

# HIRING PROCESS ANALYTICS



# TOOL USED



**Ms-Excel**

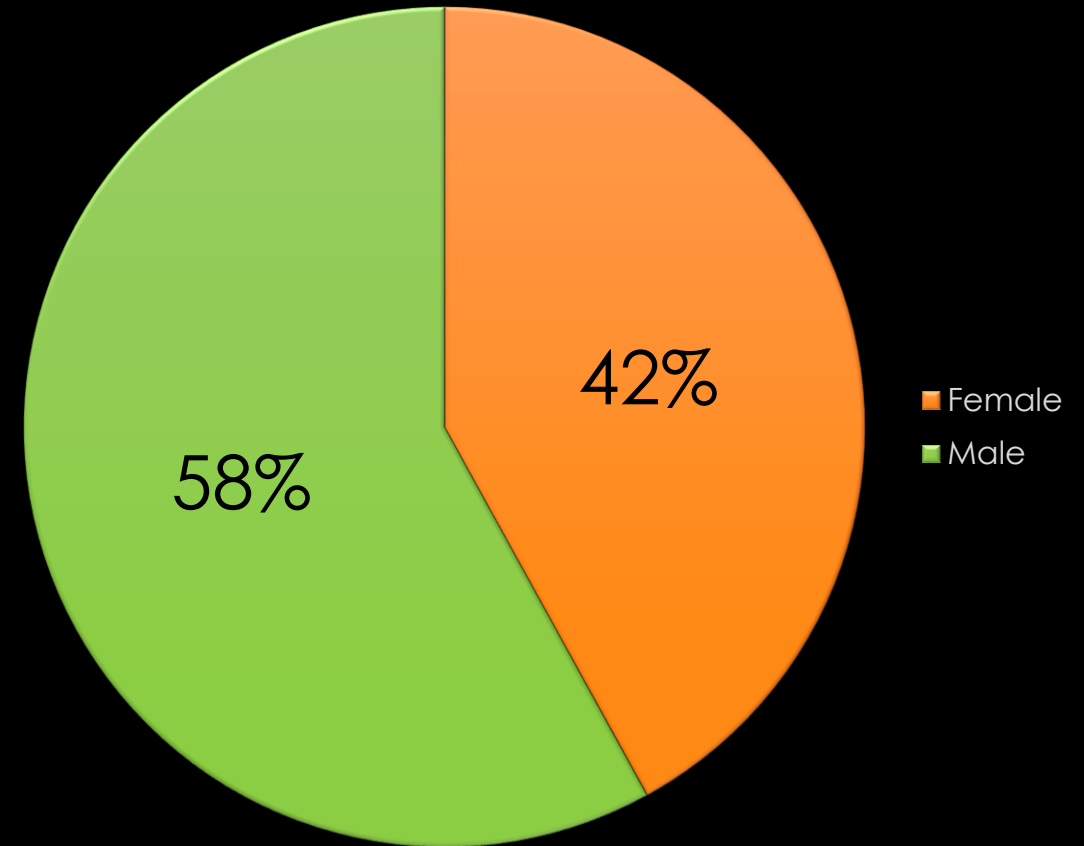
## **DESCRIPTION:-**

Hiring process is the fundamental and the most important function of a company. Here, the mncs get to know about the major underlying trends about the hiring process. Trends such as- number of rejections, number of interviews, types of jobs, vacancies etc. Are important for a company to analyse before hiring freshers or any other individual. Thus, making an opportunity for a data analyst job here too!

Being a data analyst, your job is to go through these trends and draw insights out of it for hiring department to work upon.

1.Hiring: process of intaking of people into an organization for different kinds of positions.  
Task: how many males and females are hired ?

