**Tutorial:** [**SQL & PowerBI Portfolio Project for Data Analysts**](https://www.youtube.com/watch?v=PzyZI9uLXvY&t=15s)

[**Irene-arch/HR-Dashboard-MySQL-PowerBI: The dataset was cleaned and queried using MySQL inside Jupyter Notebook and visualizes using PowerBI**](https://github.com/Irene-arch/HR-Dashboard-MySQL-PowerBI/tree/main)

**Data Used**

**Data** - HR Data with over 22000 rows from the year 2000 to 2020.

**Data Cleaning & Analysis** - MySQL Workbench

**Data Visualization** - PowerBI

**Questions**

1. What is the gender breakdown of employees in the company?
2. What is the race/ethnicity breakdown of employees in the company?
3. What is the age distribution of employees in the company?
4. How many employees work at headquarters versus remote locations?
5. What is the average length of employment for employees who have been terminated?
6. How does the gender distribution vary across departments and job titles?
7. What is the distribution of job titles across the company?
8. Which department has the highest turnover rate?
9. What is the distribution of employees across locations by state?
10. How has the company's employee count changed over time based on hire and term dates?
11. What is the tenure distribution for each department?

Summary of Findings

* Data required cleaning, especially with the dates.
  + Dates were recorded in different formats
  + Dates were before birthdate and after the current date
* The headquarters most likely are in Ohio due to the dense population there at headquarters and remotely.
* Engineering loses the most employees (822), but the turnover rate is low (12.29%) because of the large number of employees (6686)
  + The overall termination rate is below 20% across the company.
* There are 185 job titles across the company and many of them are multi-level going from Developer I to Developer IV. We may need to audit the job titles and see if we need all the different levels.
* By gender the highest count for a job title is Research Assistant II for both Male (374) and Female (359) and Business Analyst Second. For the Non-Conforming gender, we have less employees, but the highest count per job title is Business Analyst (24) and second Research Assistant II (21).
* Employees stay at the company for a considerable amount of time at 8 years and 5 months on average.