HR Analytics

Excel Portfolio project

Performance Analysis

Performance KPI s

Average Employee Satisfaction

4

Number of Special Projects

379

Average Engagement score

4.1

Average Absences

10

Slicers

DateofHire

All Periods MONTHS

2018

JUN JUL AUG SEP OCT NOV DEC

PerformanceScore

Exceeds	Fully Meets
Needs Improve...	PIP

Department

Admin Offices	Executive Office
IT/IS	Production
Sales	Software Engineeri...

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HR Analytics

Overview

Demographics

Ethnicity

Department

Click on the icons to drill into the Analytics

Hiring

Termination

Performance

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Overview

Number of Employees

311

Average age

44

Average Salary

69 K

Slicers

Department

- Admin Offices
- Executive Office
- IT/IS
- Production
- Sales
- Software Engineering

Race

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic
- Two or more races
- White

Employment Status

- Active
- Terminated for Cause
- Voluntarily Terminated

Marital status

- Divorced
- Married
- Separated
- Single
- Widowed

Gender

- Female
- Male

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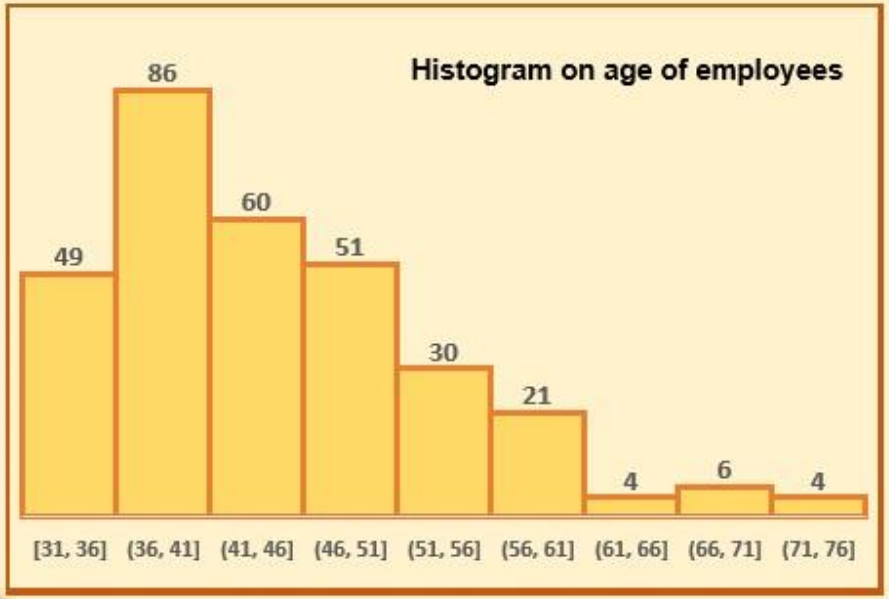
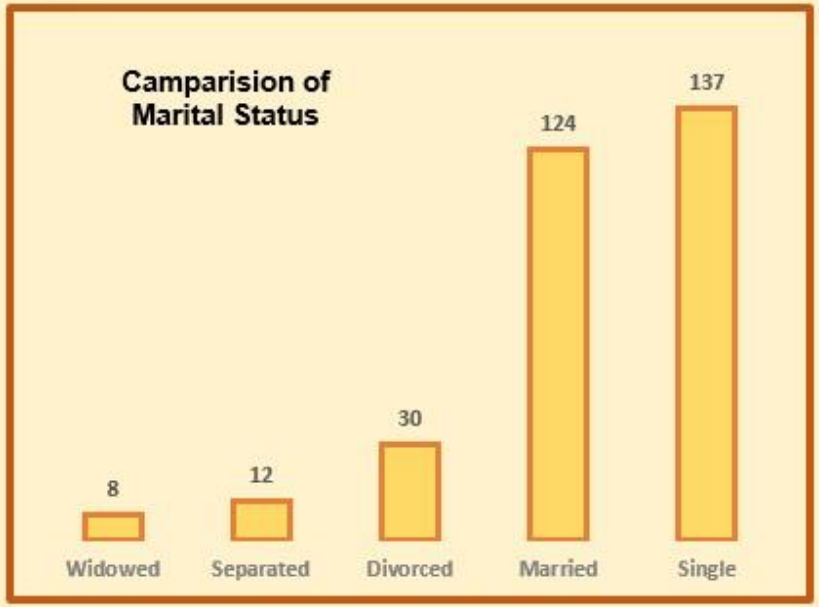
Demographics





