DATA ANALYTICS ON HUMAN RESOURCE DATASET

NAME - GOBI J

DATA

Data module

Search

- Row Id
- Employee_Name
- EmpID
- MarriedID
- MaritalStatusID
- GenderID
- EmpStatusID
- DeptID
- PerfScoreID
- FromDive...obFairID
- Salary
- Termd
- PositionID
- Position
- State
- Zip
- DOB
- Sex
- MaritalDesc
- CitizenDesc
- HispanicLatino

Grid | Relationships | Custom tables

Row Id	Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID
1	Adinolfi, Wilson K	10026	0	0	1	1
2	Ait Sidi, Karthikeyan	10084	1	1	1	5
3	Akinkuolie, Sarah	10196	1	1	0	5
4	Alagbe,Trina	10088	1	1	0	1
5	Anderson, Carol	10069	0	2	0	5
6	Anderson, Linda	10002	0	0	0	1
7	Andreola, Colby	10194	0	0	0	1
8	Athwal, Sam	10062	0	4	1	1
9	Bachiochi, Linda	10114	0	0	0	3
10	Bacong, Alejandro	10250	0	2	1	1
11	Baczenski, Rachael	10252	1	1	0	5
12	Barbara, Thomas	10242	1	1	1	5
13	Barbossa, Hector	10012	0	2	1	1
14	Barone, Francesco A	10265	0	0	1	1
15	Barton, Nader	10066	0	2	1	5
16	Bates, Norman	10061	0	0	1	4
17	Beak, Kimberly	10023	1	1	0	2

Data module

Search

- HRDataset_v14.csv
  - Employee_Name
  - EmpID
  - MarriedID
  - MaritalStatusID
  - GenderID
  - EmpStatusID
  - DeptID
  - PerfScoreID
  - FromDive...obFairID
  - Salary
  - Termd
  - PositionID
  - Position
  - State
  - Zip
  - DOB
  - Sex
  - MaritalDesc
  - CitizenDesc
  - HispanicLatino

Grid | Relationships | Custom tables

Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID	DeptID
Adinolfi, Wilson K	10026	0	0	1	1	5
Ait Sidi, Karthikeyan	10084	1	1	1	5	3
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Anderson, Linda	10002	0	0	0	1	5
Andreola, Colby	10194	0	0	0	1	4
Athwal, Sam	10062	0	4	1	1	5
Bachiochi, Linda	10114	0	0	0	3	5
Bacong, Alejandro	10250	0	2	1	1	3
Baczenski, Rachael	10252	1	1	0	5	5
Barbara, Thomas	10242	1	1	1	5	5
Barbossa, Hector	10012	0	2	1	1	3
Barone, Francesco A	10265	0	0	1	1	5
Barton, Nader	10066	0	2	1	5	5
Bates, Norman	10061	0	0	1	4	5
Beak, Kimberly	10023	1	1	0	2	5

EXPLORATIONS

Cards

1 Salary by Gend...and PositionID

2 PerfScoreID fo...ploymentStatus

3 RecruitmentSo...formanceScore

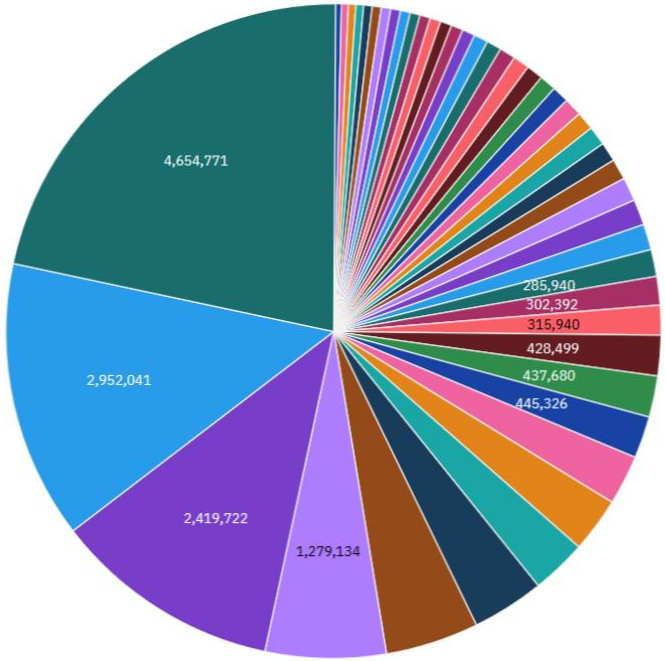
EmpSatisfactio...lProjectsCount

Data relationships

Salary by GenderID and PositionID 5

GenderID - PositionID

0 | 1 1 | 21 1 | 25 0 | 22 1 | 17 0 | 4 0 | 27 0 | 15 1 | 30 1 | 27 1 | 5 1 | 8 0 | 29
1 | 1 0 | 21 0 | 7 0 | 2 1 | 10 1 | 22 1 | 23 1 | 12 0 | 11 0 | 28 1 | 14 1 | 15 0 | 26
0 | 6 0 | 16 0 | 9 1 | 28 1 | 4 1 | 24 0 | 14 0 | 8 0 | 18 1 | 9 1 | 18 0 | 24 1 | 13
0 | 3 1 | 3 1 | 20 0 | 20 1 | 19 0 | 19



Fields

Segments* Required field

GenderID

PositionID

Click or drag data here

Size* Required field

Salary

Repeat (column)

Click or drag data here

Repeat (row)

