



Data Aggregation- IBM HR Analysis

Frederick Zoreta

IBM Human Resources Analysis



Sales Attritions

Brief Statistics and Data Visualizations



Averages, Minimum and Maximum

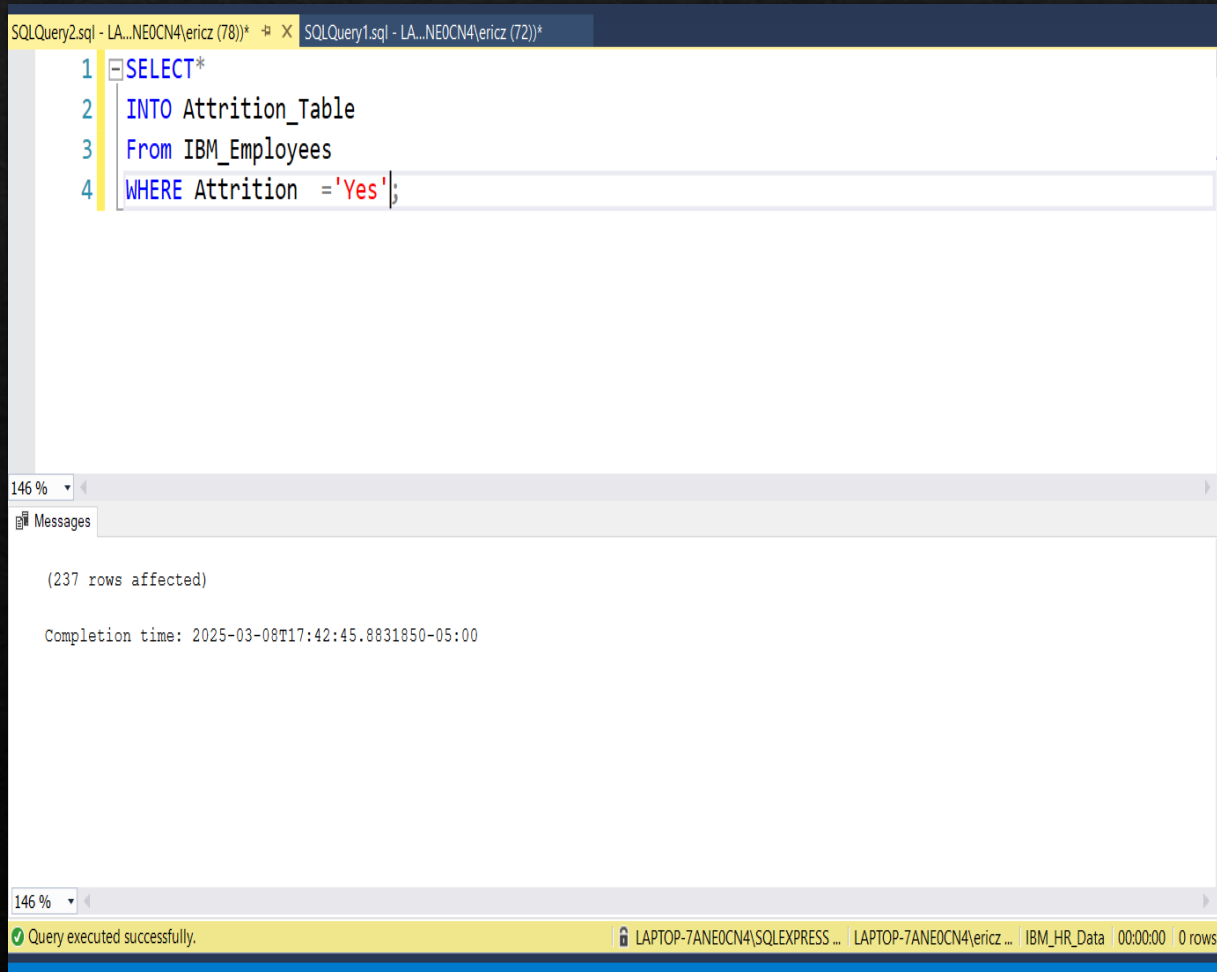
Initial Statistical Summary



Monthly Income Data

Brief Overview of Income Comparison

Creating Attrition_Sales & None_Attrition_Sales Via SQL Server

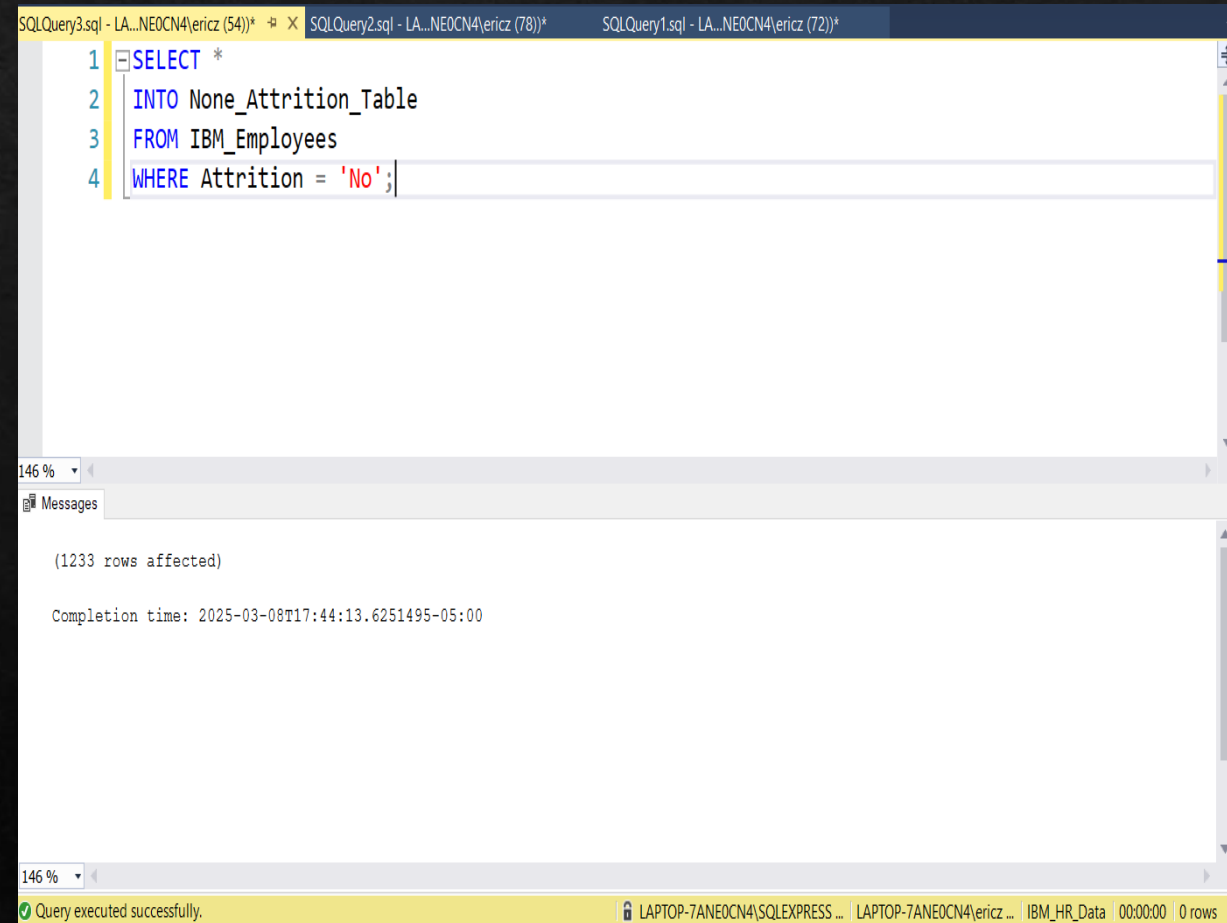


```
1 SELECT *
2 INTO Attrition_Table
3 FROM IBM_Employees
4 WHERE Attrition = 'Yes';
```

(237 rows affected)

Completion time: 2025-03-08T17:42:45.8831850-05:00

Query executed successfully.



```
1 SELECT *
2 INTO None_Attrition_Table
3 FROM IBM_Employees
4 WHERE Attrition = 'No';
```

(1233 rows affected)

Completion time: 2025-03-08T17:44:13.6251495-05:00

Query executed successfully.

