**Human Resources**

**Analysis Questions**

**Descriptive Questions:**

**Employee Demographics**

• What is the gender and age distribution of employees?

• How are employees distributed across departments, job roles, and locations?

• What is the educational background and marital status distribution?

**Compensation & Benefits**

• What is the salary distribution across departments/job roles?

• Is there a gender or ethnicity-based pay gap?

• How many employees have stock options?

**Attrition & Retention**

• What is the overall attrition rate?

• Which departments/job roles have the highest attrition?

• What is the average tenure of employees who left?

**Performance & Satisfaction**

• What is the average job satisfaction score by department?

• How many training opportunities are offered vs. utilized?

• Is there a correlation between work-life balance and satisfaction?

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**Diagnostic Questions:**

**Attrition Drivers**

• Why do certain departments have higher attrition? (Salary, satisfaction, promotions?)

• Is attrition linked to low job satisfaction or poor work-life balance?

• Are employees with stock options less likely to leave?

**Performance Issues**

• Why are some departments underperforming?

• Does low training participation correlate with poor performance?

• Are manager ratings aligned with employee self-ratings?

**Compensation Analysis**

• Why do salary gaps exist between roles/departments?

• Is overtime unevenly distributed?

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**Predictive Questions:**

**Attrition Risk**

• Which employees are at high risk of leaving in 6–12 months?

• Will attrition increase in departments with low satisfaction?

**Performance Trends**

• Which employees are likely to receive promotions next year?

• Can we predict future performance based on training participation?

**Compensation & Growth**

• Which roles/departments will need salary adjustments?

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**Prescriptive Questions:**

**Retention Strategies**

• Should we introduce flexible work policies to reduce turnover?

• How can we improve satisfaction in high-attrition departments?

**Performance Improvement**

• Should we increase training opportunities for low performers?

• How can we align manager-employee feedback better?

**Compensation Adjustments**

• Should we introduce performance-based bonuses?

• How can we address pay gaps?