# HR Employee Distribution Report

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# Abstract

This project endeavors to comprehensively analyze the workforce dynamics of a company based on extensive research data.

Through a meticulous examination of employee demographics, departmental trends, termination rates, and other key indicators, the study aims to unearth valuable insights into the organization's current state. The research delves into aspects such as gender and racial distributions, average employee terms, and termination rates across departments and years.

By leveraging this information, the project seeks to offer actionable recommendations for fostering a more inclusive, diverse, and resilient workplace, ultimately contributing to the company's sustained success.

# Introduction

In the dynamic landscape of contemporary corporate environments, understanding and optimizing workforce dynamics are pivotal for sustained growth and success. This project embarks on a comprehensive examination of a company's workforce through a detailed analysis of research-derived data.

By scrutinizing key metrics such as gender distribution, racial representation, departmental dynamics, and termination rates, the study aims to provide a nuanced understanding of the current organizational fabric.

Recognizing the importance of diversity, inclusivity, and employee satisfaction, the project endeavors to uncover actionable insights that can guide the company in crafting strategies to enhance workplace dynamics and fortify its position in the competitive business landscape.
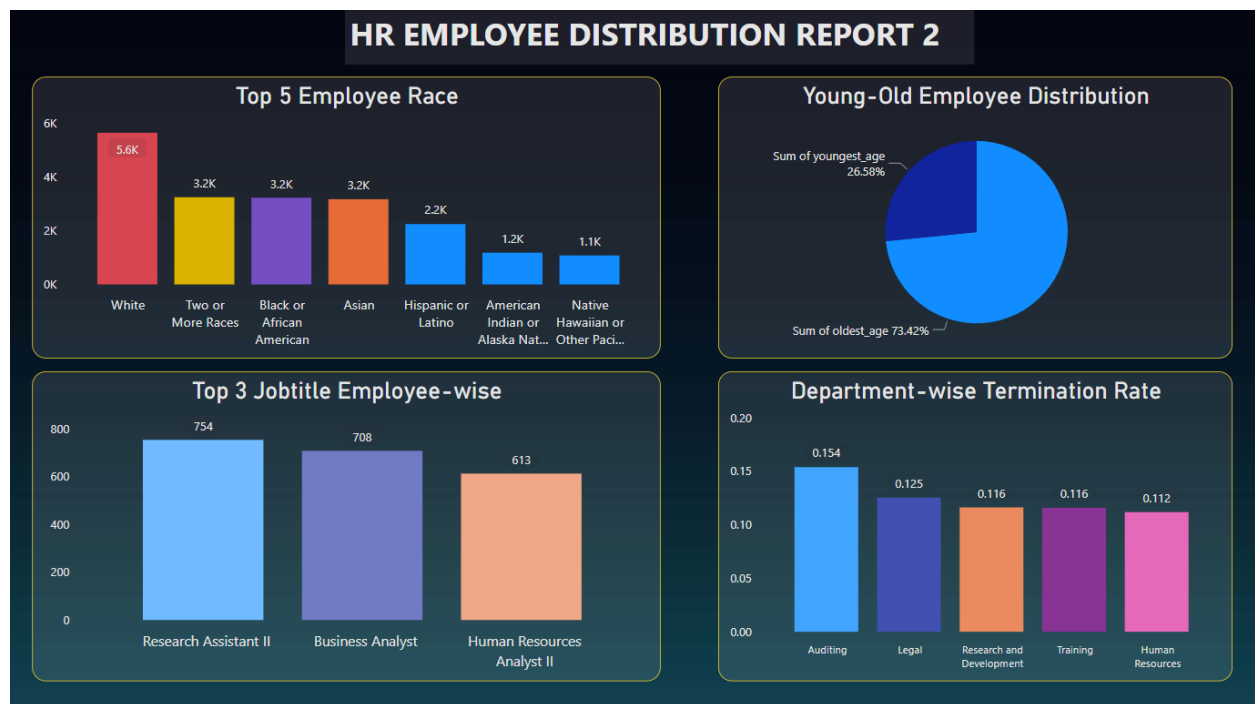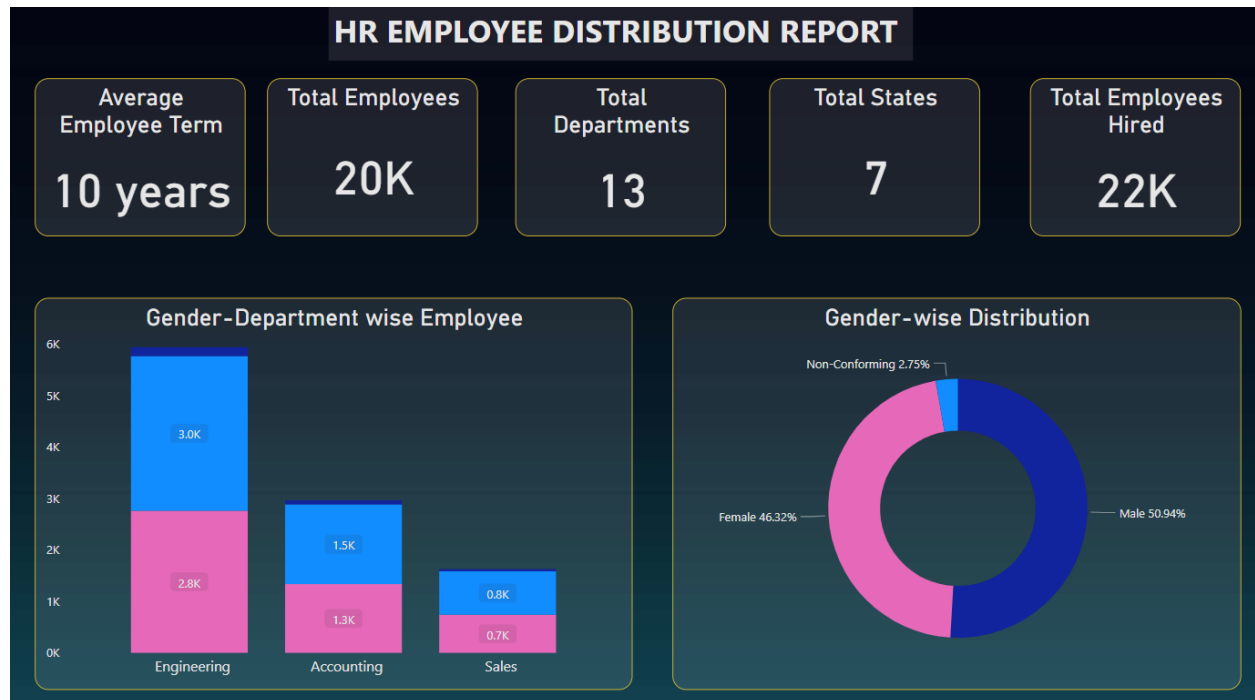
# Objective