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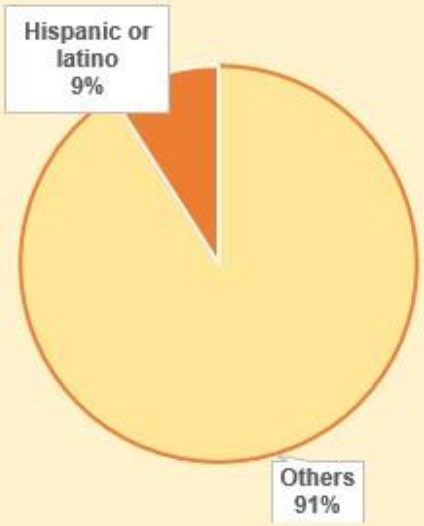
Ethnicity & Race of Employees



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Department Analysis

Department	Position	Number of Employees	Average salary
Sales	Area Sales Manager	27	65 K
	Director of Sales	1	180 K
	Sales Manager	3	69 K
Production	Director of Operations	1	171 K
	Production Manager	14	75 K
	Production Technician I	137	56 K
	Production Technician II	57	65 K
Admin Offices	Accountant I	3	64 K
	Administrative Assistant	3	52 K
	Shared Services Manager	1	93 K
	Sr. Accountant	2	103 K
Software Engineering	Software Engineer	10	97 K
	Software Engineering Manager	1	78 K
Executive Office	President & CEO	1	250 K

Department	Position	Number of Employees	Average salary
IT/IS	BI Developer	4	95 K
	BI Director	1	111 K
	CIO	1	220 K
	Data Analyst	7	90 K
	Data Analyst	1	89 K
	Data Architect	1	150 K
	Database Administrator	5	108 K
	Enterprise Architect	1	104 K
	IT Director	1	178 K
	IT Manager - DB	2	145 K
	IT Manager - Infra	1	157 K
	IT Manager - Support	1	139 K
	IT Support	8	64 K
	Network Engineer	5	62 K
	Principal Data Architect	1	120 K
	Senior BI Developer	3	85 K
	Sr. DBA	2	102 K
	Sr. Network Engineer	5	93 K

