Alex Lee

Data Analyst

Hummelstown, PA
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alexmize@my.unt.edu
LinkedIn
Portfolio

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.