Click or drag data here

Tooltip

Click or drag data here

Local filters

Click or drag data here

Cards

Salary by Gend...and PositionID

1

PerfScoreID fo...ploymentStatus

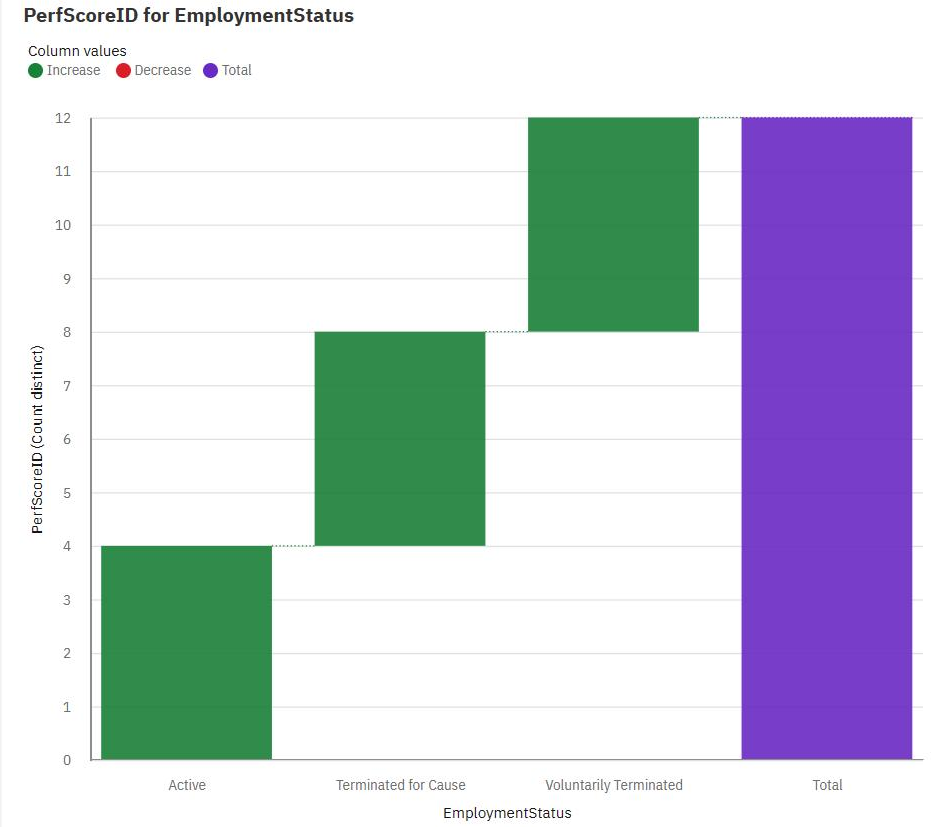
2

RecruitmentSo...formanceScore

3

EmpSatisfactio...lProjectsCount

Data relationships



Fields

x-axis

EmploymentStatus

Click or drag data here

abc Sub-categories

Click or drag data here

y-axis* Required field

PerfScoreID

Click or drag data here

Repeat (column)

Click or drag data here

Repeat (row)

Click or drag data here

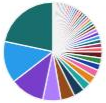
Tooltip

Click or drag data here

Local filters

Cards

1 Salary by Gend...and PositionID

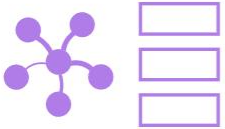


2 PerfScoreID fo...ploymentStatus

3 RecruitmentSo...formanceScore

EmpSatisfactio...lProjectsCount

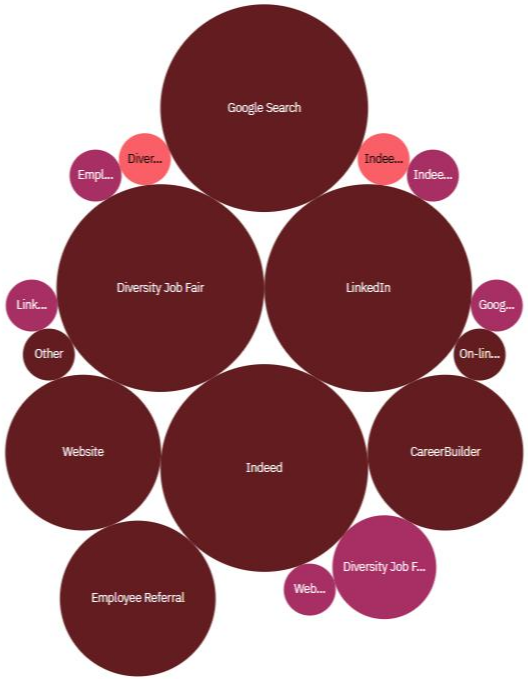
Data relationships



RecruitmentSource colored by CitizenDesc sized by PerformanceScore

PerformanceScor... 1 4

CitizenDesc: Eligible NonCitizen, Non-Citizen, US Citizen



Fields

Bubbles* Required field

RecruitmentSource

Click or drag data here

Size

PerformanceScore

Color

CitizenDesc

Click or drag data here

Repeat (column)

Click or drag data here

Repeat (row)

Click or drag data here

Tooltip

Click or drag data here

Local filters

Cards

RecruitmentSo...formanceScore

3

EmpSatisfactio...lProjectsCount

4

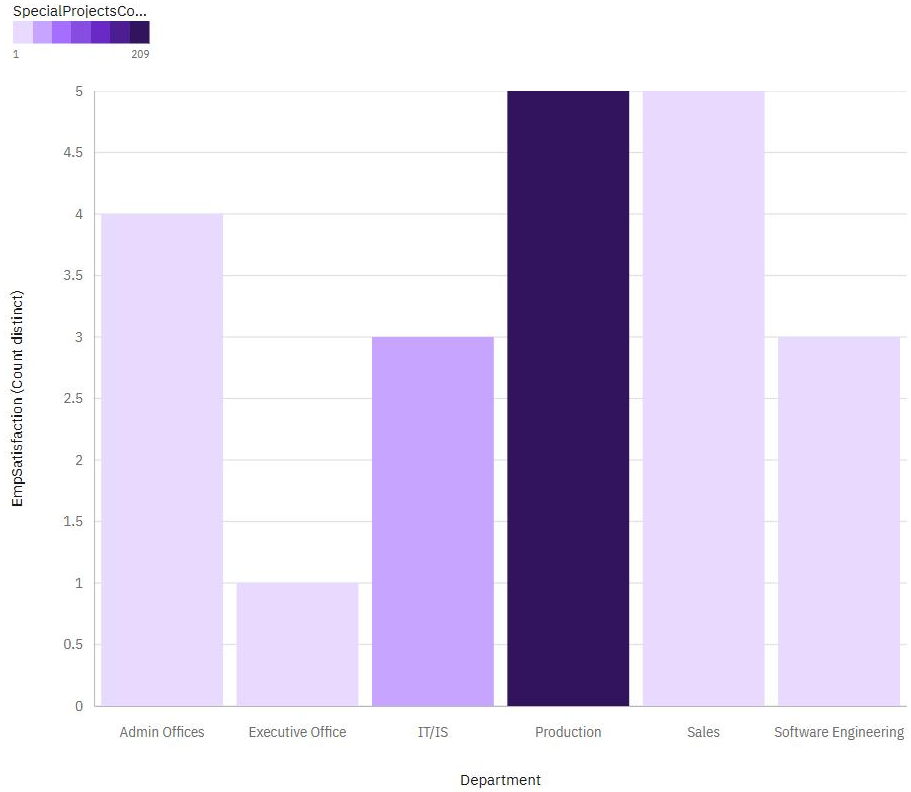
SpecialProjects...for Zip regions

5

TermReason, RaceDesc

Data relationships

EmpSatisfaction by Department colored by SpecialProjectsCount 5



Fields

Bars

Department

Click or drag data here

Length* Required field

EmpSatisfaction

Click or drag data here

y-start

Click or drag data here

Target

Click or drag data here

Color

SpecialProjectsCount

Click or drag data here

Repeat (column)