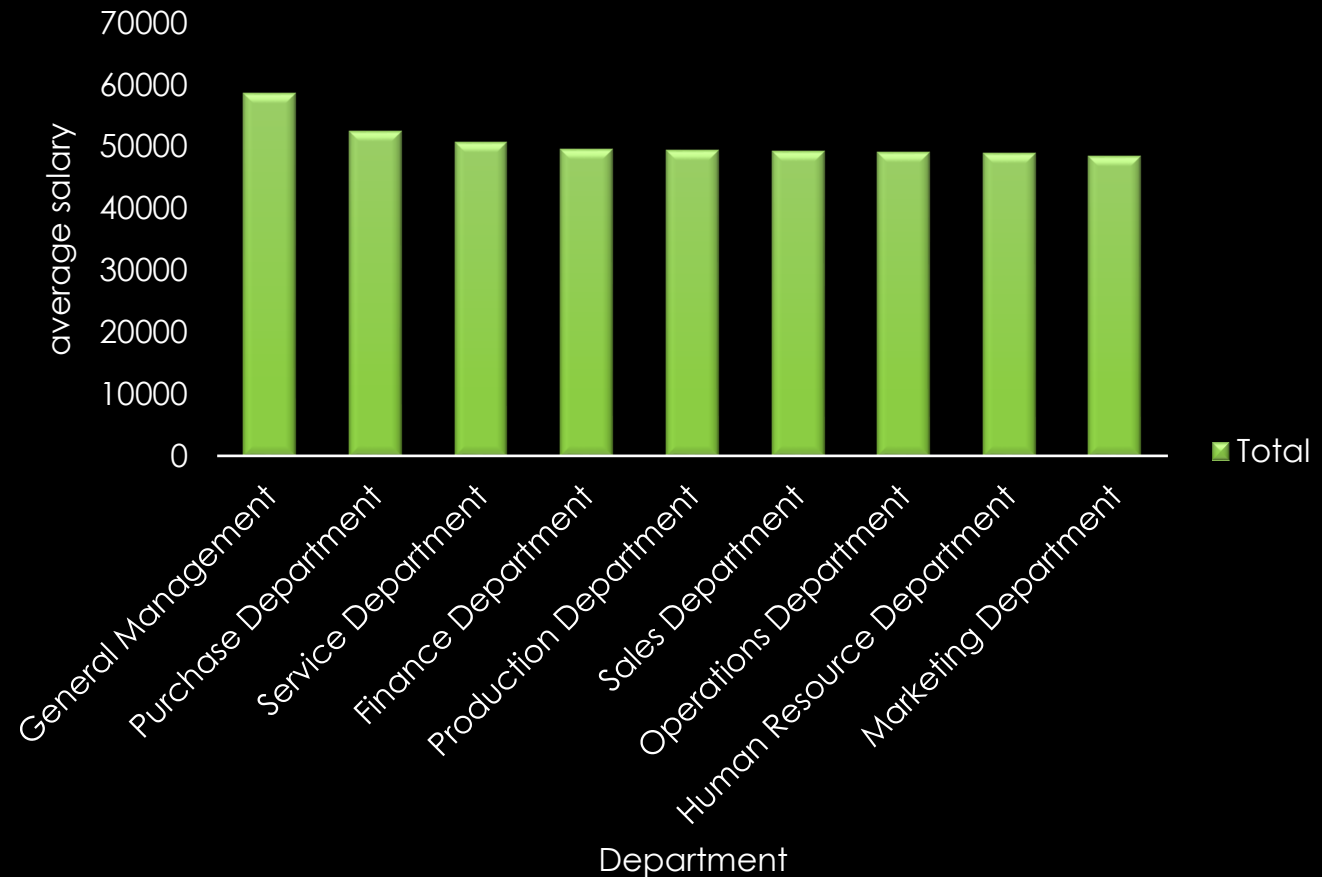
Status	Hired
event_name	Count of event_name
Female	1856
Male	2563
<b>Grand Total</b>	<b>4419</b>



**2.Average salary:** adding all the salaries for a select group of employees and then dividing the sum by the number of employees in the group.

**Task:** what is the average salary offered in this company ?

Department	Average of Offered Salary
General Management	58722.09302
Purchase Department	52564.77477
Service Department	50629.88418
Finance Department	49628.00694
Production Department	49448.48421
Sales Department	49310.3807
Operations Department	49151.35438
Human Resource Department	49002.27835
Marketing Department	48489.93538
<b>Grand Total</b>	<b>49983.02902</b>





3. **Class intervals:** the class interval is the difference between the upper class limit and the lower class limit.