The primary objective of this project is to conduct a thorough analysis of the company's workforce, utilizing data-driven insights to inform strategic decision-making.

Key goals include understanding gender and racial distributions, identifying patterns in departmental dynamics and termination rates, and evaluating the effectiveness of remote work arrangements. Through these analyses, the project aims to provide actionable recommendations that will contribute to the creation of a workplace environment characterized by diversity, inclusion, and employee satisfaction.
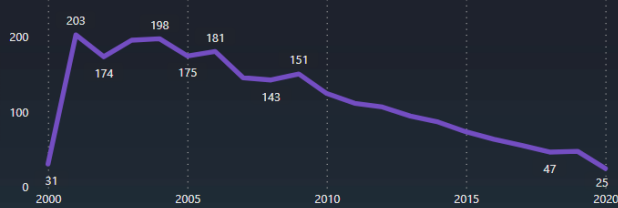
By achieving these objectives, the project seeks to guide the company toward building a resilient and adaptive workforce poised for future success.
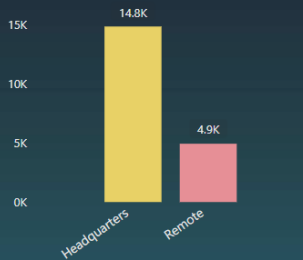
# KPI and Dashboards



## HR EMPLOYEE DISTRIBUTION REPORT

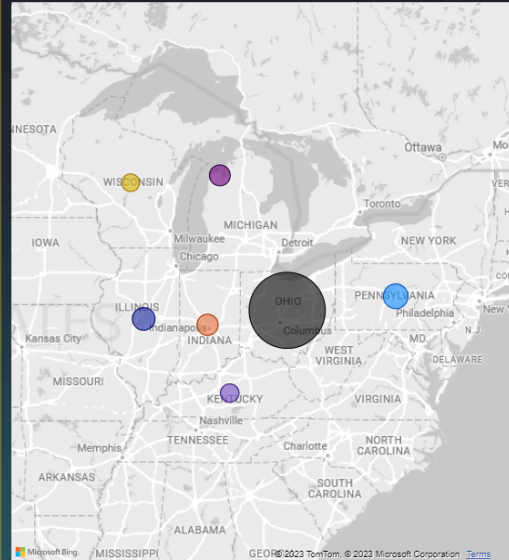| Average Employee Term | Total Employees | Total Departments | Total States | Total Employees Hired |
|---|---|---|---|---|
| 10 years | 20K | 13 | 7 | 22K |

### Gender-Department wise Employee

Engineering: 3.0K / 2.8K
Accounting: 1.5K / 1.3K
Sales: 0.8K / 0.7K

### Gender-wise Distribution

Non-Conforming 2.75%
Female 46.32%
Male 50.94%

## HR EMPLOYEE DISTRIBUTION REPORT 2

### Top 5 Employee Race

White 5.6K
Two or More Races 3.2K
Black or African American 3.2K
Asian 3.2K
Hispanic or Latino 2.2K
American Indian or Alaska Nat... 1.2K
Native Hawaiian or Other Paci... 1.1K

### Young-Old Employee Distribution

Sum of youngest_age 26.58%
Sum of oldest_age 73.42%

### Top 3 Jobtitle Employee-wise

Research Assistant II 754
Business Analyst 708
Human Resources Analyst II 613

### Department-wise Termination Rate

Auditing 0.154
Legal 0.125
Research and Development 0.116
Training 0.116
Human Resources 0.112

# HR EMPLOYEE DISTRIBUTION REPORT 3

## Termination with Year



Values by year (2000–2020): 31, 203, 174, 198, 175, 181, 143, 151, 47, 25

## Location-wise Employee



## Work-Location Distribution



| Location | Value |
|---|---|
| Headquarters | 14.8K |
| Remote | 4.9K |

## Average Tenure of Department

| department | avg_tenure |
|---|---|
| Accounting | 13 |
| Auditing | 14 |
| Business Development | 13 |
| Engineering | 13 |
| Human Resources | 13 |
| Legal | 12 |
| Marketing | 12 |
| Product Management | 13 |
| Research and Development | 13 |

# HR EMPLOYEE DISTRIBUTION REPORT 4

## EMPLOYEE AGE GROUP DISTRIBUTION



| Age Group | Value |
|---|---|
| 25-34 | 5.4K |
| 35-44 | 5.4K |
| 45-54 | 5.3K |
| 18-24 | 2.1K |
| 55-64 | 1.6K |

