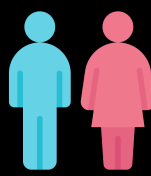


# Employee Analytics: Insights on Diversity

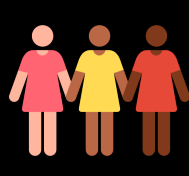
In this dashboard, I analysed a Human Resource dataset to explore the diversity and inclusion based on the employee count and average salary across locations and departments.



**Overall Company Analysis:**  
Provides an overview of the Company's employees and their salary and hiring trends.



**Analysis by Gender:**  
Analyses the employee metrics by gender



**Analysis by Race:**  
Analyses the employee metrics by race

## Overall Company Analysis

4138  
Total Employee Count

3409  
Total Active Employees

\$79,609  
Average Salary of Active Employees

Female

Male

African American

Caucasian

Native American

Asian

Hispanic

Other

Location (city)

All

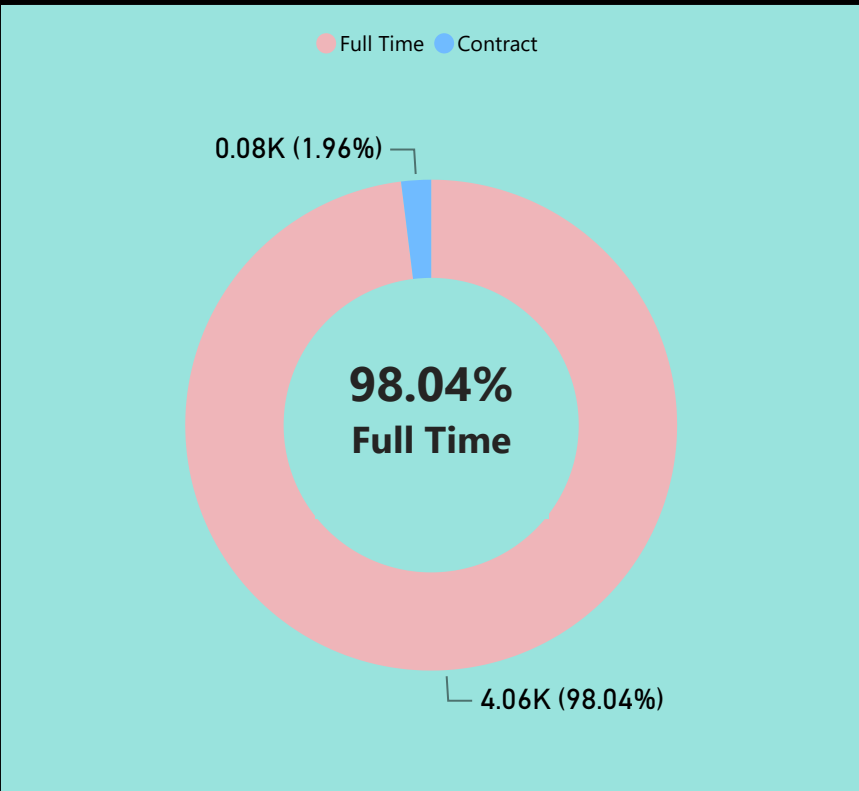
Department

All

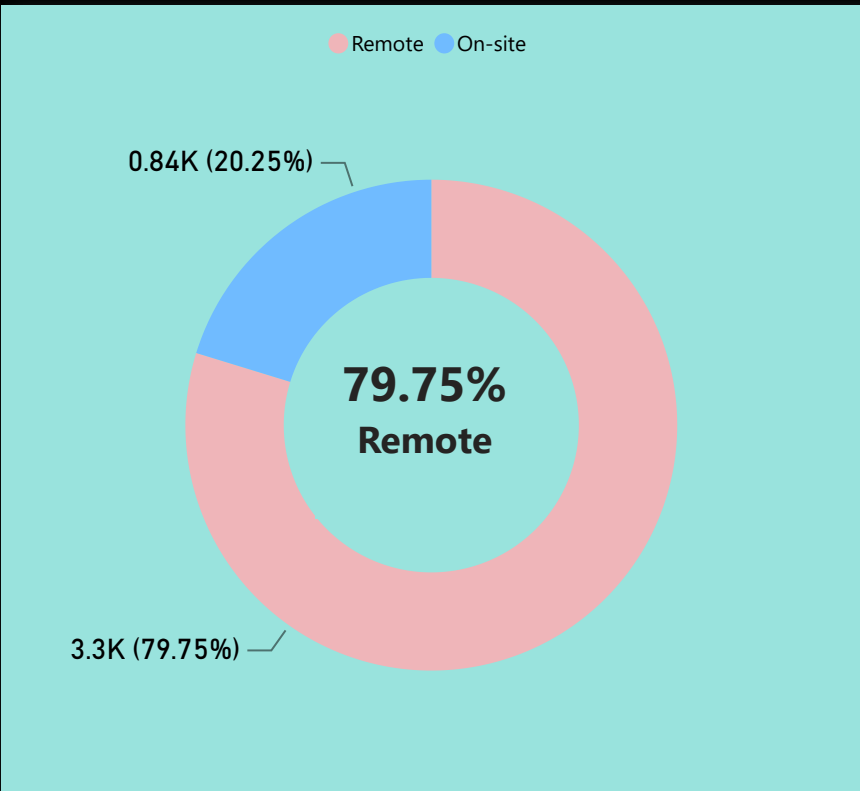
Job Level

All

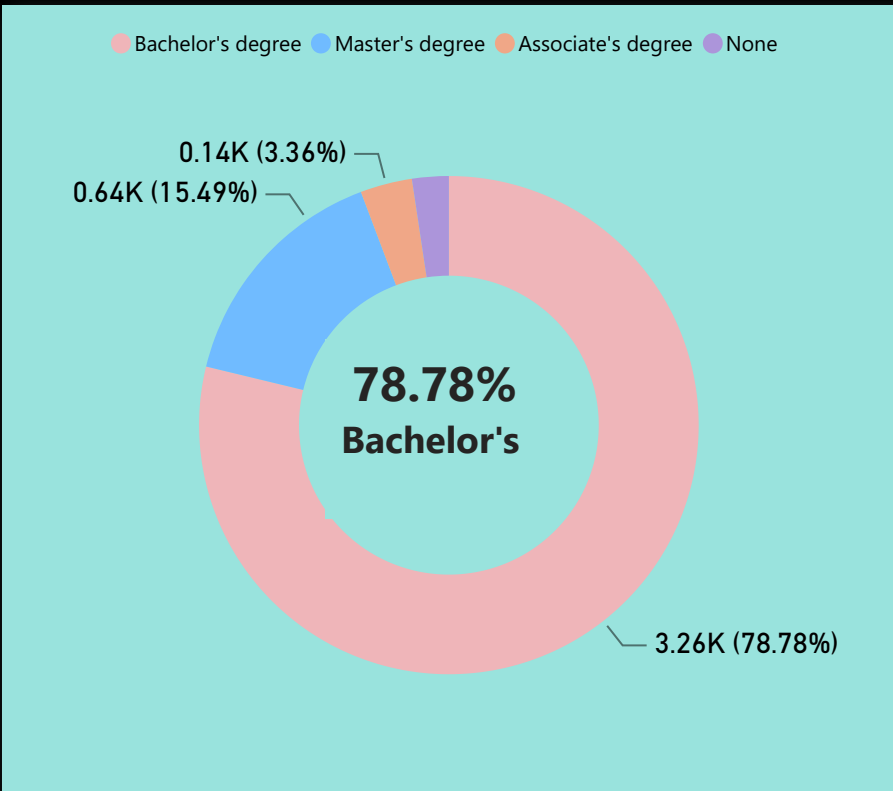
Full time vs. Contract Employees