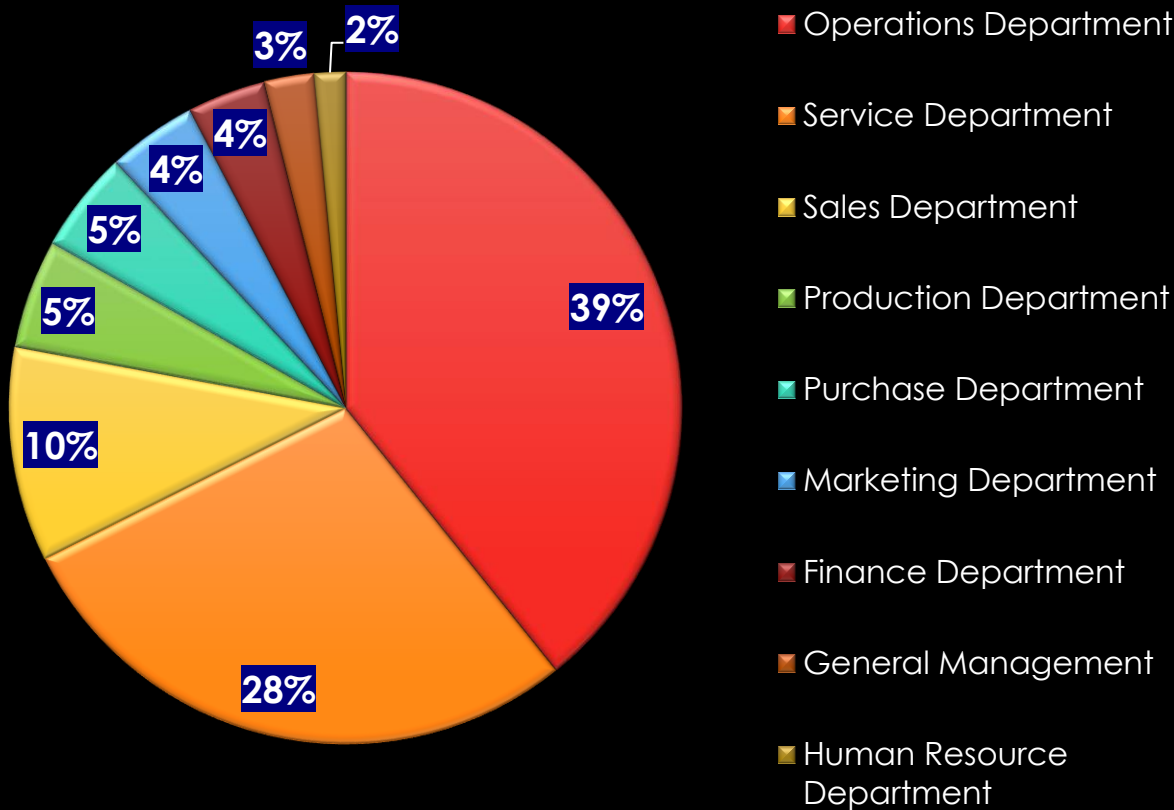
**Task:** draw the class intervals for salary in the company ?

Class Interval	Count of Department
100-10099	686
10100-20099	728
20100-30099	711
30100-40099	713
40100-50099	776
50100-60099	754
60100-70099	698
70100-80099	733
80100-90099	716
90100-100099	649
190100-200099	1
290100-300099	1
390100-400099	1
Grand Total	7167