## EMPLOYEE AGE GROUP GENDER-WISE

gender ● Female ● Male ● Non-Conforming



| Age Group | Female | Male | Non-Conforming |
|---|---|---|---|
| 25-34 | 2552 | 2698 | 144 |
| 35-44 | 2406 | 2799 | 148 |
| 45-54 | 2507 | 2689 | 148 |
| 18-24 | 939 | 1080 | 51 |
| 55-64 | 756 | | 52 |
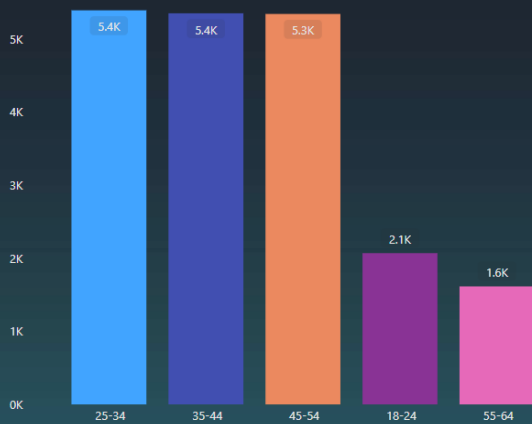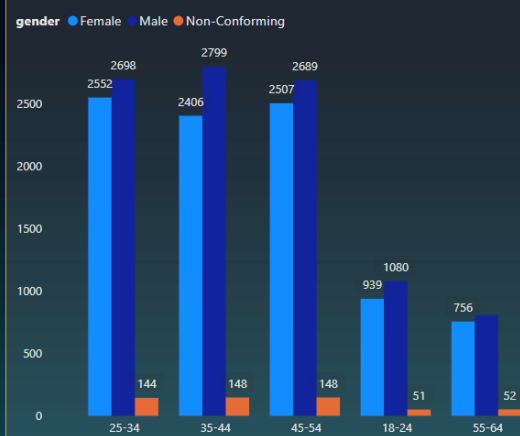
# Data extracted from doing research:

- Avg employee term = 10 years
- Total employee = 20,000
- Total department = 13
- Total states = 7
- Total employee hired = 22000

- Gender department-wise (top 3):
- Engineering - 3,000 male, 2800 female
- Accounting - 1500 males, 1300 female
- Sales - 800 males, 700 females

- Gender-wise distribution : Male - 50.9%
- Female - 46.32%
- Non confirming - 2.75%

- Top 5 employee races:
- White, black/african, asian, hispanic, american indian

- Top 3 jobtitles: research analyst, business analyst, human resource analyst

- Department-wise termination rate: Auditing, Legal, Researchand development, Training, HR

- Termination with year:
- 2000- 203 termination and 2020- 25 termination

- Work locations: from office - 14800, from home - 4900

- Employee age groups:
- 25-34= 5400 employees
- 35-44=5400 employees
- 45-54=5300 employees
- 18-24=2100 employees
- 55-64=1600 employees

# Analysis:

## Average Employee Term:

- The average employee term of 10 years indicates a relatively stable and experienced workforce.
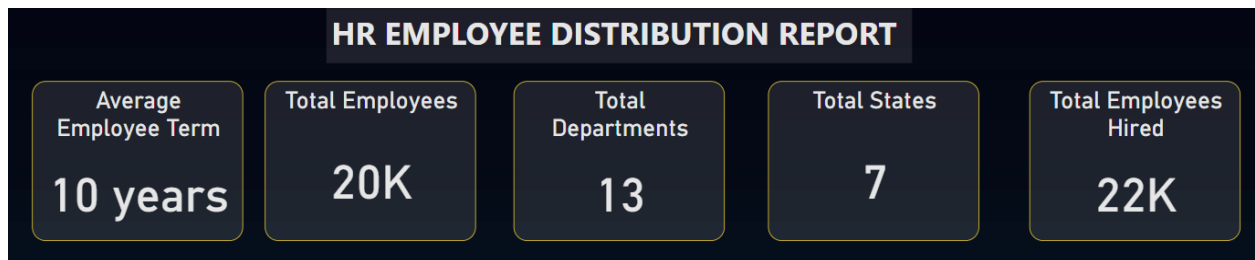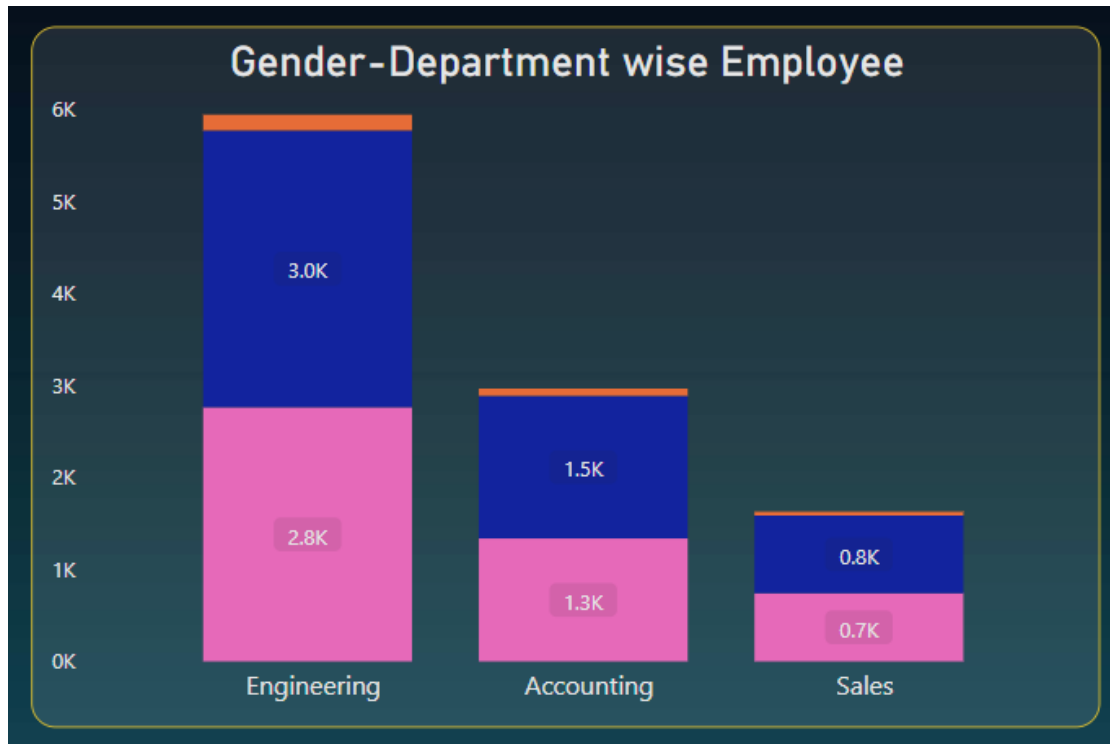


## Insights for future :

Employee Engagement:

Enhance efforts to maintain employee engagement and satisfaction, considering the potential impact of remote work or changes in work dynamics. Conduct regular employee surveys to gather feedback and identify areas for improvement.