Testing the contents of Attrition Table

SQLQuery3.sql - LA...NE0CN4\ericz (54))* SQLQuery2.sql - LA...NE0CN4\ericz (78))* SQLQuery1.sql - LA...NE0CN4\ericz (72))*

```
1 SELECT EmployeeNumber, Department, EducationField, MonthlyIncome
2 FROM Attrition_Table
```

146 %

Results Messages

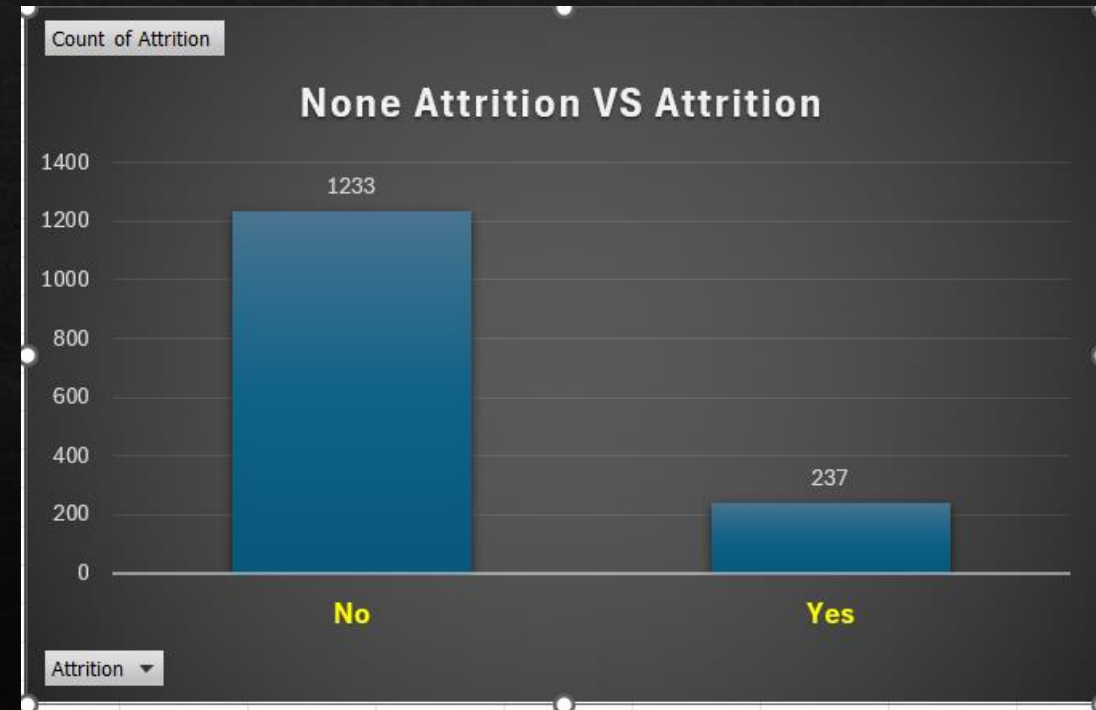
	EmployeeNumber	Department	EducationField	MonthlyIncome
1	42	Sales	Technical Degree	2086.00
2	64	Research & Development	Life Sciences	5381.00
3	90	Research & Development	Medical	3388.00
4	282	Research & Development	Medical	6673.00
5	342	Research & Development	Medical	10048.00
6	445	Sales	Medical	5238.00
7	485	Sales	Marketing	2851.00
8	494	Sales	Life Sciences	2716.00
9	566	Human Resources	Technical Degree	2564.00
10	587	Research & Development	Life Sciences	9824.00
11	622	Research & Development	Technical Degree	2340.00
12	648	Sales	Life Sciences	2033.00
13	816	Research & Development	Life Sciences	2319.00
14	918	Research & Development	Life Sciences	2380.00
15	923	Research & Development	Other	2693.00
16	952	Sales	Marketing	2413.00
17	959	Sales	Other	2121.00

Query executed successfully.

