

Alex Lee

Data Analyst

Hummelstown, PA

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[LinkedIn](#)

[Portfolio](#)



EDUCATION

B.S.

**Business Administration
Human Resources &
Org. Behavior**

University of North Texas
Denton, TX
August 2015

SKILLS

R (Tidyverse, Tidymodels,
Shiny, Quarto)

SQL (SQL Server, MySQL)

Python (NumPy, Pandas,
Scikit-Learn, PyTorch)

Git

Tableau

Alteryx

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

- Conducted Adverse Impact Analysis and discovered relational dynamics between different diversity groups, counseling on organizational focal areas.
- Established an insight on tuition reimbursement program and its statistical impact on employee performance, retention, and their view towards manager, further supporting the resource allocation towards 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 an indirect impact of \$100,000+ cost reduction.
- Automated periodic External Reports and Surveys from end to end with R Markdown, reducing the overhead hours spent by 90%.
- Facilitated Data Modeling effort in SQL Server to prepare production-ready people datasets and decreased the data prep time by 90% for data users.
- Supported Talent Acquisition's recruiting initiative through geospatial data analysis in Tableau, recommending sourcing locations that has a pool of quality candidates of diverse backgrounds.
- Consulted in standardizing 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 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.