Click or drag data here

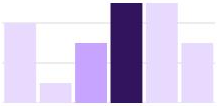
Cards

RecruitmentSo...formanceScore

3

EmpSatisfactio...lProjectsCount

4

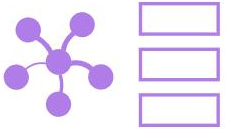


SpecialProjects...for Zip regions

5

TermReason, RaceDesc

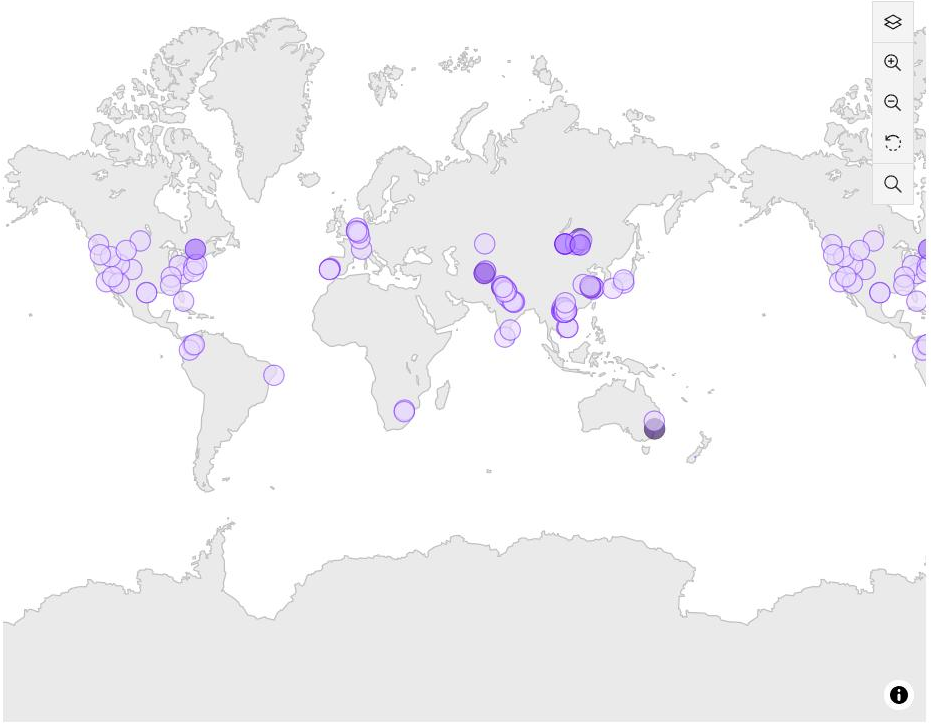
Data relationships



SpecialProjectsCount for Zip regions 5

SpecialProjectsCo...

1 7



Fields

Regions

Locations* Required field

Zip

Click or drag data here

Location color

SpecialProjectsCount

Click or drag data here

Location extrusion height

Click or drag data here

Label

Click or drag data here

Tooltip

Click or drag data here

Points

Cards

4

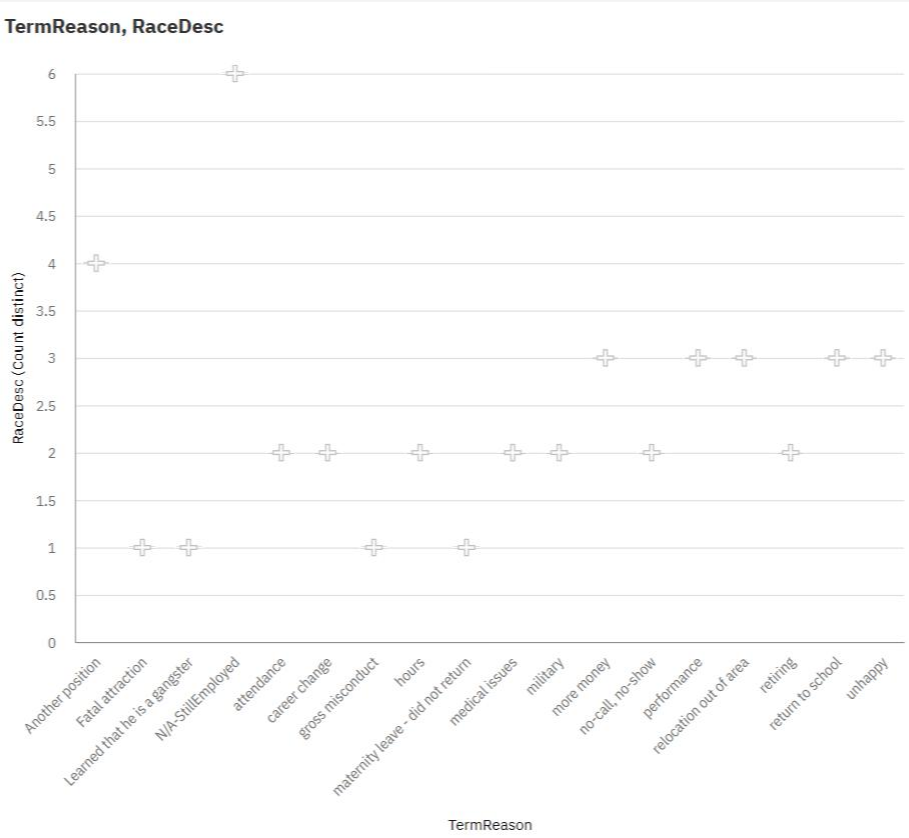
5

SpecialProjects...for Zip regions

6

TermReason, RaceDesc

Data relationships



Fields

x-axis

TermReason

Click or drag data here

y-axis* Required field

RaceDesc

Click or drag data here

Color

Click or drag data here

Key

Click or drag data here

Repeat (column)

Click or drag data here

Repeat (row)