LAPTOP-7ANE0CN4\SQLEXPRESS ... | LAPTOP-7ANE0CN4\ericz ... | IBM_HR_Data | 00:00:00 | 237 rows

Visualizing Attrition Table: Excel and Power BI

Attrition_Table			
EmployeeNumber	Department	EducationField	Sum of MonthlyIncome
1	Sales	Life Sciences	\$5,993
1004	Research & Development	Life Sciences	\$2,132
1010	Research & Development	Other	\$3,743
1016	Research & Development	Medical	\$2,600
1017	Research & Development	Medical	\$2,422
1033	Research & Development	Medical	\$4,777
1037	Sales	Medical	\$4,969
1038	Sales	Marketing	\$19,845
1042	Research & Development	Life Sciences	\$2,743
1052	Research & Development	Other	\$4,834
1053	Research & Development	Life Sciences	\$2,042
1077	Sales	Marketing	\$2,323
1079	Research & Development	Life Sciences	\$1,416
1081	Research & Development	Life Sciences	\$2,461
1082	Research & Development	Technical Degree	\$8,722
1098	Human Resources	Medical	\$10,482
1100	Sales	Technical Degree	\$9,582
1101	Research & Development	Medical	\$4,508
1106	Research & Development	Technical Degree	\$3,691
1107	Research & Development	Medical	\$2,377
1108	Research & Development	Medical	\$2,313
1111	Research & Development	Medical	\$2,596
Total			\$1,134,541



```
1 SELECT EmployeeNumber, Department, EducationField, MonthlyIncome
2 FROM None_Attrition_Table;
```

