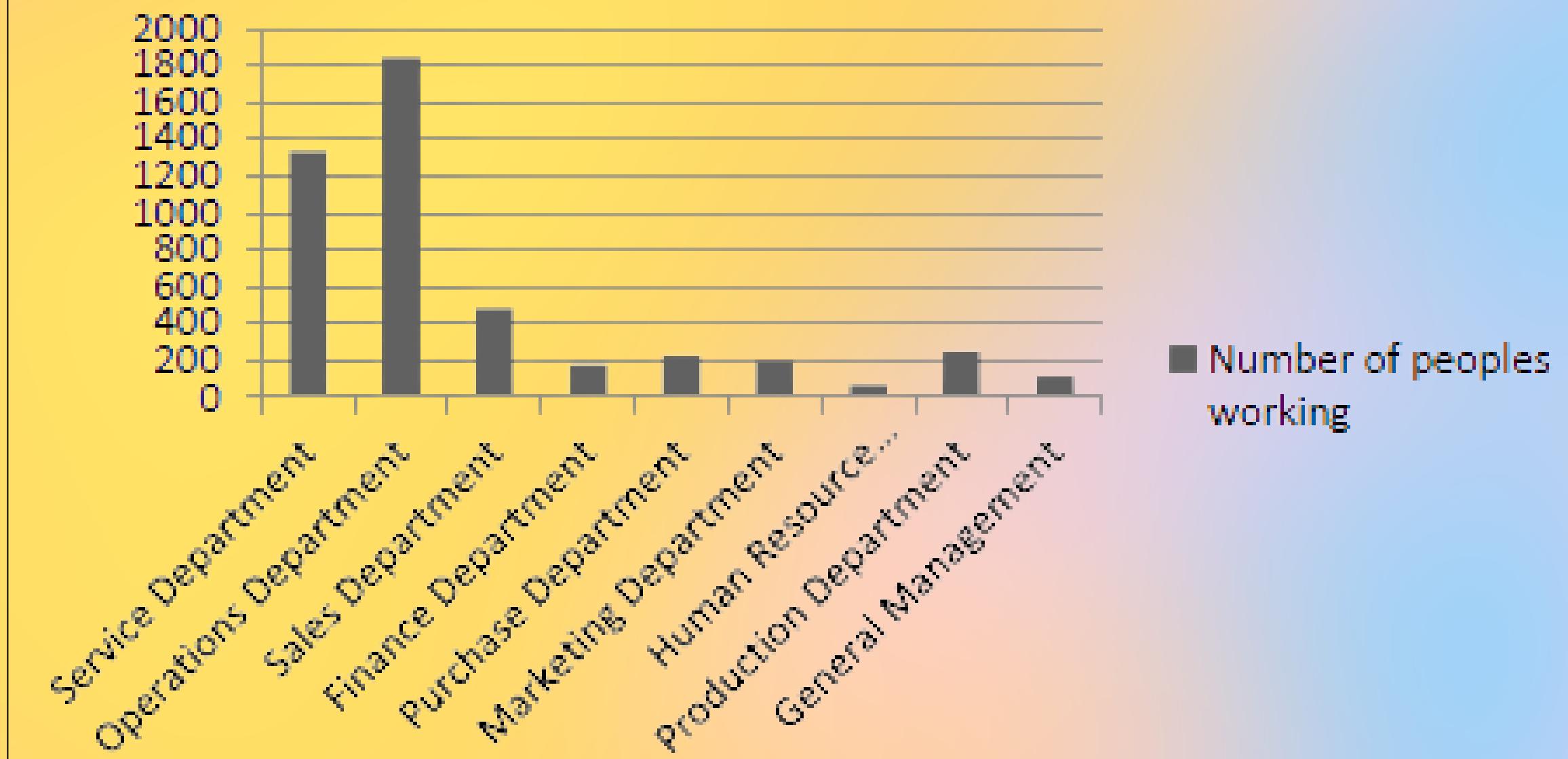
Draw Pie Chart / Bar Graph (or any other graph) to show proportion of people working different department ?

Excel formula :