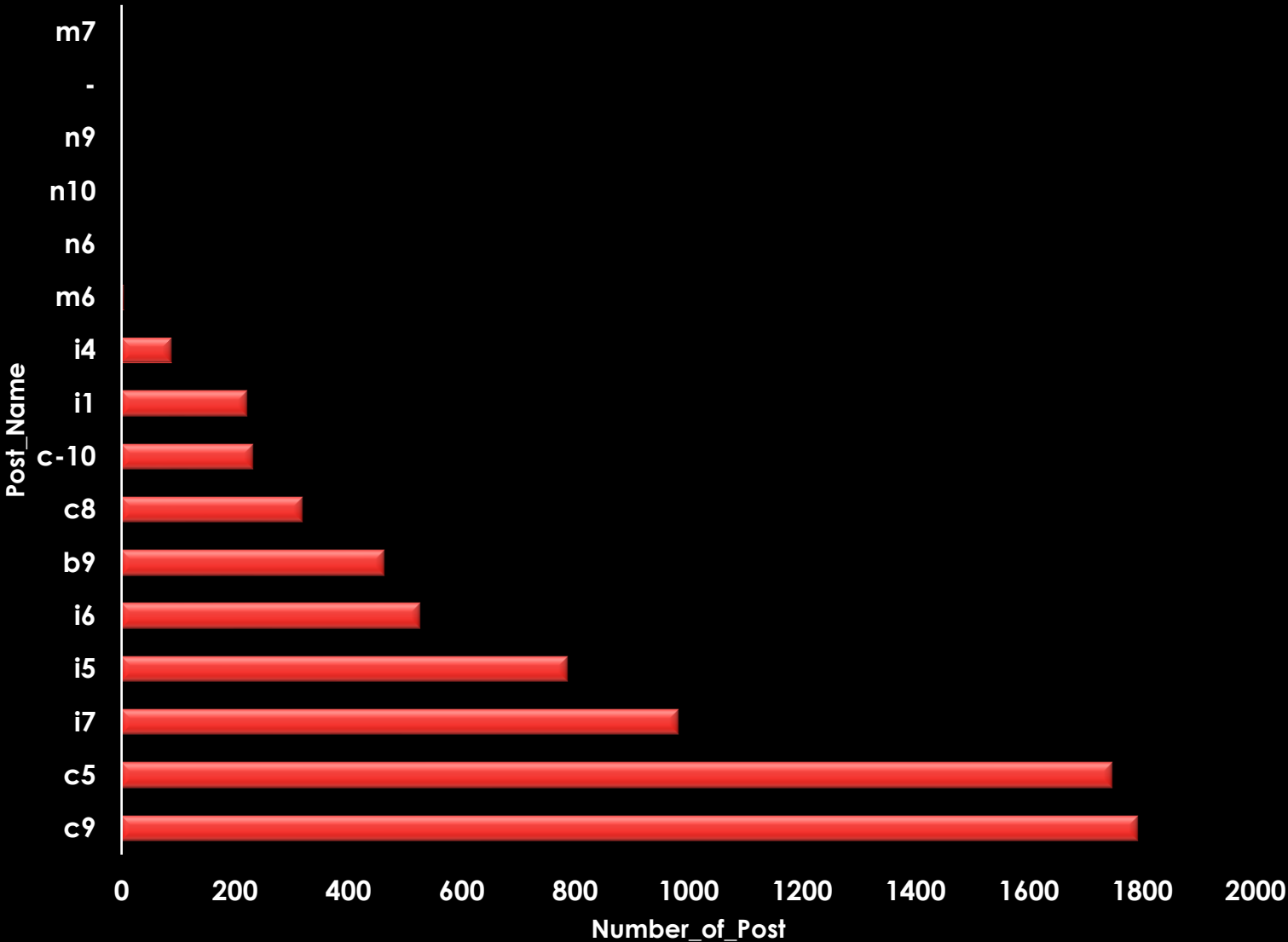
**4.Charts and plots:** this is one of the most important part of analysis to visualize the data.  
**Your task:** draw pie chart / bar graph ( or any other graph ) to show proportion of people working different department ?

Status	Hired
Row Labels	Proportion
Operations Department	39.24%
Service Department	28.36%
Sales Department	10.33%
Production Department	5.24%
Purchase Department	4.90%
Marketing Department	4.30%
Finance Department	3.75%
General Management	2.41%
Human Resource Department	1.49%
Grand Total	100.00%



5.Charts: use different charts and graphs to perform the task representing the data.  
Task: represent different post tiers using chart/graph?

Post Name	Count of Post Name
c9	1792
c5	1747
i7	982
i5	787
i6	527
b9	463
c8	320
c-10	232
i1	222
i4	88
m6	3
n6	1
n10	1
n9	1
-	1
m7	1
Grand Total	7168





# LEARNINGS:-

- Information about hiring process and its queries.
- Applications of pivot table and charts .
- learn how to make class interval and frequency.

The background features a solid black field. At the top, there is a decorative, wavy band of color that transitions from a warm orange-red on the left to a bright cyan on the right. The text "THANK YOU" is centered in the black area.

**THANK YOU**