# Gender Distribution:

- Overall, there's a balanced gender distribution with a slight male majority (50.9%). However, it's encouraging to see a relatively equal representation of females (46.32%) and a consideration for non-confirming individuals (2.75%).
- The gender distribution in departments shows a need for targeted efforts in achieving greater gender balance, especially in Engineering.

**Gender-Department wise Employee**
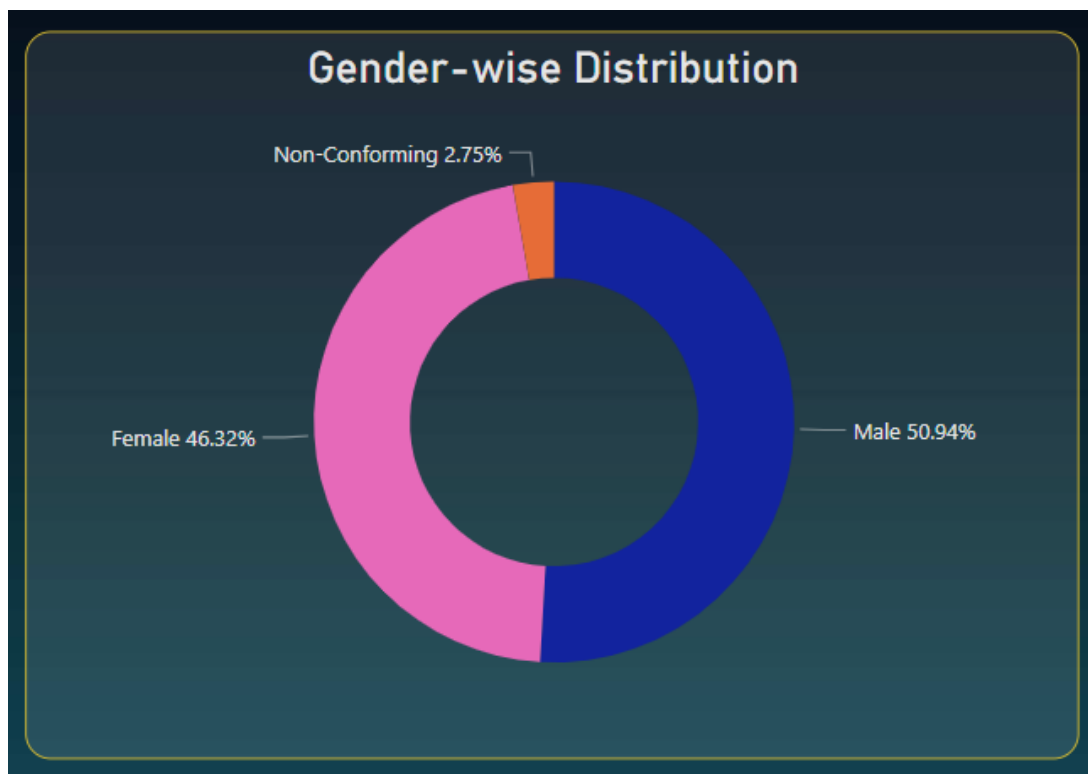
# Insights for future :

Gender Diversity:
> Implement targeted initiatives to increase gender diversity, particularly in departments with imbalances like Engineering.
> Conduct surveys or focus groups to understand the specific challenges faced by different genders in the workplace.

