## **HR Employee Report**

## **Questions Asked**;

- 1. What is the gender distribution of employees in the company?
- 2. What is the race/ethnicity distribution of the employees?
- 3. What is the age distribution of the employees?
- 4. How many employees work at the headquarters vs remotely?
- 5. What is the average length of employment for terminated staff?
- 6. What is the average length of employment for terminated staff per department?
- 7. What is the gender distribution across departments and job titles?
- 8. What is the distribution of job titles?
- 9. What is the termination rate per department?
- 10. What is the distribution of staff by location?
- 11. What is the turnover rate per year?
- 12. What is the average tenure per department?

## **Findings**

- 1. There are more male employees
- 2. White race is the most dominant while Native Hawaiian and American Indian are the least dominant.
- 3. The youngest employee is 20 years old and the oldest is 57 years old
- 4. 5 age groups were created (18-24, 25-34, 35-44, 45-54, 55-64). A large number of employees were between 25-34 followed by 35-44 while the smallest group was 55-64.
- 5. A large number of employees work at the headquarters versus remotely.
- 6. The average length of employment for terminated employees is around 7 years.
- 7. The average length of employment varies between 7 and 8 years across departments
- 8. The gender distribution across departments is fairly balanced but there are generally more male than female employees.
- The Marketing department has the highest turnover rate followed by Training.
  The Research and Development, Support, and Legal departments have the lowest turnover rate.
- 10. A large number of employees come from the state of Ohio.
- 11. The net change in employees has increased over the years.
- 12. The average tenure for each department is about 8 years with Legal and Auditing having the highest and Services, Sales, and Marketing having the lowest.