Click or drag data here

Tooltip

Cards

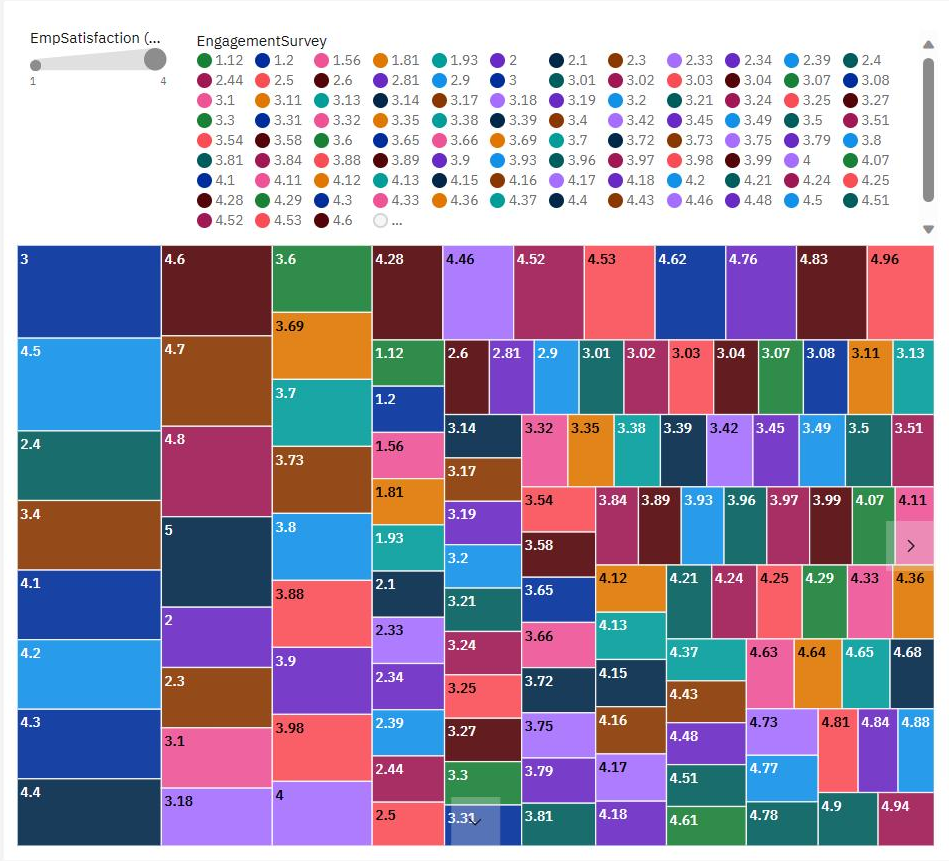
5

6 TermReason, RaceDesc

7

8 DaysLateLast30 by Absences

Data relationships



Fields

Area hierarchy* Required field

EngagementSurvey

Click or drag data here

Size* Required field

EmpSatisfaction

Heat

Click or drag data here

Repeat (column)

Click or drag data here

Repeat (row)

Click or drag data here

Tooltip

Click or drag data here

Local filters

Click or drag data here

Cards

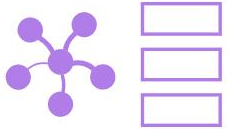
5

6 TermReason, RaceDesc

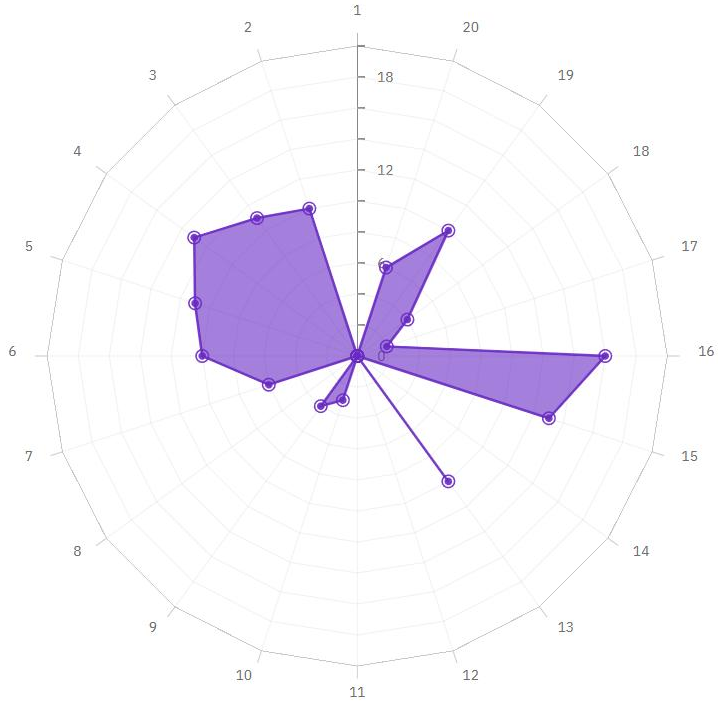
7

8 DaysLateLast30 by Absences

Data relationships



DaysLateLast30 by Absences



Fields

x-axis

Absences

Click or drag data here

Color

Click or drag data here

y-axis* Required field

DaysLateLast30

Repeat (column)

Click or drag data here

Repeat (row)

Click or drag data here

Tooltip

Click or drag data here

Local filters

Click or drag data here

DASHBOARD

Edit

Analytics | Filters | Fields | Properties

All tabs

Drag and drop data here to filter all tabs.

This tab

Drag and drop data here to filter this tab.

Tab 1 | Tab 2 | Tab 3 | +

HR Dashboard

RecruitmentSource colored by CitizenDesc sized by PerformanceScore

PerformanceScor...

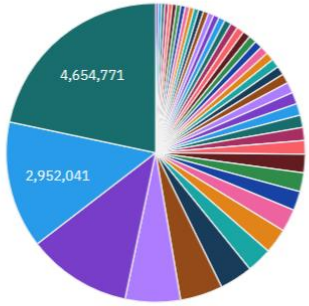
1 4

CitizenDesc

Salary by GenderID and PositionID

GenderID - PositionID

0 | 1 1 | 21 1 | 25 0 | 22 1 | 17 0 | 4
0 | 27 0 | 15 1 | 30 1 | 27 1 | 5 1 | 8
0 | 29 1 | 1 0 | 21 0 | 7 0 | 2 1 | 10
1 | 22 1 | 23 1 | 12 0 | 11 0 | 28 1 | 14
1 | 15 0 | 26 0 | 6 0 | 16 0 | 9 1 | 28



PerfScoreID for EmploymentStatus

Column values

Increase Decrease Total

All tabs
Drag and drop data here to filter all tabs.

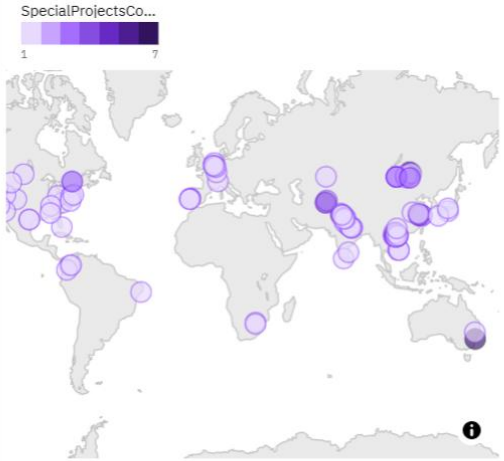
This tab
Drag and drop data here to filter this tab.

Tab 1 | Tab 2 | Tab 3 | +

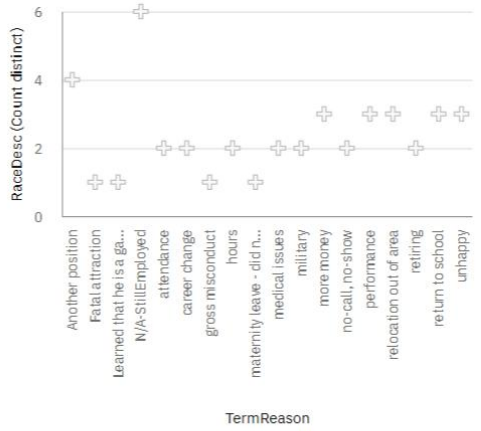
HR Dashboard

EmpSatisfaction by Department colored by SpecialProjectsCount

SpecialProjectsCount for Zip regions



TermReason, RaceDesc



All tabs

Drag and drop data here to filter all tabs.