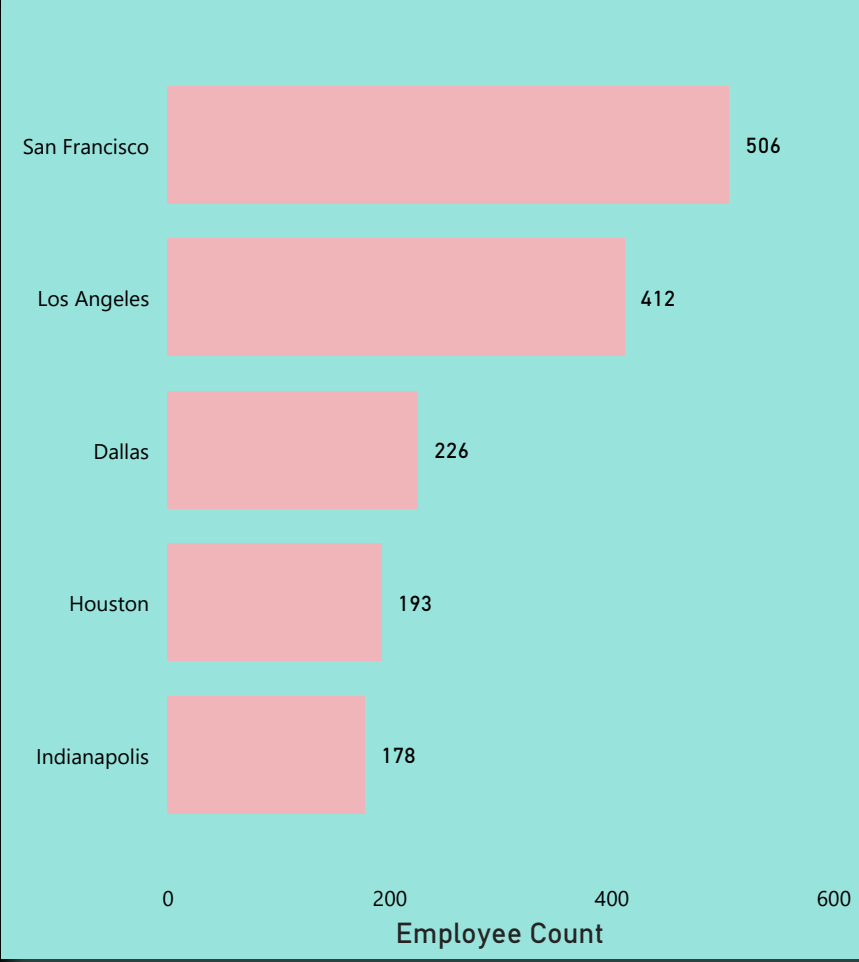
Remote vs. Onsite Employees



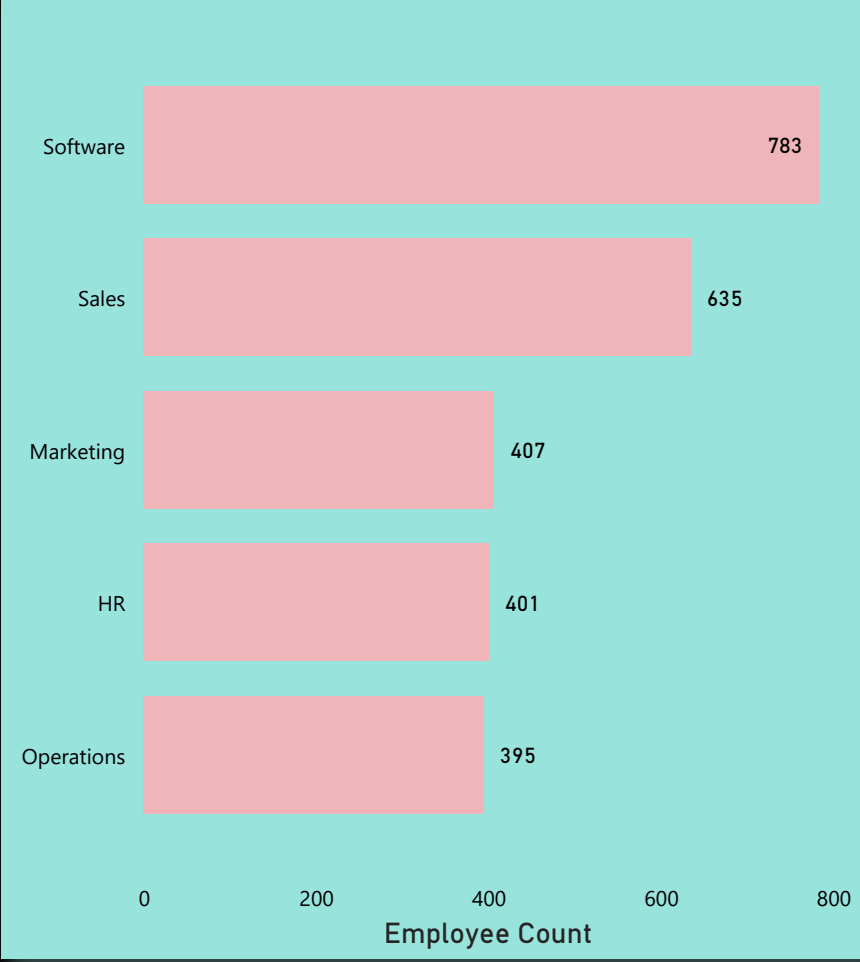
Educational Qualifications



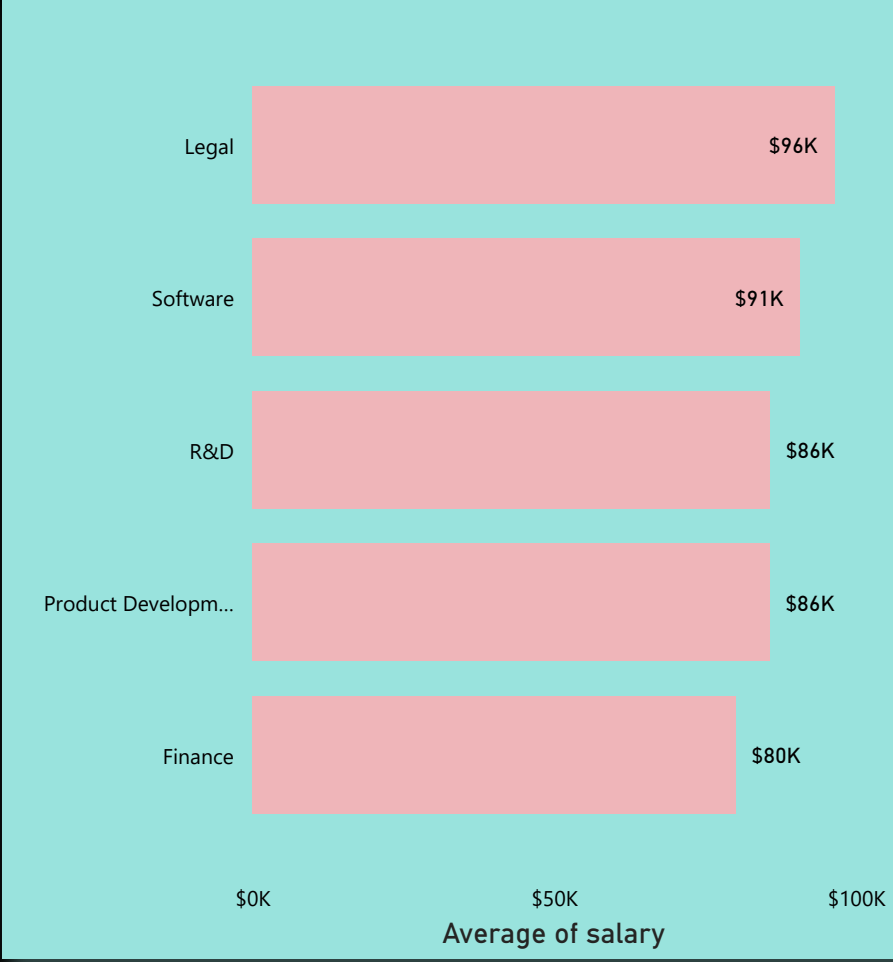
Top 5 Employee Count by Location



Top 5 Employee Count by Department



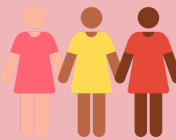
Top 5 Employee Avg. Salary by Department



## Main Insights

- The **San Francisco office has the highest employee count** at 506, followed by Los Angeles. While **Denver, Columbus, and New York Offices** have the lowest count.
- **Software Dept has the highest employee count** at 783, while **R&D** has the lowest count.
- **Legal Dept. has the highest avg. salary** for employees.
- **79.75% of the employees work remotely** as of now.

# Analysis by Gender



2075

Active Male Employees

1330

Active Female Employees

\$79,333

Avg Salary (Male)

\$80,028

Avg Salary (Female)

African American	Caucasian	Native American
Asian	Hispanic	Other

Location (city)