# Race Distribution:

- The top five races represented in the workforce are White, Black/African, Asian, Hispanic, and American Indian. The company seems to have a diverse racial representation.
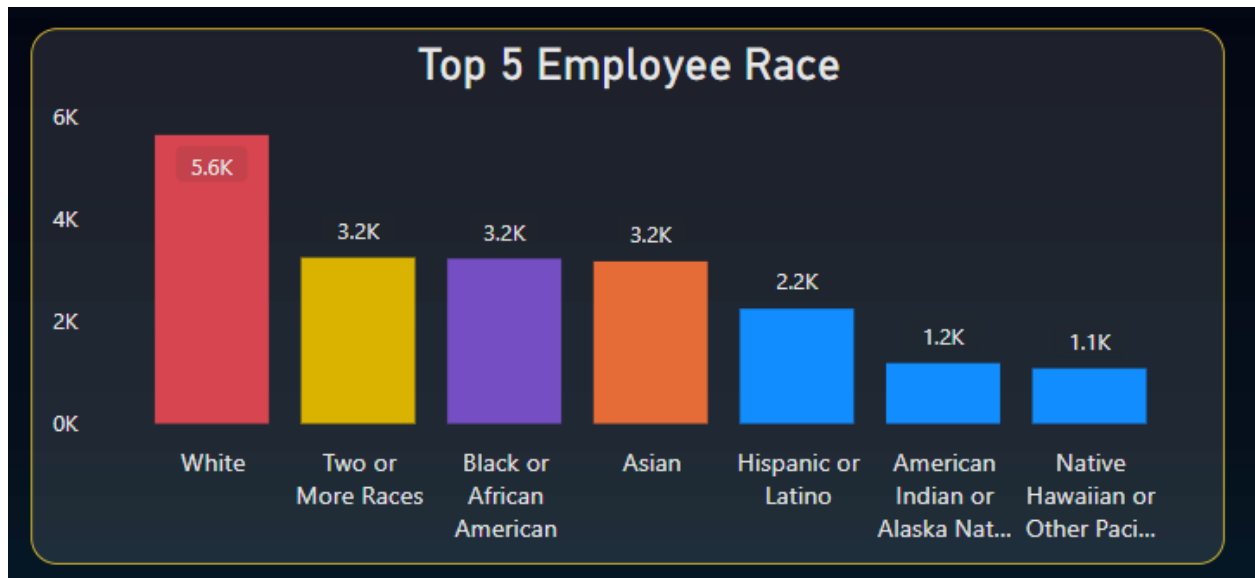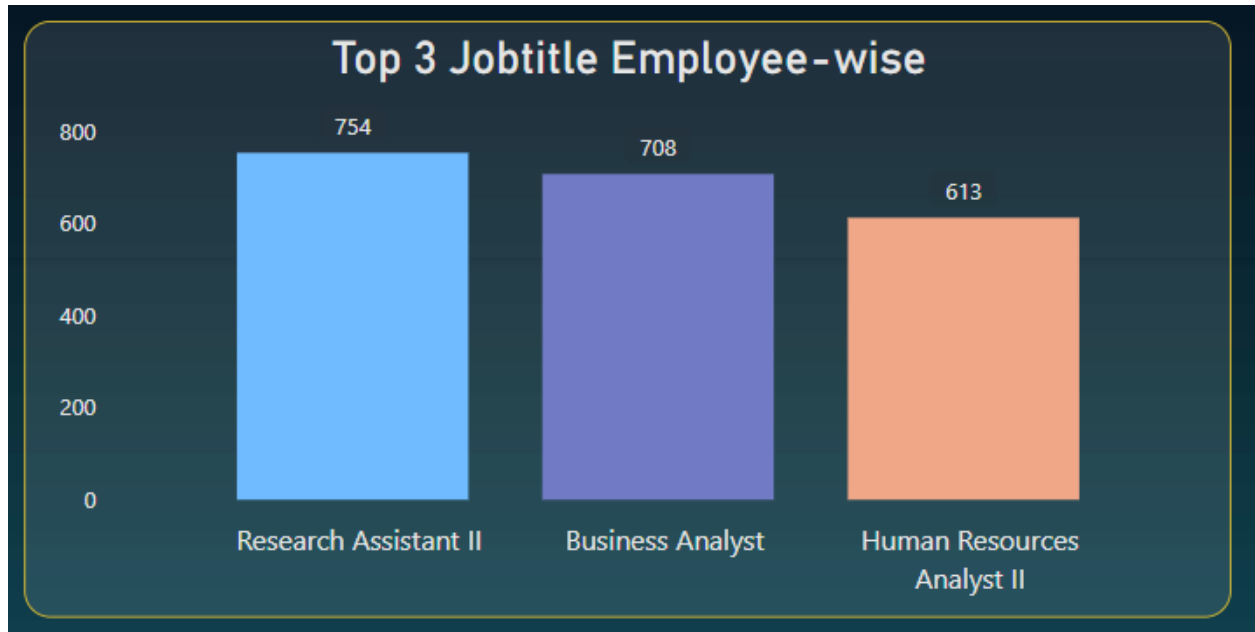


# Insights for future :

It's important to assess whether the racial distribution in the company reflects the diversity of the broader population. If certain racial groups are underrepresented, there may be opportunities to enhance diversity and inclusion efforts.

# Job Titles:

- The top three job titles being Research Analyst, Business Analyst, and Human Resource Analyst suggest a strong focus on analytical roles and HR management within the organization.
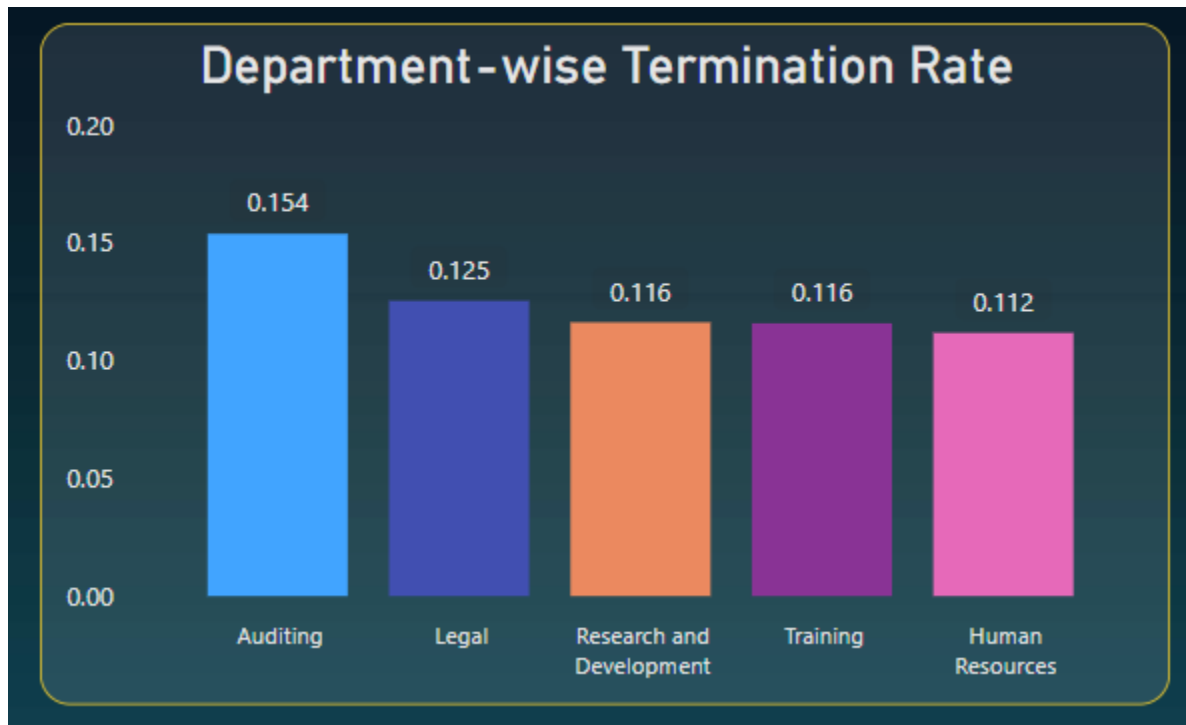


# Insights for future:

Job Roles and Training:
Assess the demand for various job roles and adjust hiring strategies accordingly.
Invest in training programs to upskill employees, ensuring they are equipped for evolving roles and responsibilities.