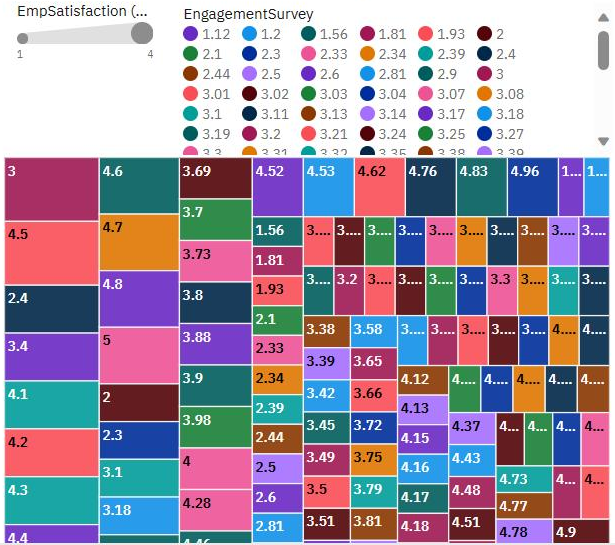
This tab

Drag and drop data here to filter this tab.

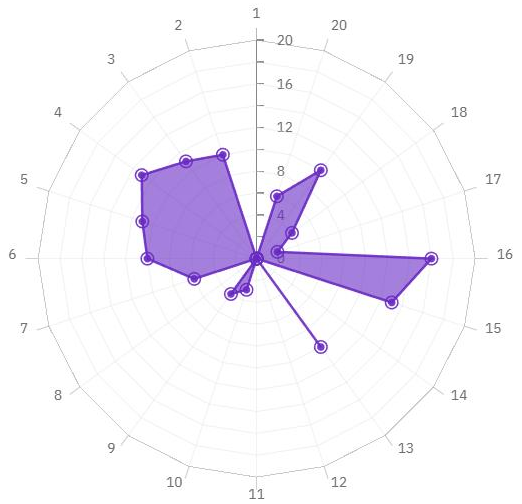
Tab 1 | Tab 2 | Tab 3 | +

HR Dashboard

EmpSatisfaction for EngagementSurvey hierarchy



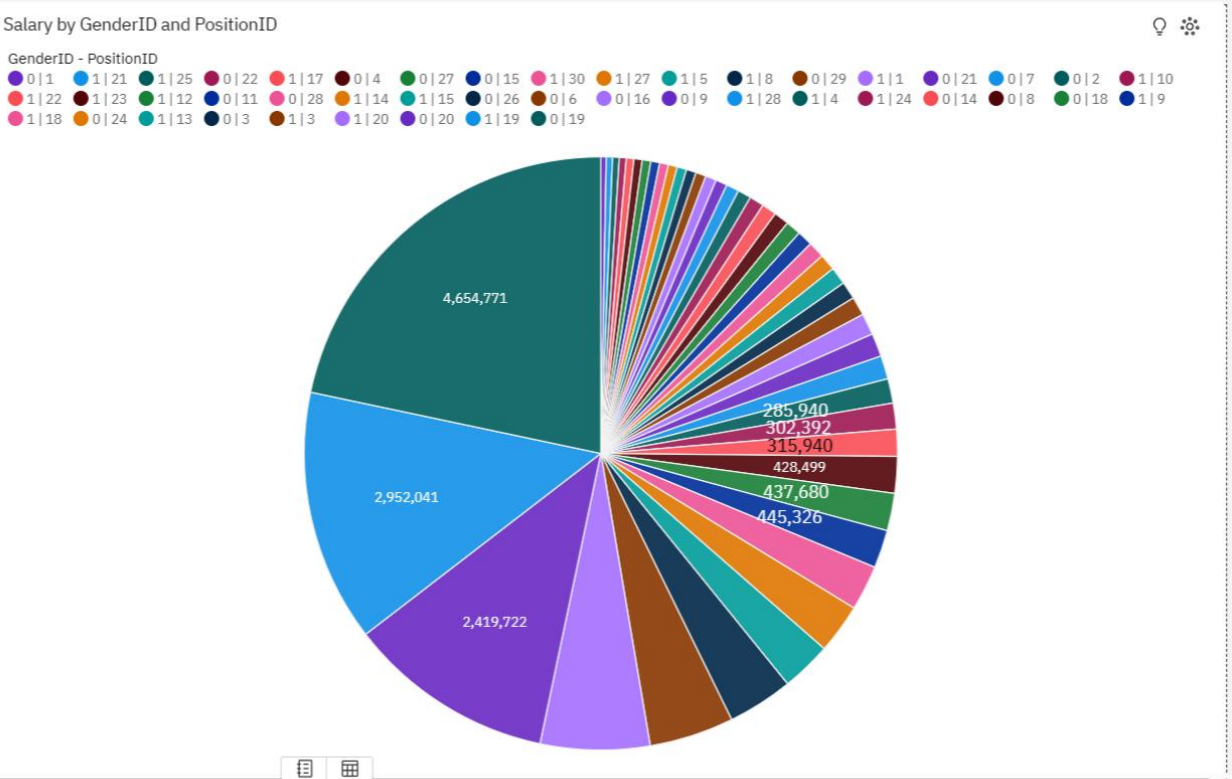
DaysLateLast30 by Absences



STORY

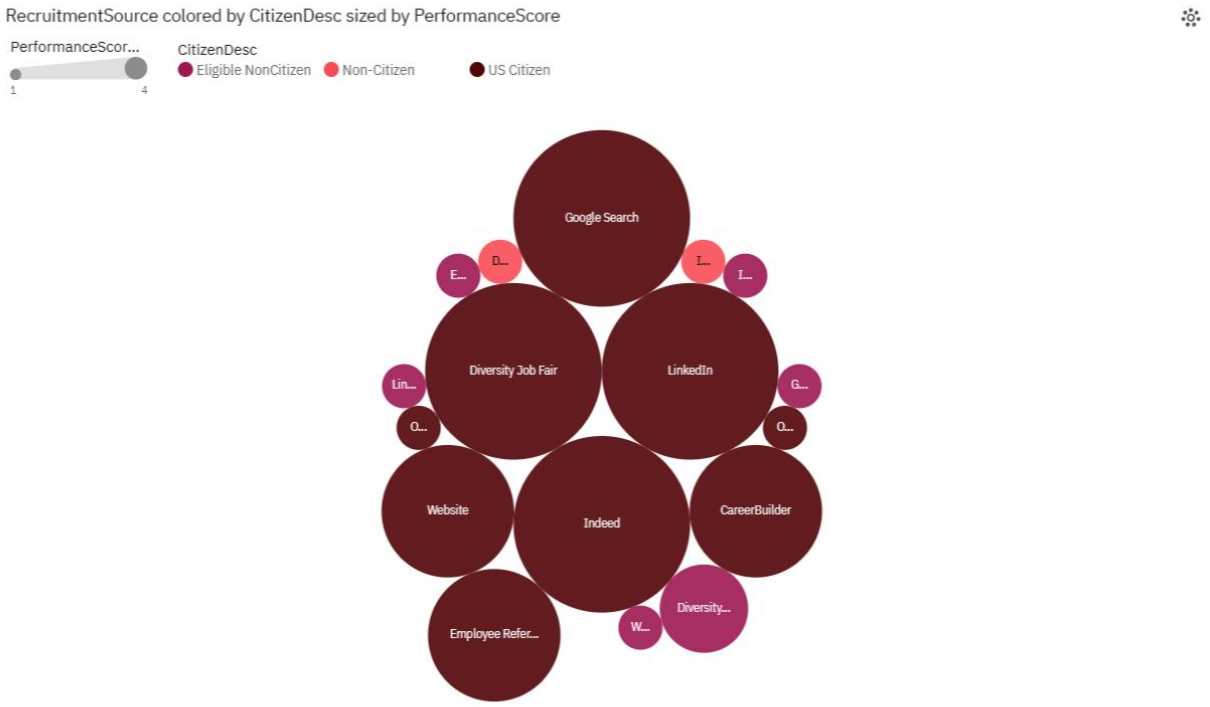
Salary by GenderID and PositionID

- GenderID 0 has the highest total Salary due to ManagerID 16.
- ManagerID 2 has the highest Salary at over 1.8 million, out of which GenderID 1 contributed the most at over 963 thousand.