All

Department

All

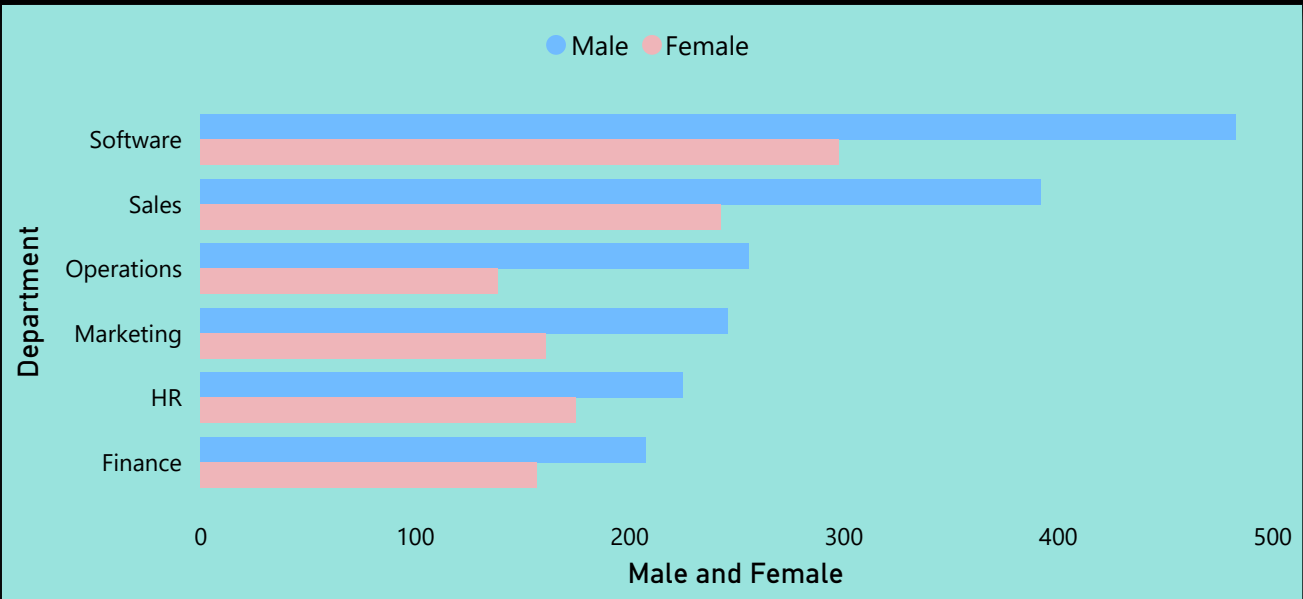
Job Level

All

Gender

All

Number of Male vs. Female at Different Job Levels



Avg Salary of Male vs. Female at Different Job Levels



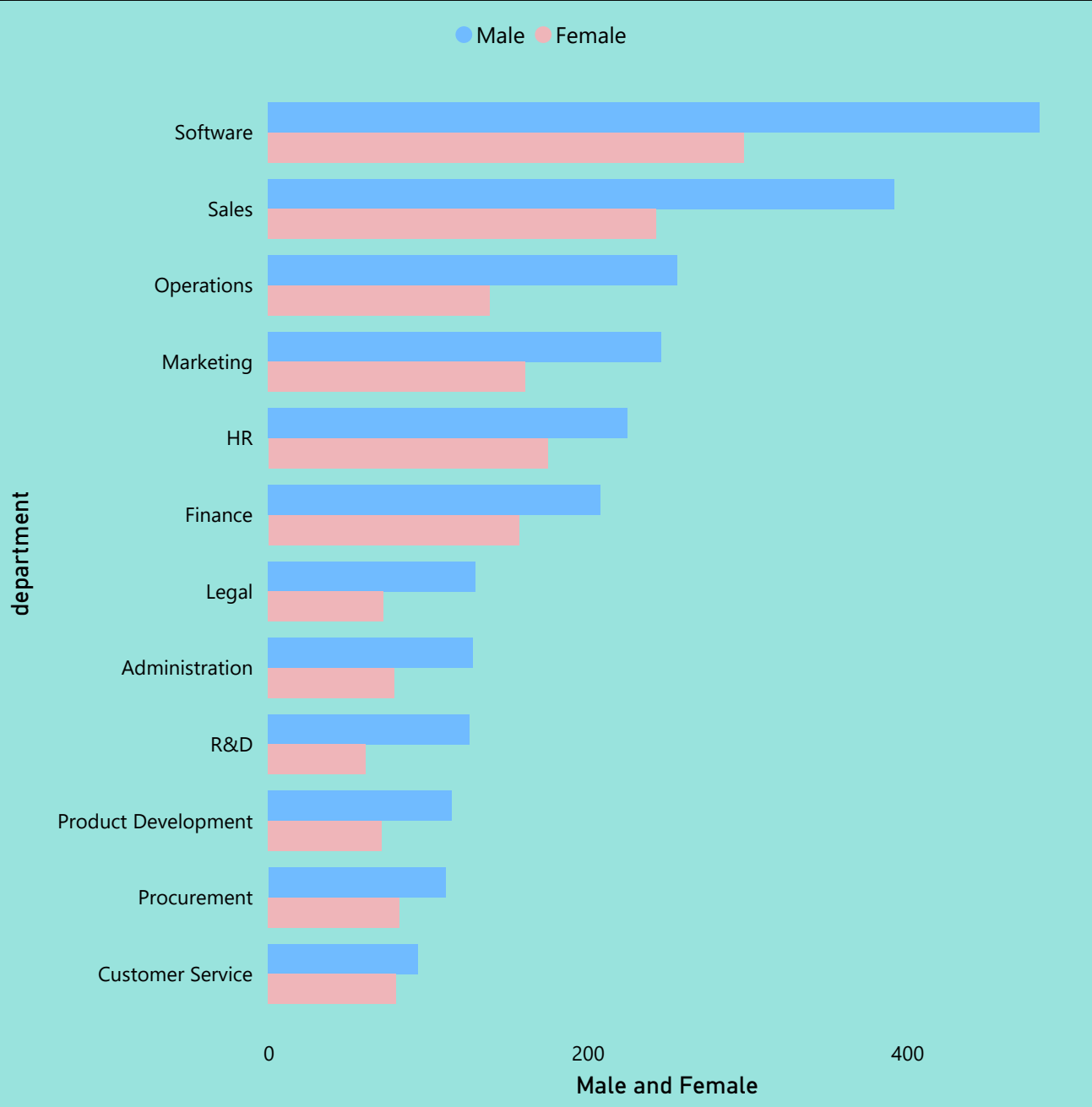
Number of Male vs. Female at Different Locations