146 %

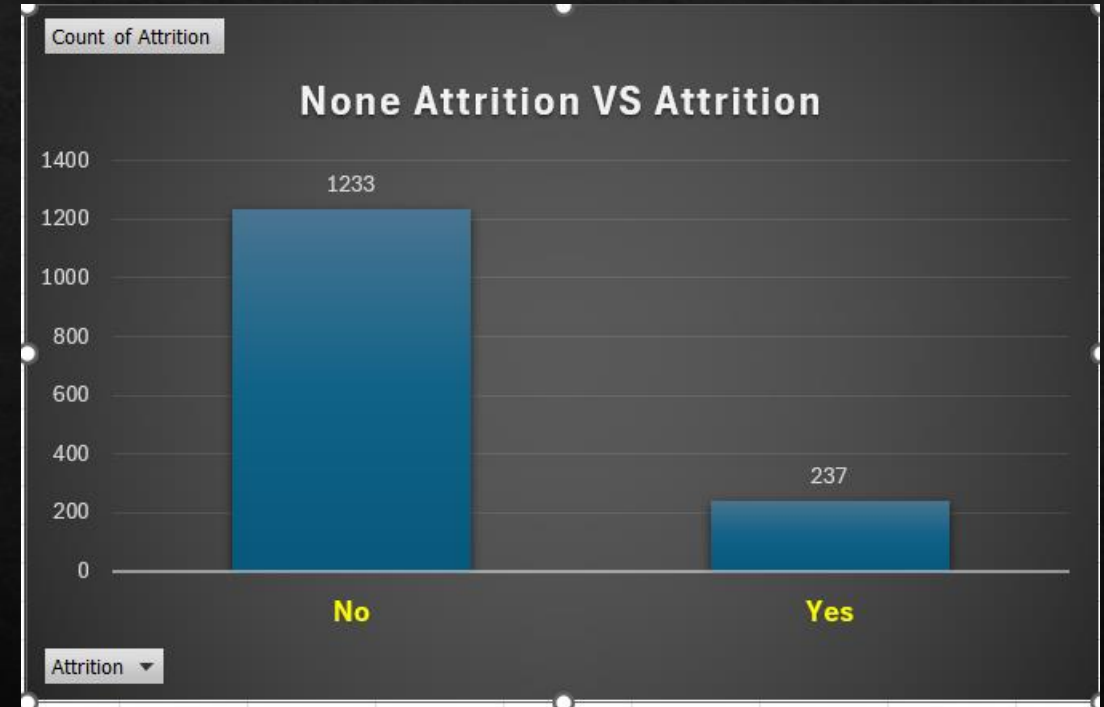
Results Messages

	EmployeeNumber	Department	EducationField	MonthlyIncome
1	22	Research & Development	Medical	2935.00
2	53	Research & Development	Other	1951.00
3	54	Research & Development	Life Sciences	2341.00
4	86	Research & Development	Life Sciences	9724.00
5	97	Research & Development	Life Sciences	3038.00
6	134	Research & Development	Life Sciences	2956.00
7	139	Research & Development	Life Sciences	5163.00
8	151	Research & Development	Life Sciences	4505.00
9	201	Research & Development	Medical	1483.00
10	211	Research & Development	Medical	6132.00
11	271	Research & Development	Life Sciences	6553.00
12	298	Sales	Life Sciences	13591.00
13	309	Research & Development	Life Sciences	2177.00
14	334	Research & Development	Life Sciences	3072.00
15	353	Research & Development	Life Sciences	2723.00
16	407	Research & Development	Life Sciences	3688.00
17	451	Research & Development	Life Sciences	9985.00

Testing the contents of None Attrition Table

Visualizing None Attrition Table: Excel and Power BI

None_Attrition_Table			
EmployeeNumber	Department	EducationField	Sum of MonthlyIncome
1027	Research & Development	Life Sciences	\$4,227
1028	Research & Development	Other	\$3,917
1029	Sales	Marketing	\$18,303
103	Human Resources	Medical	\$5,021
1030	Research & Development	Life Sciences	\$2,380
1032	Research & Development	Life Sciences	\$13,726
1034	Research & Development	Medical	\$6,385
1035	Research & Development	Life Sciences	\$19,973
1036	Sales	Life Sciences	\$6,861
1039	Sales	Medical	\$13,320
104	Research & Development	Life Sciences	\$5,126
1040	Sales	Life Sciences	\$6,347
1043	Research & Development	Medical	\$10,880
1044	Sales	Life Sciences	\$2,342
1045	Sales	Life Sciences	\$17,650
1046	Research & Development	Medical	\$4,025
1047	Sales	Marketing	\$9,725
1048	Sales	Technical Degree	\$11,904
1049	Human Resources	Medical	\$2,177
105	Research & Development	Medical	\$2,859
1050	Sales	Marketing	\$7,525
1055	Sales	Life Sciences	\$2,220
Total			\$8,424,768



3 Statistical Tables: AVG, MIN MAX

SQLQuery2.sql - LA...NE0CN4\ericz (77))* SQLQuery1.sql - LA...NE0CN4\ericz (51))*

```
1 select EmployeeNumber, AVG(MonthlyIncome) AS "average_monthly_income",
2 MIN(MonthlyIncome) AS "min_monthly_income", MAX(MonthlyIncome) AS "max_monthly_income"
3 from IBM_Employees
4 Group By EmployeeNumber
```

146 %

Results Messages

	EmployeeNumber	average_monthly_income	min_monthly_income	max_monthly_income
1	1	5993.00	5993.00	5993.00
2	2	5130.00	5130.00	5130.00
3	4	2090.00	2090.00	2090.00
4	5	2909.00	2909.00	2909.00
5	7	3468.00	3468.00	3468.00
6	8	3068.00	3068.00	3068.00
7	10	2670.00	2670.00	2670.00
8	11	2693.00	2693.00	2693.00
9	12	9526.00	9526.00	9526.00
10	13	5237.00	5237.00	5237.00
11	14	2426.00	2426.00	2426.00
12	15	4193.00	4193.00	4193.00
13	16	2911.00	2911.00	2911.00
14	18	2661.00	2661.00	2661.00
15	19	2028.00	2028.00	2028.00
16	20	9980.00	9980.00	9980.00
17	21	3298.00	3298.00	3298.00
18	22	2935.00	2935.00	2935.00

