

# Alex Lee

Data Analyst

Hummelstown, PA

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[LinkedIn](#)



## EDUCATION

**B.S.  
Business Administration  
Human Resources &  
Org. Behavior**  
University of North Texas  
Denton, TX  
August 2015

## SKILLS

**R** (Tidyverse, Tidymodels,  
Shiny, Markdown)  
**SQL** (SQL Server, MySQL)  
**Python** (NumPy, Pandas)  
**Git**  
**Tableau**  
**Alteryx**  
**Microsoft Azure**  
**Jupyter Notebook**

## CERTIFICATES

[Data Science:  
Foundations using R  
Specialization](#)  
Coursera  
June 2021

[Business Analytics: From  
Data to Insights](#)  
The Wharton School  
August 2019

## LANGUAGES

English – Native Level  
Korean – Native Level

## WORK EXPERIENCE

### Sr. Analyst, HR Reporting

Mar. 2022 – Present

The Hershey Company  
Hershey, PA

- Established an insight on tuition reimbursement program's impact on employee performance, retention, and their view towards manager- providing statistical evidence towards the benefit of the program.

### Analyst, HR Reporting

Nov. 2018 – Mar. 2022

The Hershey Company  
Hershey, PA

- Developed and Automated 7+ Dashboards & Apps from end to end with R Shiny, Tableau, and SQL, enabling continuous monitoring of People Analytics KPIs, having a direct impact of \$100,000+ cost reduction.
- Automated periodic External Reports and Surveys from end to end with R Markdown, reducing the overhead cost by 90%.
- Spearheaded Data Modeling effort in SQL Server to prepare production-ready people datasets and decreased the data preparation time by 90% for all users.
- Built a Random Forest model in R to validate previous work on Employee Retention Model, supporting the workforce retention initiative toward critical talents.
- Supported Talent Acquisition's diversity initiative through geospatial data analysis in R, recommending sourcing locations that has a pool of quality candidates of diverse backgrounds.
- Redesigned and standardized TA and L&D data collection process, streamlining the ETL Pipeline.

### Human Resources Specialist

Sep. 2016 – Oct. 2018

Hyundai Power Transformers USA  
Montgomery, AL

- Introduced a leadership evaluation program that ultimately increased organizational transparency, while also enabling analytical capabilities on employee - manager dynamic.
- Spearheaded an overhaul of company policies, initiating a cultural transformation movement that gradually increased employee job satisfaction.
- Fully administered end to end organization-wide compensation programs including Bonuses and Merit Increases.

### Human Resources Intern

Jun. 2015 – Aug. 2015

Holly Frontier Corporation  
Dallas, TX

- Completed over 40+ hours of Job Shadowing in the areas of Payroll, Benefits, and TA.
- Analyzed HR process and filed a risk prevention report, initiating an electronic I-9 filing project.