City	Employee Count (Male)	Employee Count (Female)	Employee Count Difference
Houston	108	85	23
San Antonio	90	67	23
Austin	91	67	24
Chicago	88	64	24
San Diego	100	75	25
Philadelphia	101	69	32
Phoenix	104	72	32
Seattle	83	51	32
Fort Worth	101	68	33
Indianapolis	107	71	36
San Jose	104	67	37
Dallas	135	91	44
Denver	108	64	44
Charlotte	104	57	47
New York	113	64	49
Boston	110	60	50
Columbus	109	57	52
Jacksonville	103	51	52
Washington DC	109	50	59
San Francisco	294	209	85
Los Angeles	252	160	92

Avg Salary of Male vs. Female at Different Locations

City	Average Salary (Male)	Average Salary (Female)	Average Salary Difference
Denver	\$82,941	\$75,559	\$7,383
Indianapolis	\$81,573	\$75,792	\$5,780
San Antonio	\$80,379	\$74,969	\$5,410
Phoenix	\$80,782	\$75,935	\$4,847
New York	\$81,397	\$76,946	\$4,451
Charlotte	\$81,675	\$77,952	\$3,723
San Francisco	\$80,307	\$77,657	\$2,650
Jacksonville	\$80,682	\$78,399	\$2,283
Philadelphia	\$76,945	\$74,912	\$2,033
Austin	\$81,167	\$79,200	\$1,966
Washington DC	\$78,675	\$77,791	\$883
Fort Worth	\$78,550	\$78,104	\$446
Houston	\$78,459	\$78,339	\$121
Dallas	\$78,174	\$78,071	\$102
Seattle	\$77,618	\$77,786	(\$168)
San Jose	\$78,947	\$79,397	(\$450)
Boston	\$78,371	\$80,322	(\$1,950)
San Diego	\$79,133	\$81,241	(\$2,109)
Chicago	\$76,100	\$78,253	(\$2,153)
Columbus	\$78,056	\$80,608	(\$2,552)
Los Angeles	\$78,783	\$94,243	(\$15,459)

Number of Male vs. Female in Different Departments



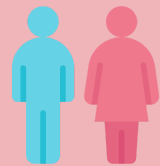
Avg Salary Diff (in \$) in Different Departments (Male - Female)



## Main Insights

- There are **745 more male employees** than female employees, and there is more male employees than female employees across all departments.
- The **salary difference** between male and female employees is **\$695**, and the **pay difference is not that stark** across different job levels, locations, and departments.
- The **highest difference in male and female employee count is in Los Angeles** office while the **lowest difference is in Houston and San Antonio**.
- Denver, Indianapolis and San Antonio have high pay disparities (Male > Female). Los Angeles has a higher avg. salary for female than male (the difference is very large).
- There is **no female in the "Director"** position.

# Analysis by Race



2534  
Active Employees  
(Caucasian)

183  
Active Employees  
(Minority)

\$81,362  
Avg Salary  
(Caucasian)

\$63,238  
Avg Salary  
(Minority)

African American

Asian

Caucasian

Hispanic

Native American

Other

Location (city)