- PositionID 19 has the highest Salary at over 7.6 million, out of which GenderID 0 contributed the most at nearly 4.7 million.
- From 2013-05-13 to 2013-07-08, 19's Salary increased by 476%.



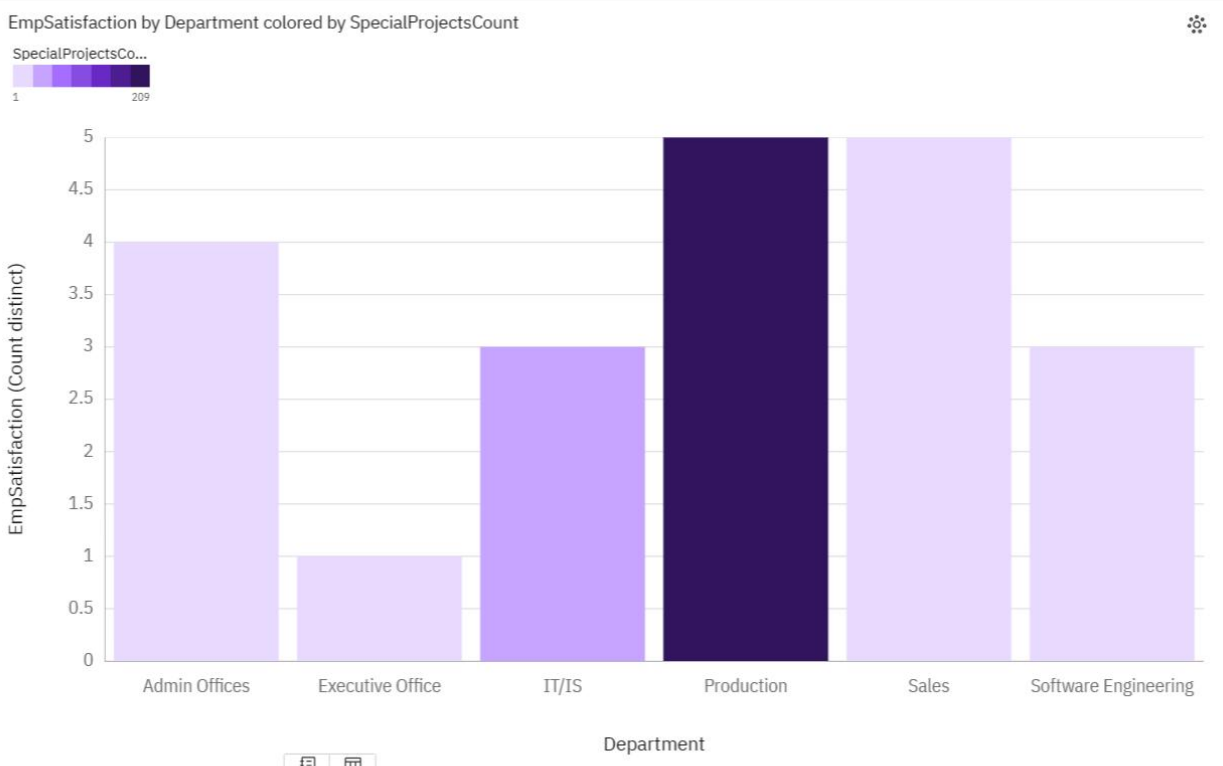
RecruitmentSource colored by CitizenDesc sized by PerformanceScore

- RecruitmentSource Diversity Job Fair has the highest PerformanceScore due to CitizenDesc US Citizen.
- CitizenDesc US Citizen has the highest PerformanceScore at 27, out of which RecruitmentSource Google Search contributed the most at 4.
- From 2019-02-01 to 2019-02-04, LinkedIn's PerformanceScore increased by 200%.