Attrition	Average of MonthlyIncome	Min of MonthlyIncome	Max of MonthlyIncome
Yes	\$4,787.09	\$1,009.00	\$19,859.00
No	\$6,832.74	\$1,051.00	\$19,999.00
Total	\$6,502.93	\$1,009.00	\$19,999.00

Query executed successfully.

LAPTOP-7ANE0CN4\SQLEXPRESS ... | LAPTOP-7ANE0CN4\ericz ... | IBM_HR_Data | 00:00:00 | 1,470 rows

```
1 select EmployeeNumber, AVG(MonthlyIncome) AS "average_monthly_income",  
2 MIN(MonthlyIncome) AS "min_monthly_income", MAX(MonthlyIncome) AS "max_monthly_income"  
3 from IBM_Employees  
4 WHERE Attrition = 'Yes'  
5 Group By EmployeeNumber
```

146 %

Results Messages

	EmployeeNumber	average_monthly_income	min_monthly_income	max_monthly_income
1	1	5993.00	5993.00	5993.00
2	4	2090.00	2090.00	2090.00
3	19	2028.00	2028.00	2028.00
4	27	3407.00	3407.00	3407.00
5	31	2960.00	2960.00	2960.00
6	33	3919.00	3919.00	3919.00
7	42	2086.00	2086.00	2086.00
8	45	2293.00	2293.00	2293.00
9	47	2683.00	2683.00	2683.00
10	55	2293.00	2293.00	2293.00
11	58	19545.00	19545.00	19545.00
12	64	5381.00	5381.00	5381.00
13	65	3441.00	3441.00	3441.00
14	90	3388.00	3388.00	3388.00
15	118	9619.00	9619.00	9619.00
16	133	2073.00	2073.00	2073.00
17	137	2926.00	2926.00	2926.00
18	142	5744.00	5744.00	5744.00

Attrition (AVG,MIN,MAX) via SQL Server

Visualizing Attrition's AVG,MIN,MAX Monthly Incomes

Attrition_Table(AVG MIN MAX)				
EmployeeNumber	Department	Average_Monthly_Income	Min_Monthly_Income	Max_Monthly_Income
1	Sales	\$5,993	\$5,993	\$5,993
1004	Research & Development	\$2,132	\$2,132	\$2,132
1010	Research & Development	\$3,743	\$3,743	\$3,743
1016	Research & Development	\$2,600	\$2,600	\$2,600
1017	Research & Development	\$2,422	\$2,422	\$2,422
1033	Research & Development	\$4,777	\$4,777	\$4,777
1037	Sales	\$4,969	\$4,969	\$4,969
1038	Sales	\$19,845	\$19,845	\$19,845
1042	Research & Development	\$2,743	\$2,743	\$2,743
1052	Research & Development	\$4,834	\$4,834	\$4,834
1053	Research & Development	\$2,042	\$2,042	\$2,042
1077	Sales	\$2,323	\$2,323	\$2,323
1079	Research & Development	\$1,416	\$1,416	\$1,416
1081	Research & Development	\$2,461	\$2,461	\$2,461
1082	Research & Development	\$8,722	\$8,722	\$8,722
1098	Human Resources	\$10,482	\$10,482	\$10,482
1100	Sales	\$9,582	\$9,582	\$9,582
1101	Research & Development	\$4,508	\$4,508	\$4,508
1106	Research & Development	\$3,691	\$3,691	\$3,691
1107	Research & Development	\$2,377	\$2,377	\$2,377
1108	Research & Development	\$2,313	\$2,313	\$2,313
1111	Research & Development	\$2,596	\$2,596	\$2,596
Total		\$4,787.09282700422	\$1,009	\$19,859