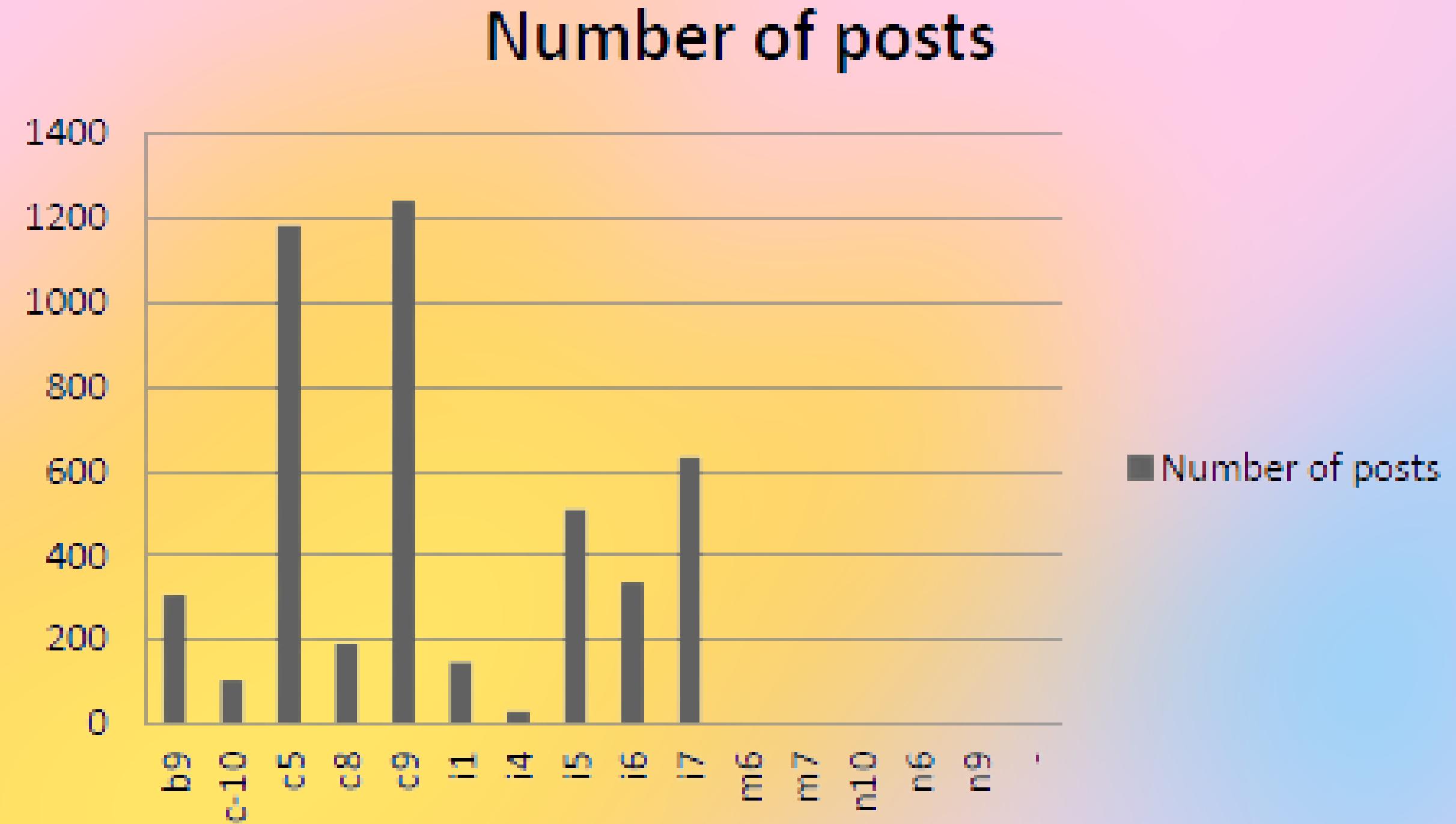
```
=COUNTIFS(E:E,"Service  
Department",C:C,"Hired"  
)
```

Name of the department	Number of peoples working
Service Department	1332
Operations Department	1843
Sales Department	485
Finance Department	176
Purchase Department	230
Marketing Department	202
Human Resource Department	70
Production Department	246
General Management	113

Number of peoples working



task:
Represent different
post tiers using
chart/graph?



Excel formula :

=COUNTIFS(F:F,"b9",C:C,"Hired")





Insights

I was able to identify patterns in the data related to the hiring process, such as the number of applicants, the number of rejections, and the types of jobs being offered.

- Using statistical tools and formulas in excel, I was able to draw important insights and conclusions about the company's hiring process and provided suggestions for the hiring department to work on.
- My understanding of the company's hiring procedure has improved as a result of the endeavour. My comprehension of the significance of data pretreatment and visualisation in the analysis of large datasets was also improved.





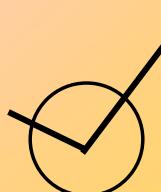
RESULT

I was able to accomplish the following while working on the project:

- By comprehending the data columns and their definitions, I was better able to understand the context of the data and how it pertains to the company's hiring procedure.
- Finding trends in hiring-related data, including the quantity of applicants, the number of rejections, and the varieties of jobs being offered.

Through this project, I was able to hone my data analysis and visualisation abilities. My understanding of the significance of data pretreatment in the study of huge datasets was also aided by this. It also taught me to comprehend how to deduce meaning from data and how to apply that meaning to business decisions.





Project Description



Approach



Tech-Stack Used



Insights



Result



Thanks You



I now have a better understanding of the many components of the hiring process and how to use data analysis to make it better thanks to the project. I've also grown more adept at creating and analysing data in Excel.

I gained a lot of knowledge about the various steps in the hiring process, from sourcing and screening prospective employees to conducting interviews and making offers. Also, I now have a better understanding of how to track and analyse hiring-related data using Excel. I think this project has given me the opportunity to sharpen my Excel abilities and have a more comprehensive understanding of the hiring procedure.