# Department-wise Termination Rate:

- Departments with higher termination rates (Auditing, Legal, Research and Development, Training, HR) need closer examination to identify potential issues. This may include factors like work culture, management practices, or external influences.
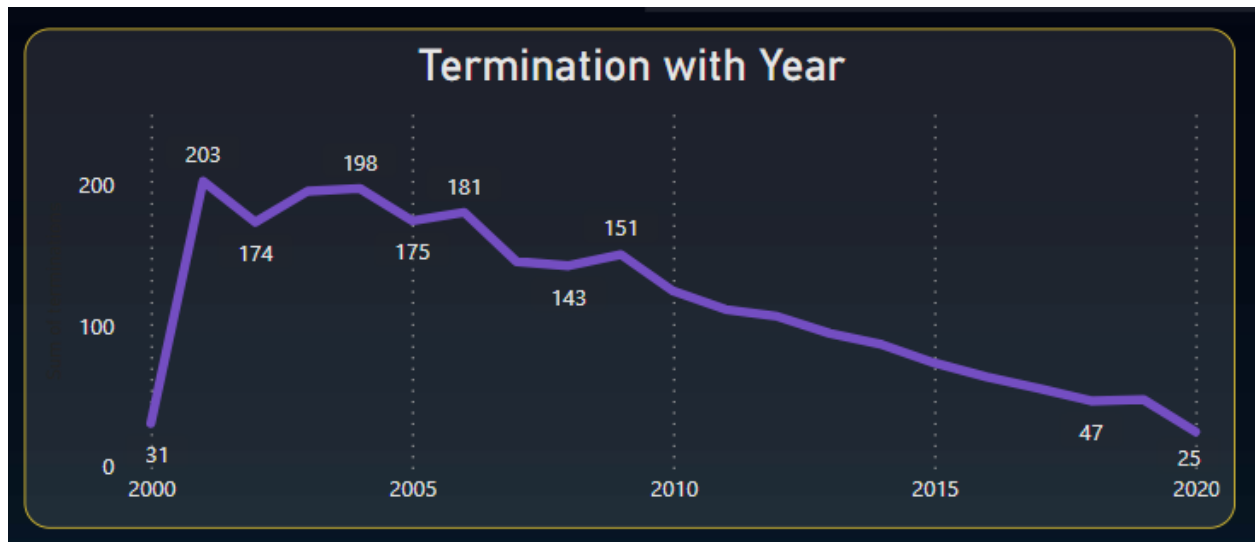


# Insights for future :

Termination Rate:
- Investigate departments with higher termination rates to identify root causes and implement corrective measures.
- Regularly review termination data to ensure that improvements are sustained.

# Termination Over the Years:

- The termination rate has decreased significantly from 2000 to 2020 (203 to 25 terminations). This could be a positive indicator of improved employee satisfaction, better management, or changes in hiring practices.
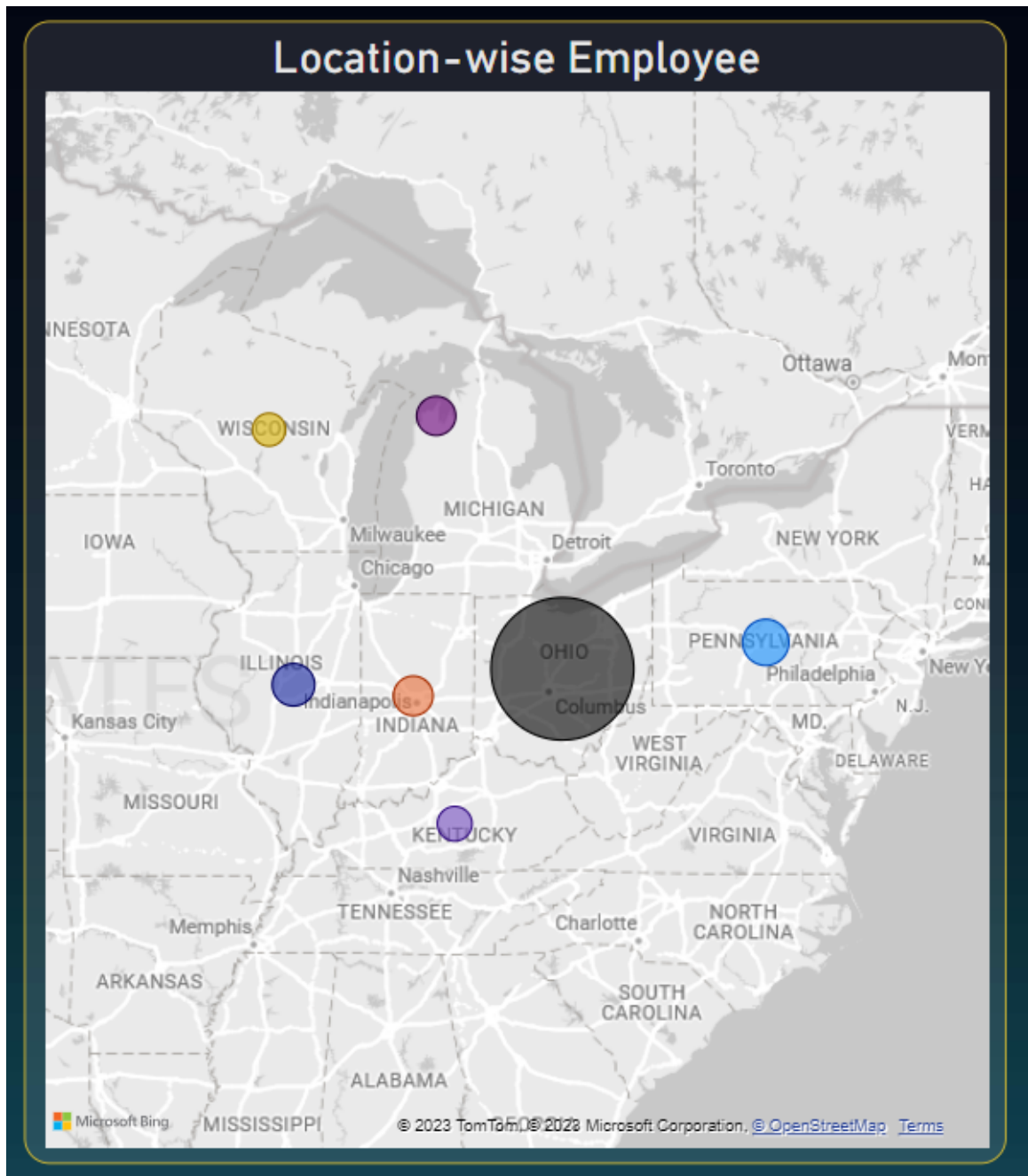
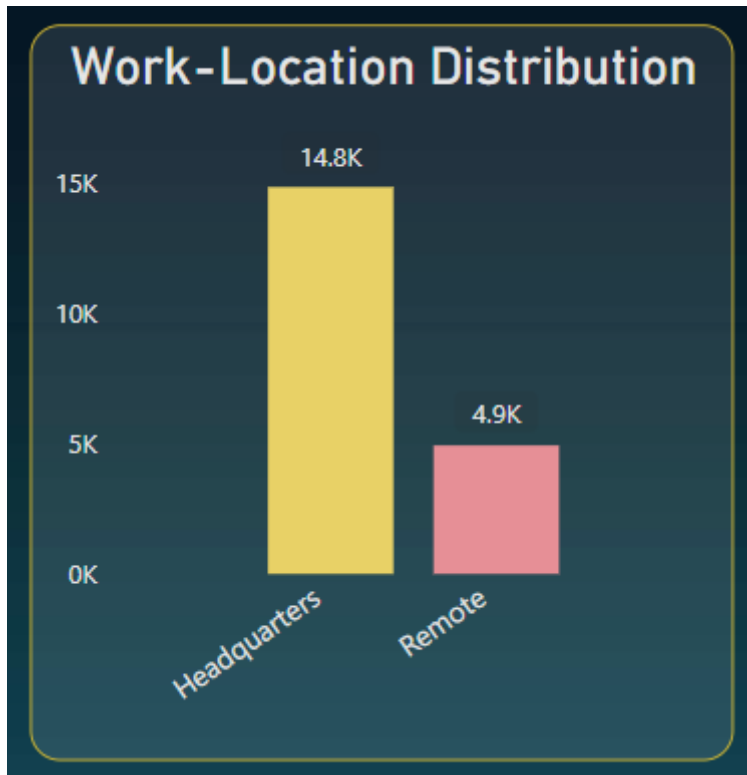

