Unlocking HR Insights

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➢ **Goal**

The goal of this project is to gives HR departments the power to design **Organizational development interventions** by uncovering actual things you can do to increase employee satisfaction, reduce turnover, and enhance performance.
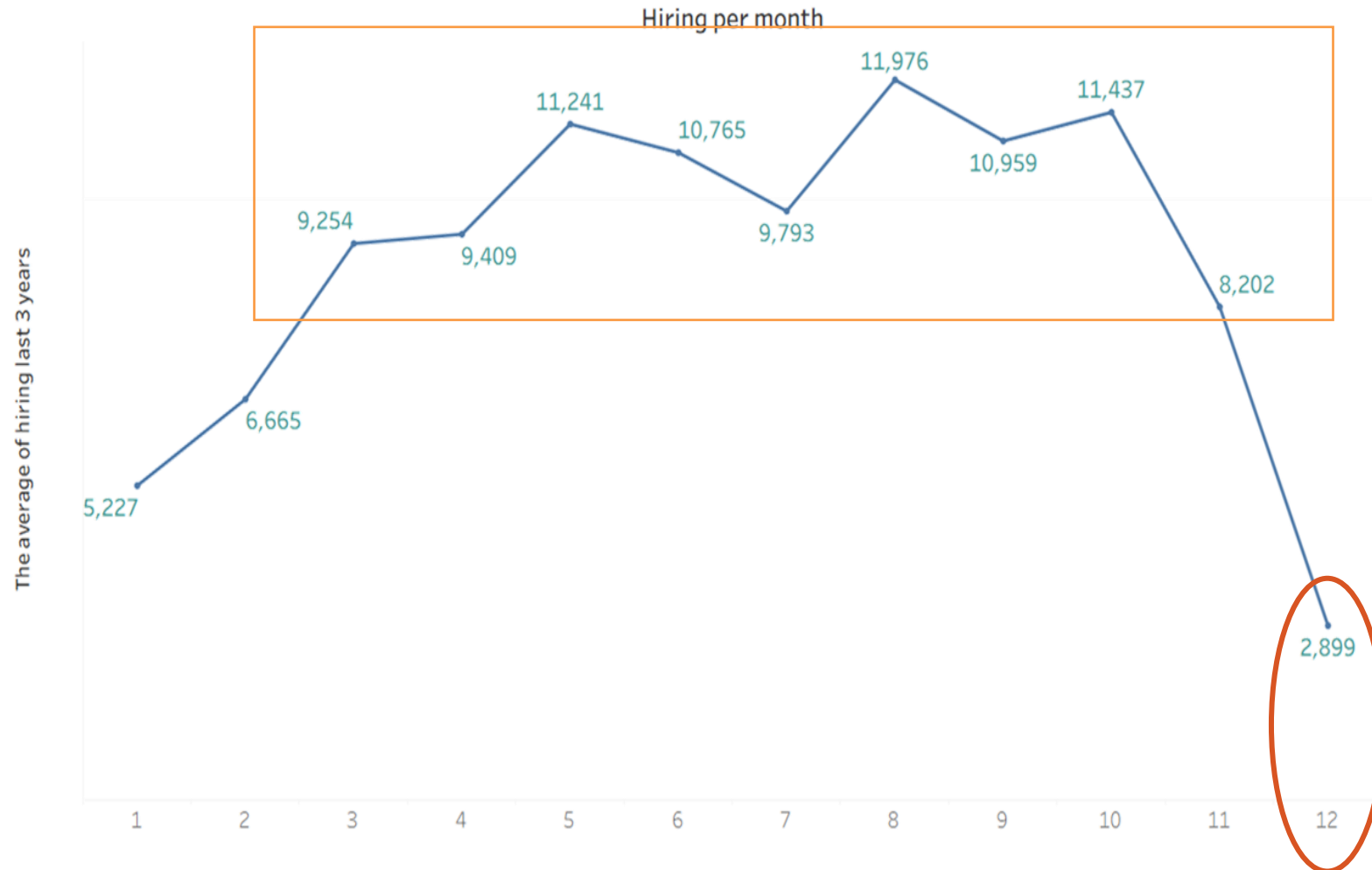
- https://www.performyard.com/articles/hr-data-analytics
- https://www.performyard.com/articles/od-interventions

1. How many employees are hired last 3 years ?

=> Fast hiring reduce talent gaps.