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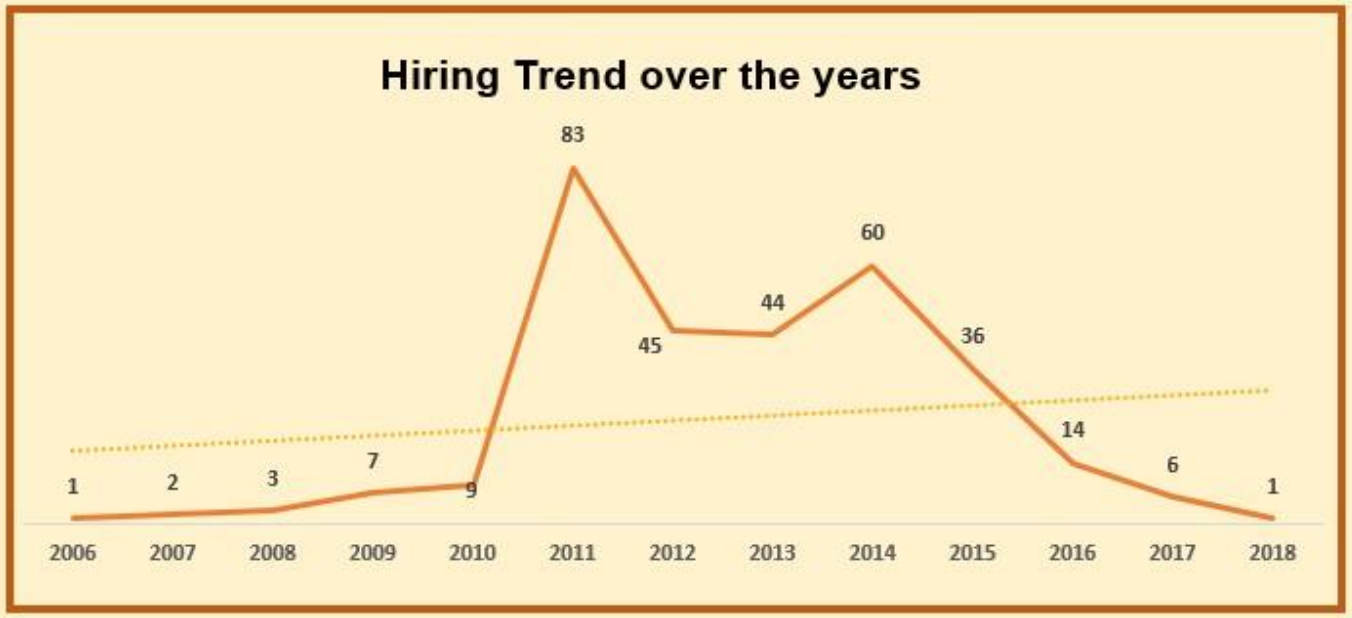
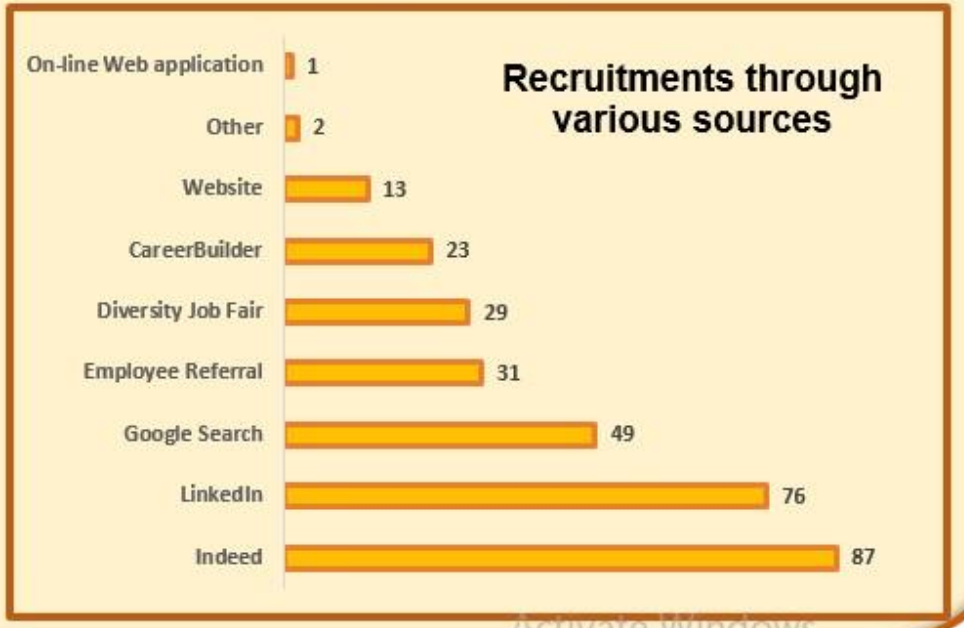
Hiring Analysis





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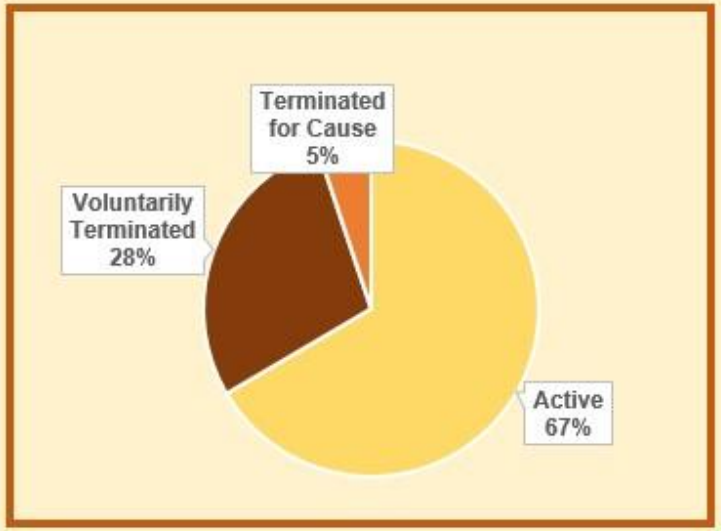
Termination Analysis



Termination reason	No of Employess	Data bar
Another position	20	
unhappy	14	
more money	11	
career change	9	
hours	8	
attendance	7	
relocation out of area	5	
return to school	5	
retiring	4	
performance	4	
no-call, no-show	4	
military	4	
maternity leave - did not return	3	
medical issues	3	
Fatal attraction	1	
gross misconduct	1	
Learned that he is a gangster	1	

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