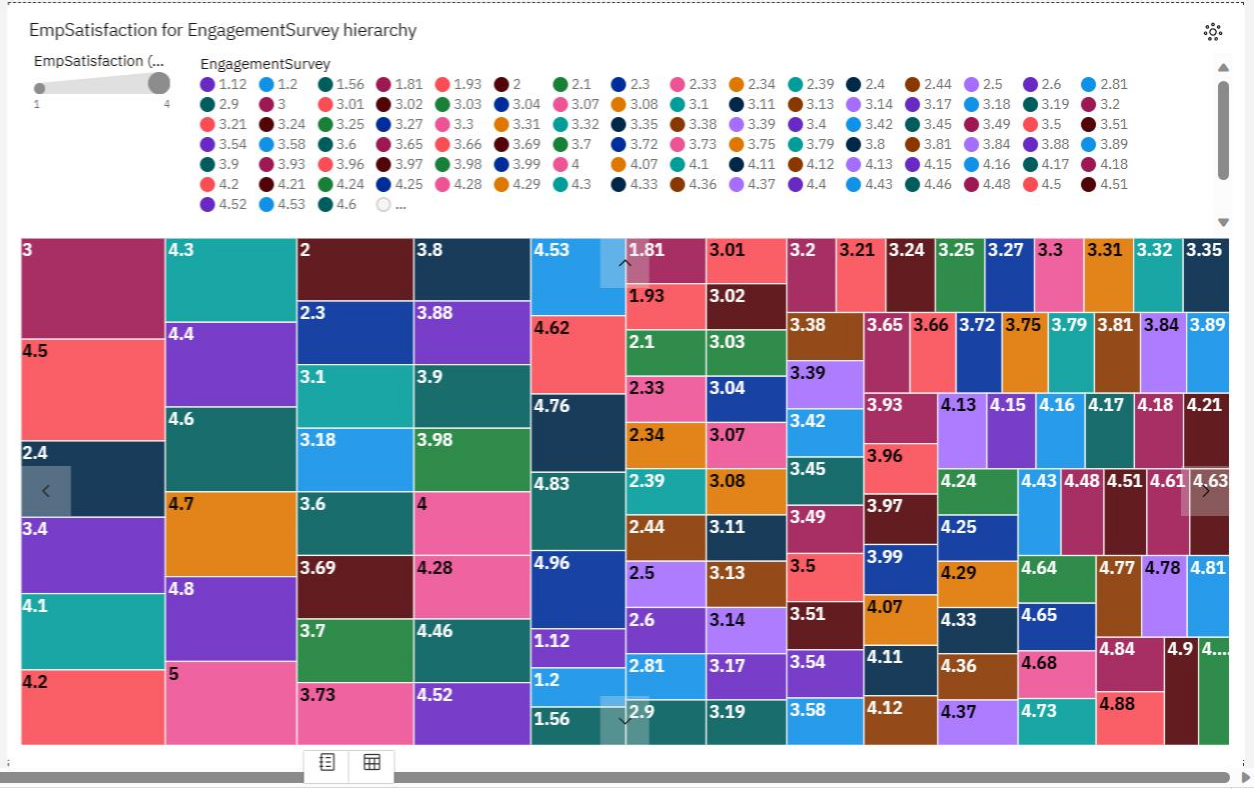
EmpSatisfaction by Department colored by SpecialProjectsCount

- Department Production has the highest values of both EmpSatisfaction and SpecialProjectsCount.
- ManagerID 1 has the highest Count distinct EmpSatisfaction but is ranked #19 in Count SpecialProjectsCount.
- The overall number of results for EmpSatisfaction is 311.
- Production is the most frequently occurring category of Department with a count of 209 items with EmpSatisfaction values (67.2 % of the total).



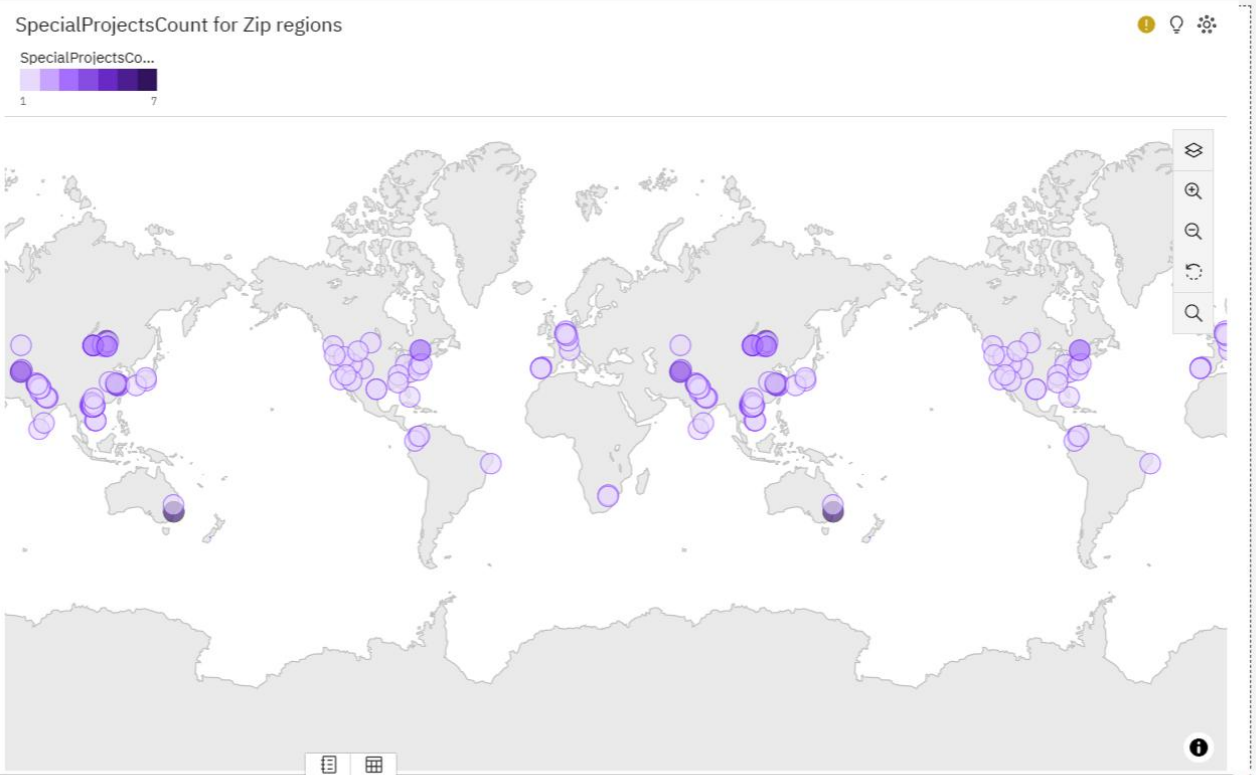
EmpSatisfaction for EngagementSurvey hierarchy

- EngagementSurvey 3.0 has the highest Count distinct EmpSatisfaction but is ranked #11 in Total Salary.
- EngagementSurvey 5.0 has the highest Total Salary but is ranked #3 in Count distinct EmpSatisfaction.
- 5 is the most frequently occurring category of EngagementSurvey with a count of 56 items with EmpSatisfaction values (18 % of the total).
- The total number of results for EmpSatisfaction, across all EngagementSurvey, is 311.