All

Department

All

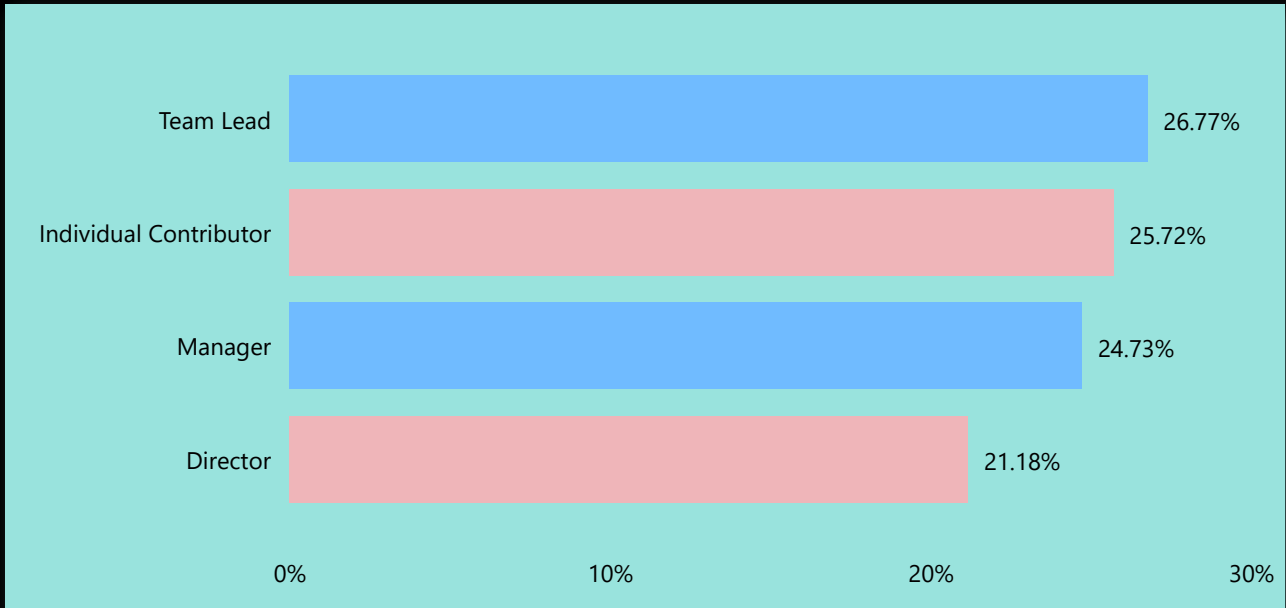
Job Level

All

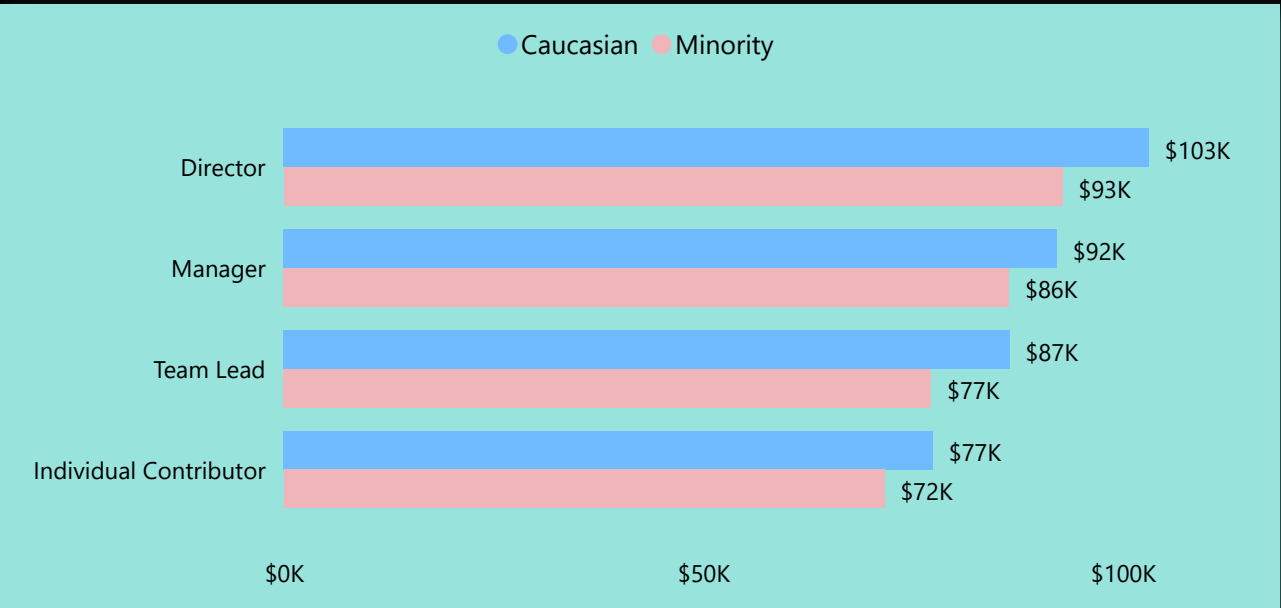
Gender

All

Percentage of Minority at Different Job Levels



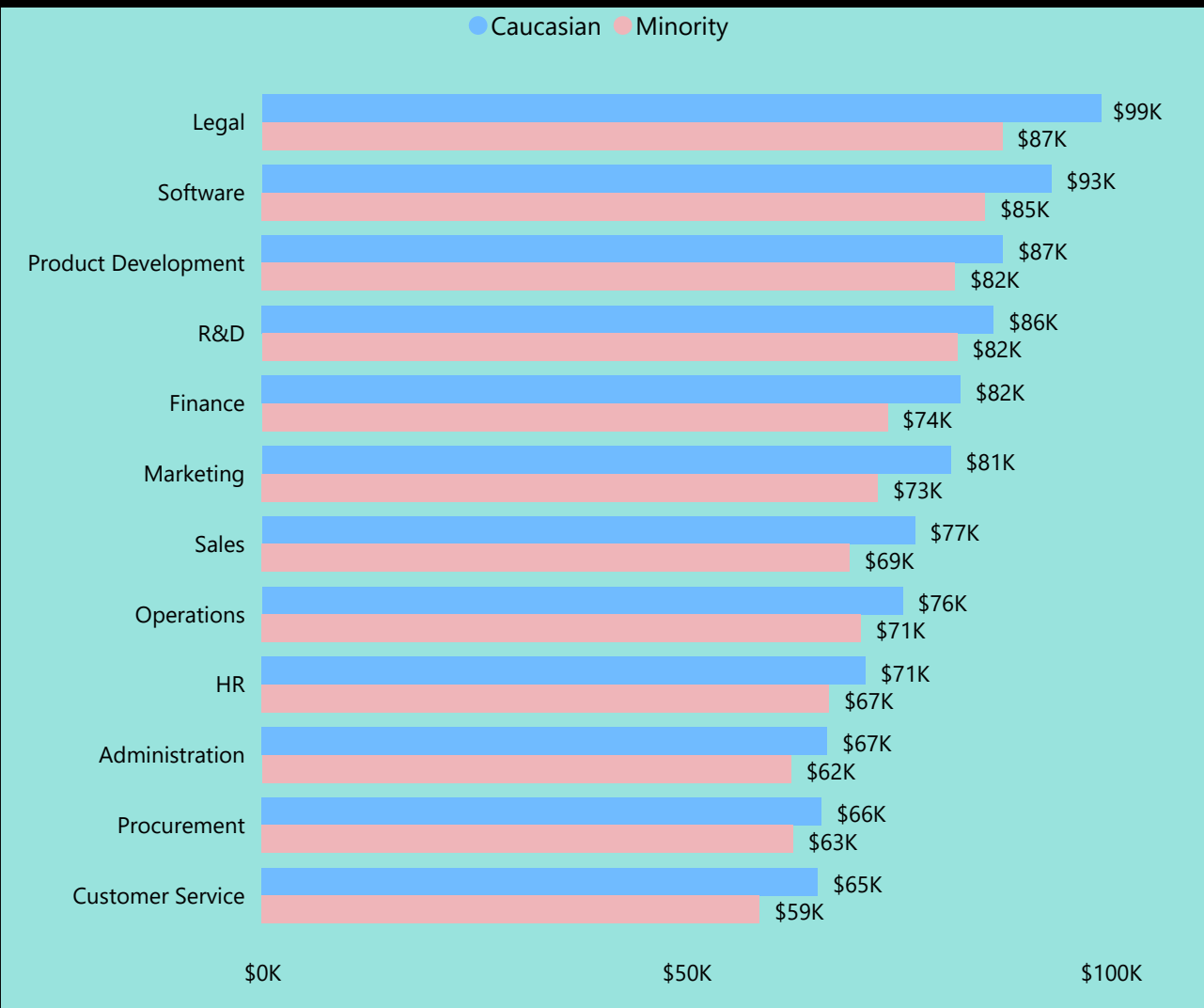
Avg Salary of Caucasian vs. Minority



Avg Salary of Caucasians vs. Minority across Cities

City	Avg Salary (Caucasian)	Avg Salary (Minority)	Difference (\$)
Fort Worth	\$79,567	\$75,678	-3889
Seattle	\$78,667	\$74,668	-3999
Washington DC	\$79,385	\$74,897	-4487
Phoenix	\$79,937	\$75,278	-4660
San Francisco	\$80,348	\$75,411	-4937
Columbus	\$80,196	\$75,201	-4995
Chicago	\$78,543	\$72,585	-5958
Charlotte	\$81,849	\$75,844	-6005
Dallas	\$79,753	\$73,329	-6424
Boston	\$80,791	\$74,249	-6543
Houston	\$80,112	\$73,528	-6584
Philadelphia	\$77,976	\$71,116	-6860
Denver	\$81,846	\$74,916	-6930
San Antonio	\$80,174	\$72,310	-7864
Indianapolis	\$81,042	\$72,942	-8100
San Diego	\$82,226	\$74,073	-8153
Austin	\$82,620	\$74,016	-8604
Jacksonville	\$82,321	\$73,540	-8781
San Jose	\$81,259	\$71,895	-9363
New York	\$82,430	\$72,261	-10169
Los Angeles	\$88,861	\$73,173	-15688

Avg Salary of Caucasians vs. Minority across Departments



Employment Status and Average Salary of Different Minority groups across Years



## Main Insights

- Minorities account for **20-30% of employees** in all Job levels.
- The Average salary of minorities are **\$18K less** than Caucasians overall.
- The **Average salary of minorities** are **lower than Caucasians** across all **Job levels, departments and cities**.
- There are **no employees** from the **African American and Hispanic** group in the **"Director"** position.
- **Employment status** was **lowest** in 2013 whilst **average salary** was **highest** in 2016.