**Data Analysis**

* The human resource data was obtained from Kaggle website.
* The data was clean and did not require any cleaning.
* Used SQL to write queries which provide the needed data.
* Used power BI for visualization

**SQL Queries**

--1. Sex distribution in the organization

Select Sex, count(Sex) as No\_Of\_Employees from hr

where EmploymentStatus = 'active'

group by Sex

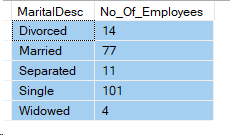


--2. Marital status distribution in the organization

Select MaritalDesc, count(MaritalDesc) as No\_Of\_Employees from hr

where EmploymentStatus = 'active'

group by MaritalDesc

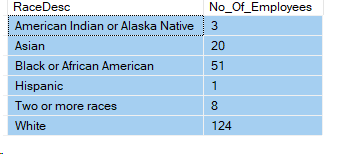


--3. Ethnicity distribution of employees

Select RaceDesc, count(RaceDesc) as No\_Of\_Employees from hr

where EmploymentStatus = 'active'

group by RaceDesc

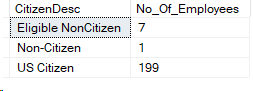


--4. citizenship distribution of employees

Select CitizenDesc, count(CitizenDesc) as No\_Of\_Employees from hr

where EmploymentStatus = 'active'

group by CitizenDesc

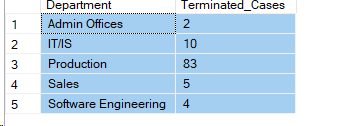


--5. Termination distrbution per department

Select Department, count(TermReason) as Terminated\_Cases from hr

where DateofTermination is not null

group by Department

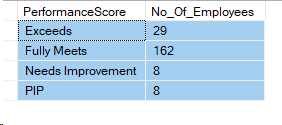


--6. Performance Score distribution

Select PerformanceScore, count(PerformanceScore) as No\_Of\_Employees from hr

where DateofTermination is null

group by PerformanceScore



--7. Total number of Employees terminated

select count(DateofTermination) as No\_Terminated\_Employees from hr

where DateofTermination is not null

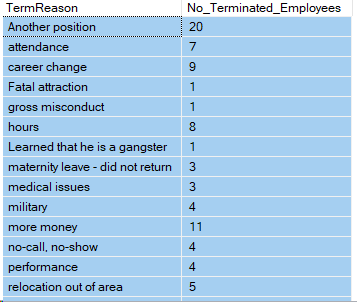


--8. Reason for termination distribution

Select TermReason, count(TermReason) as No\_Terminated\_Employees from hr

where DateofTermination is not null

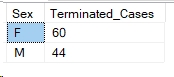
group by TermReason



--9. Termination distrbution per gender

Select Sex, count(TermReason) as No\_Of\_Employees from hr

group by Sex

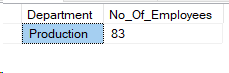


--10. Department with highest employee turnover

Select top 1 Department, count(TermReason) as No\_Of\_Employees from hr

group by Department

order by No\_Of\_Employees desc



--11. Distribution of Recruitment source

Select RecruitmentSource, count(RecruitmentSource) as No\_Of\_Employees from hr

group by RecruitmentSource

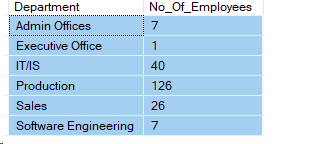


--12. No of employees per departments

Select Department, count(Department) as No\_Of\_Employees from hr

where EmploymentStatus = 'active'

group by Department



--13. No of managers

select count(distinct managerID) Count\_Of\_Managers from hr

where EmploymentStatus = 'active'



--14. No of Active Employees

select count(EmploymentStatus) Total\_Active\_Employees from hr

where EmploymentStatus = 'active'



--15. Avg Employee satifaction

select avg(EmpSatisfaction) Avg\_Employees\_Satisfaction from hr