SpecialProjectsCount for Zip regions

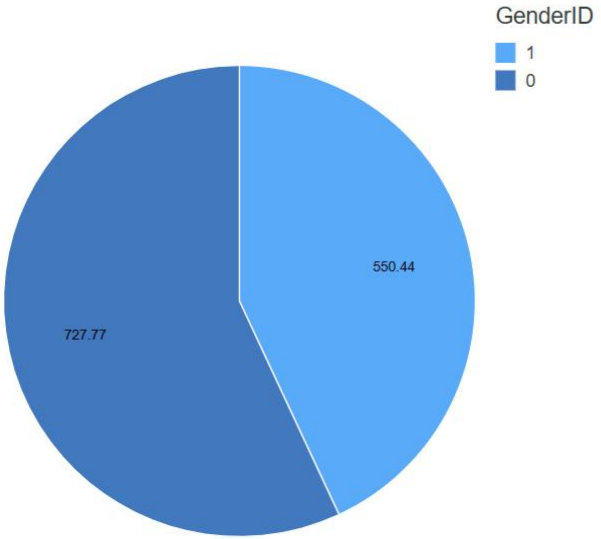
- Zip 1886 has the highest SpecialProjectsCount due to ManagerID 4.
- The count is unusually high when Zip is 1886.
- ManagerID 12 has the highest SpecialProjectsCount at 22, out of which Zip 2093 contributed the most at 2.
- 1886 is the most frequently occurring category of Zip with a count of 13 items with SpecialProjectsCount values (4.2 % of the total).
- The total number of results for SpecialProjectsCount, across all Zip, is 311.



REPORT

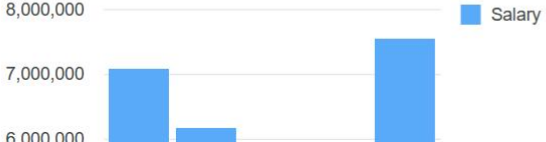
HR Report

Gender Distribution



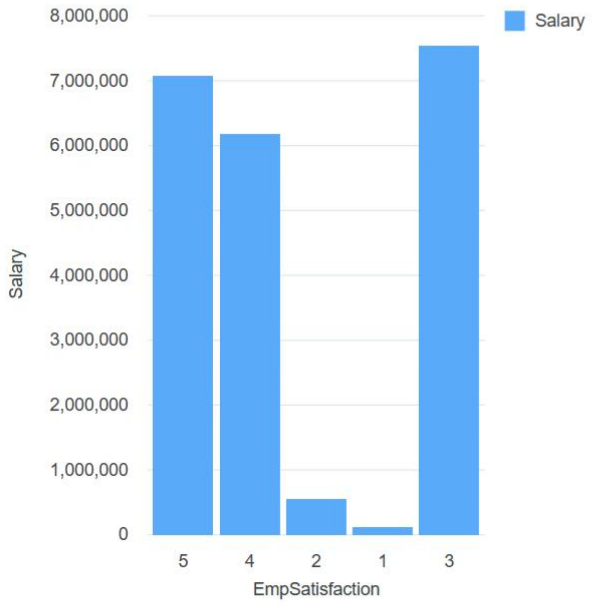
Salary by Performance score

Employee Satisfaction based on Salary

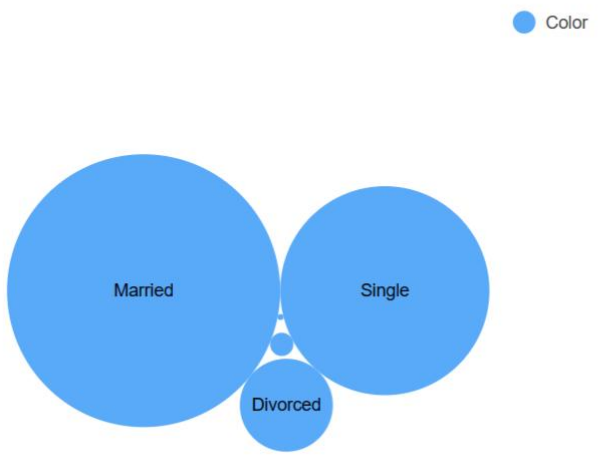


Marital Status of an employee

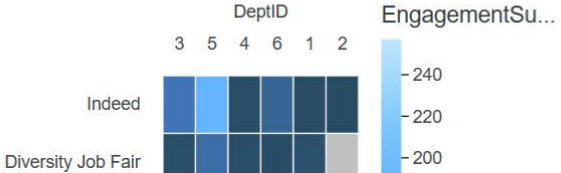
Employee Satisfaction based on Salary



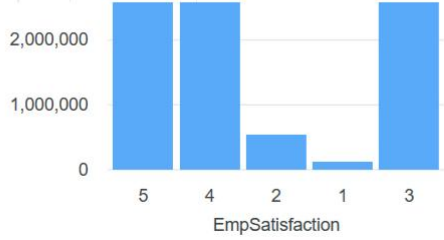
Marital Status of an employee



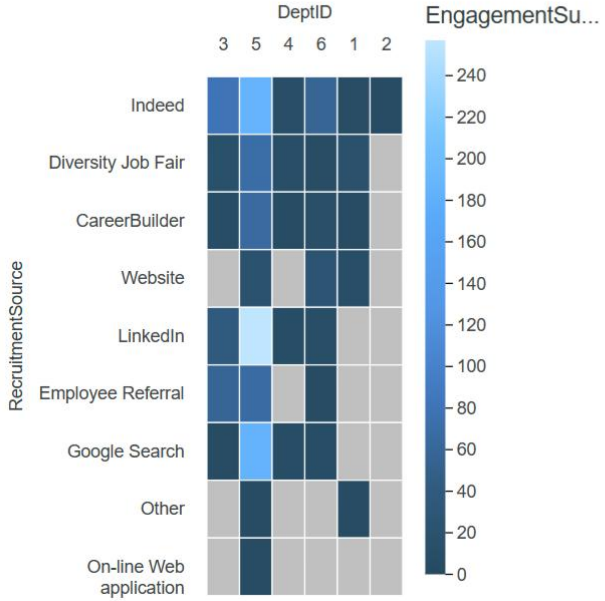
Department wise engagement



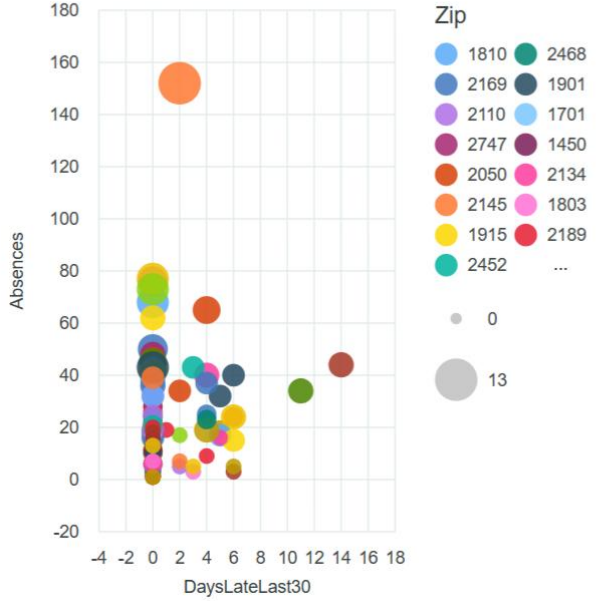
Absence by Zip code



Department wise engagement



Absence by Zip code



THANK YOU