

# Alex Lee

Data Analyst

Hummelstown, PA

(832) 795-6031

[aleximize@my.unt.edu](mailto:aleximize@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, 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 points to be observant on.
- 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.