A. Hiring per month

Hiring per month

The average of hiring last 3 years

5,227
6,665
9,254
9,409
11,241
10,765
9,793
11,976
10,959
11,437
8,202
2,899

1   2   3   4   5   6   7   8   9   10   11   12

December

The timing of fiscal year-end in December.

- https://www.linkedin.com/pulse/hiring-almost-frozen-during-month-nov-dec-myth-fact-sudheer-s-ghtwe/
- https://perspectiveblue.com/why-is-it-harder-to-hire-in-december/

1. How many employees are hired last 3 years ?

=> For employees balance

B. Hiring by gender and ethinic.

Ethnic Group

Gender
- C
- D

Count of Employees

37.19%

36.87%

7.13%

8.28%

1 2 3 4 5 6 7
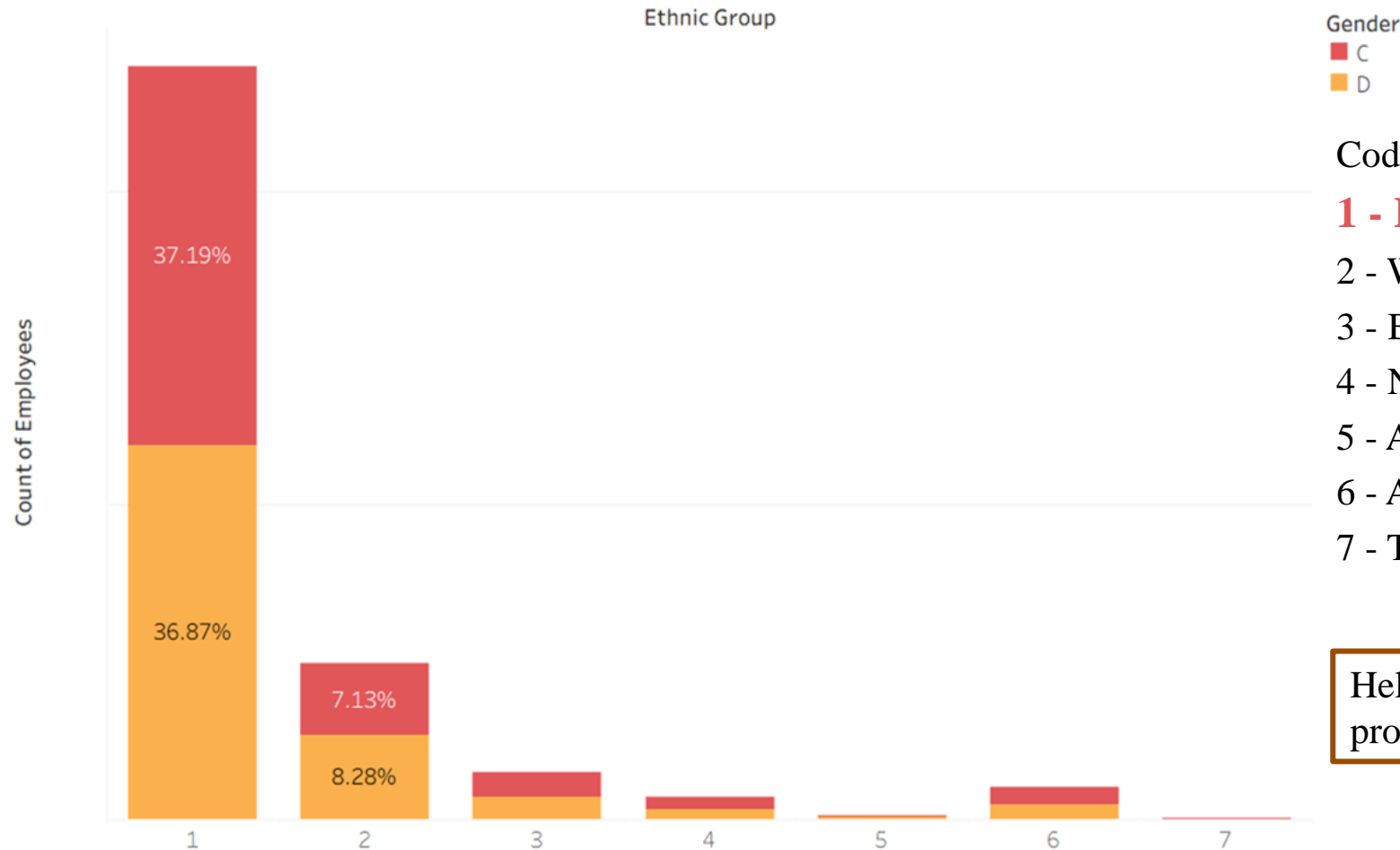
Code - Ethnicity Group

1 - Hispanic or Latino

2 - White

3 - Black or African American

4 - Native Hawaiian or Other Pacific Islander

5 - Asian

6 - American Indian or Alaska Native

7 - Two or More Races (Not Hispanic or Latino)

Helps to ensure that diversity goals are met, promoting a more inclusive environment.

- https://www.sco.ca.gov/ppsd_hr_emp_race_or_ethnicity_faq.html
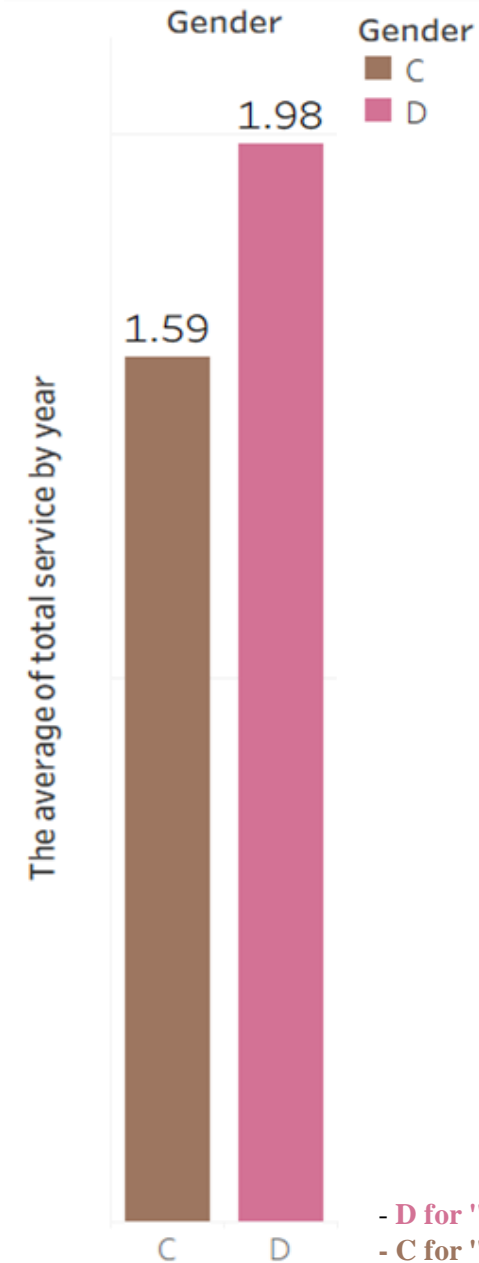- https://www.linkedin.com/posts/abdus-samad-rahman_hr-analytics-activity-7245406442474594305-hw1D/

2. What is the most continuousness gender?

=> For Business Continuity.