# Insights for future:

Succession Planning:

    Given the average employee term, implement robust succession planning to ensure a smooth transition of knowledge and skills as employees retire or leave the company.

# Work Locations:

- The majority of employees work from the office (74%) compared to those working from home (26%). Given the rise in remote work trends, the company may want to explore strategies for optimizing remote work arrangements, ensuring productivity, and maintaining employee engagement.
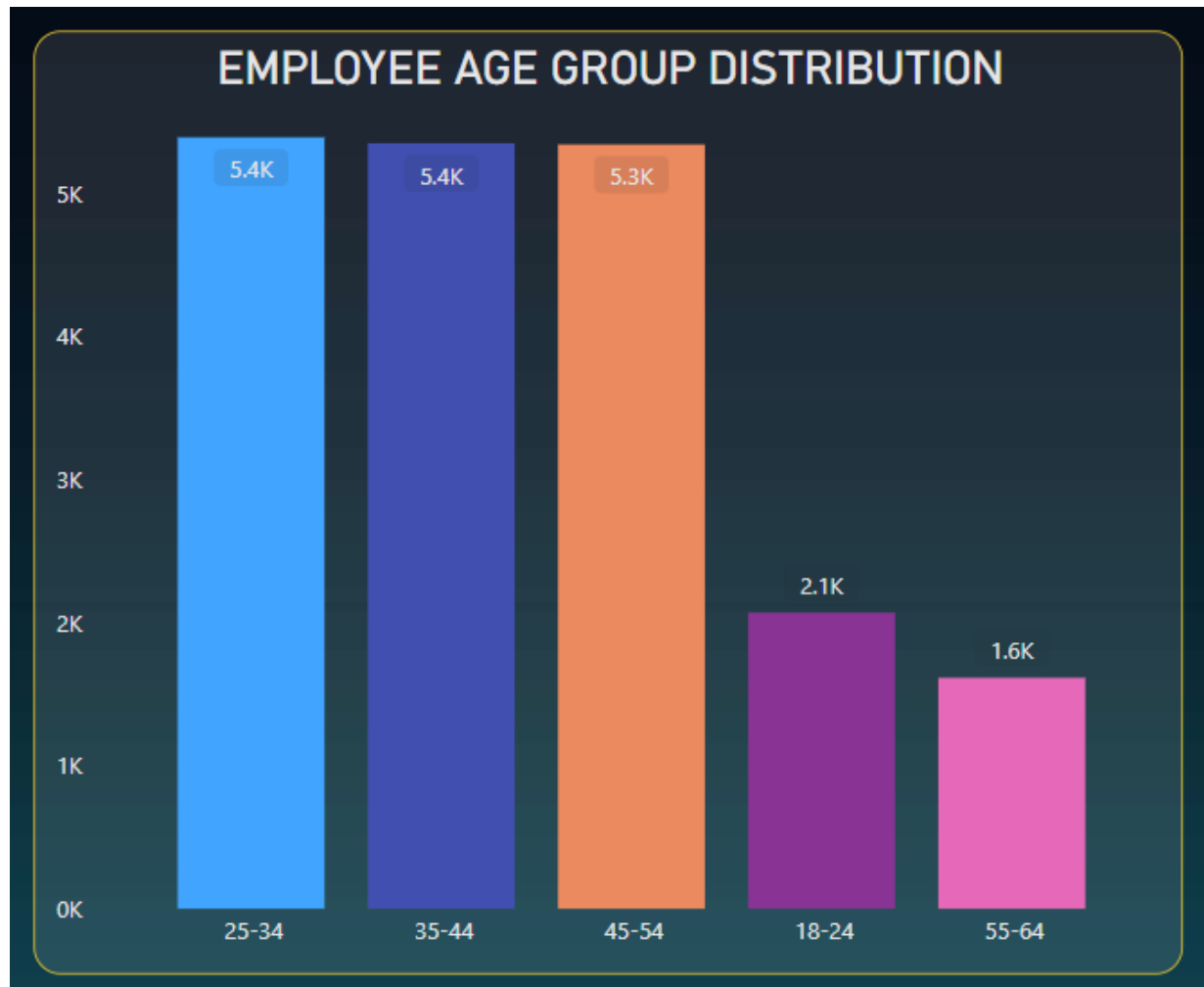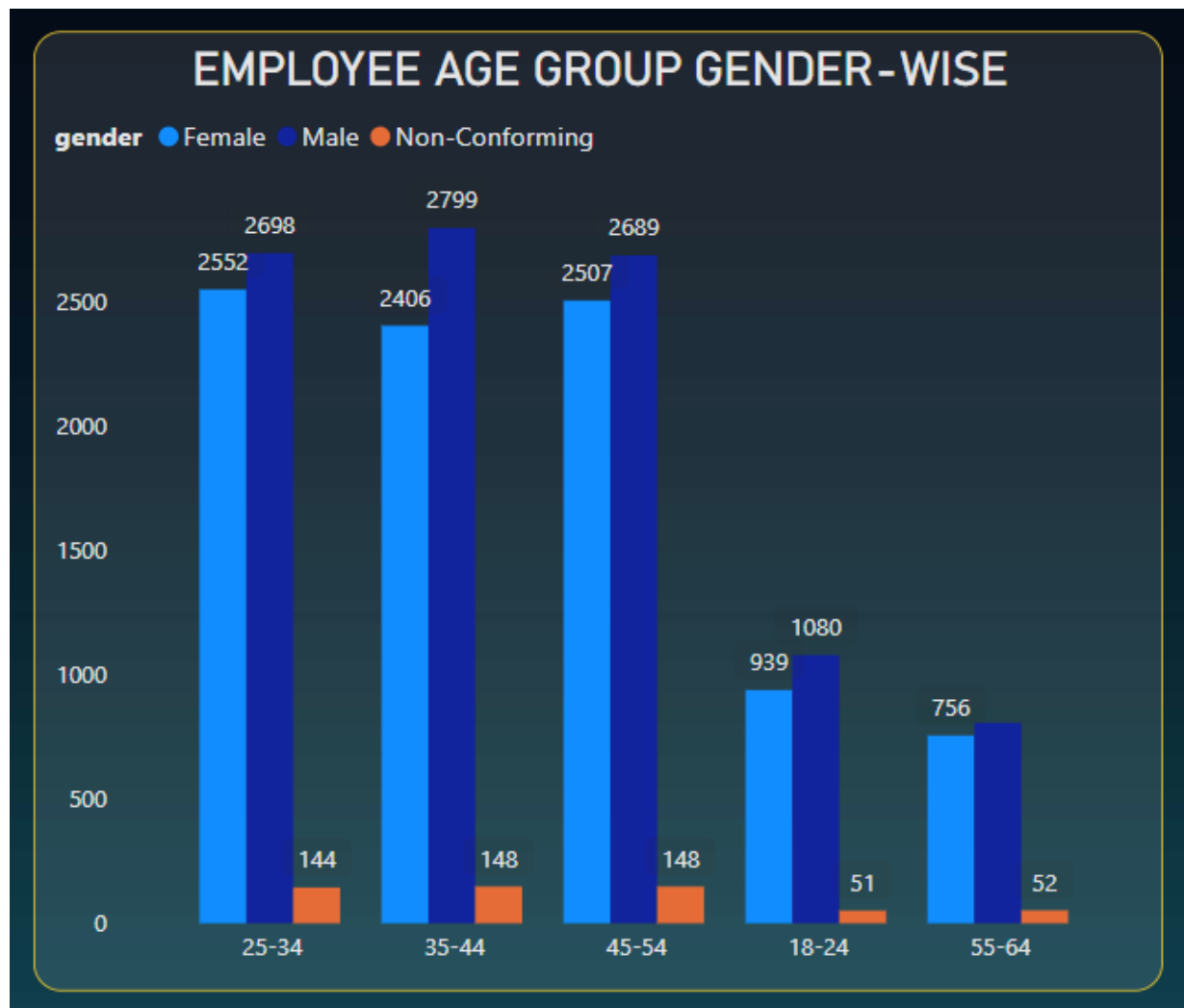


Location-wise Employee

## Insights for future :

Remote Work Optimization:
- Given the trend towards remote work, evaluate the success of the remote work setup and explore ways to optimize it for productivity and employee satisfaction.
- Provide training and resources to ensure employees working from home have the necessary support.

# Employee Age Groups:

- The age distribution is relatively balanced across different age groups, indicating a diverse workforce. This diversity can be valuable for fostering a range of perspectives and experiences within the organization.



EMPLOYEE AGE GROUP DISTRIBUTION

| Age Group | Count |
| --- | --- |
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EMPLOYEE AGE GROUP GENDER-WISE

gender ● Female ● Male ● Non-Conforming

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# Insights for future:

Inclusive Practices:
● Continue fostering an inclusive workplace by celebrating diversity in race, gender, and other aspects.
● Promote diversity and inclusion training programs for employees and management.

# Conclusion

The comprehensive analysis of the company's workforce has unveiled valuable insights that are pivotal for shaping the organization's future trajectory. The nuanced examination of gender and racial distributions, departmental dynamics, and termination rates has provided a holistic understanding of the workplace fabric.

Through this project, actionable recommendations have been identified to enhance diversity, inclusivity, and employee satisfaction. By addressing these key aspects, the company is poised to build a workplace that not only reflects the diversity of its workforce but also fosters a culture of resilience, adaptability, and sustained success.

As the business landscape continues to evolve, the implementation of these recommendations can position the company as a leader in creating an inclusive and dynamic work environment.