Male

The average of the service approximately two years

Gender
- C
- D

1.98

1.59

The average of total service by year

C   D

- D for "Dhomme" - French for "Man"
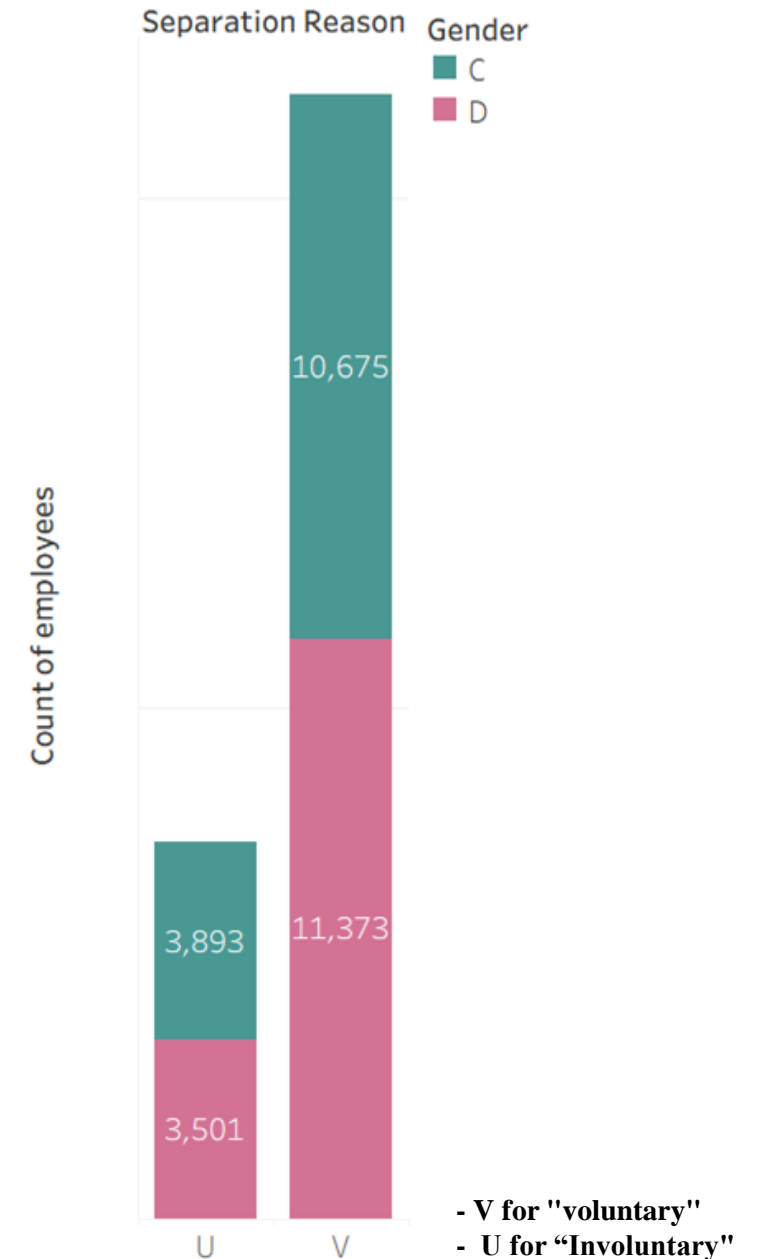- C for "Cfemme" - French for "Woman"

3. What is the most separation reason and in which gender?

=> To understand how employees feel and why they leave.

=> Uncover hidden issues.

Voluntary

1. Low salaries.
2. Uncomfortable work environment.
3. The employees didn't get the good opportunities and equality.

Separation Reason

Gender
- ■ C
- ■ D

Count of employees

10,675

3,893

3,501

11,373

U V

- V for "voluntary"
- U for "Involuntary"

➢ **Limitations**

    1. The data didn't clear this data for which country.

    2. The reasons for separation is not clear.

    3. There is no data about the salaries.

THANK YOU