AVG, MIN, MAX of Monthly Income			
Attrition	Average of MonthlyIncome	Min of MonthlyIncome	Max of MonthlyIncome
Yes	\$4,787.09	\$1,009.00	\$19,859.00
No	\$6,832.74	\$1,051.00	\$19,999.00
Total	\$6,502.93	\$1,009.00	\$19,999.00

```
1 select EmployeeNumber, AVG(MonthlyIncome) AS "average_monthly_income",  
2 MIN(MonthlyIncome) AS "min_monthly_income", MAX(MonthlyIncome) AS "max_monthly_income"  
3 from IBM_Employees  
4 WHERE Attrition = 'No'  
5 Group By EmployeeNumber
```

146 %

Results Messages

	EmployeeNumber	average_monthly_income	min_monthly_income	max_monthly_income
1	2	5130.00	5130.00	5130.00
2	5	2909.00	2909.00	2909.00
3	7	3468.00	3468.00	3468.00
4	8	3068.00	3068.00	3068.00
5	10	2670.00	2670.00	2670.00
6	11	2693.00	2693.00	2693.00
7	12	9526.00	9526.00	9526.00
8	13	5237.00	5237.00	5237.00
9	14	2426.00	2426.00	2426.00
10	15	4193.00	4193.00	4193.00
11	16	2911.00	2911.00	2911.00
12	18	2661.00	2661.00	2661.00
13	20	9980.00	9980.00	9980.00
14	21	3298.00	3298.00	3298.00
15	22	2935.00	2935.00	2935.00
16	23	15427.00	15427.00	15427.00
17	24	3944.00	3944.00	3944.00
18	26	4011.00	4011.00	4011.00

None Attrition (AVG,MIN,MAX)
via SQL Server

Visualizing None Attrition's AVG,MIN,MAX Monthly Incomes

None Attrition_Table(AVG MIN MAX)				
EmployeeNumber	Department	Average_Monthly_Income	Min_Monthly_Income	Max_Monthly_Income
10	Research & Development	\$2,670	\$2,670	\$2,670
100	Sales	\$4,312	\$4,312	\$4,312
1001	Research & Development	\$2,811	\$2,811	\$2,811
1002	Research & Development	\$3,633	\$3,633	\$3,633
1003	Sales	\$4,163	\$4,163	\$4,163
1005	Research & Development	\$13,973	\$13,973	\$13,973
1006	Research & Development	\$2,684	\$2,684	\$2,684
1007	Research & Development	\$10,845	\$10,845	\$10,845
1009	Research & Development	\$4,377	\$4,377	\$4,377
101	Research & Development	\$13,245	\$13,245	\$13,245
1011	Research & Development	\$4,148	\$4,148	\$4,148
1012	Research & Development	\$1,051	\$1,051	\$1,051
1013	Research & Development	\$10,739	\$10,739	\$10,739
1014	Research & Development	\$10,388	\$10,388	\$10,388
1015	Research & Development	\$11,416	\$11,416	\$11,416
1018	Research & Development	\$5,472	\$5,472	\$5,472
1019	Research & Development	\$2,451	\$2,451	\$2,451
102	Research & Development	\$13,664	\$13,664	\$13,664
1022	Research & Development	\$4,240	\$4,240	\$4,240
1024	Research & Development	\$10,999	\$10,999	\$10,999
1025	Research & Development	\$5,003	\$5,003	\$5,003
1026	Research & Development	\$12,742	\$12,742	\$12,742
Total		\$6,832.739659367397	\$1,051	\$19,999

AVG, MIN, MAX of Monthly Income			
Attrition	Average of MonthlyIncome	Min of MonthlyIncome	Max of MonthlyIncome
Yes	\$4,787.09	\$1,009.00	\$19,859.00
No	\$6,832.74	\$1,051.00	\$19,999.00
Total	\$6,502.93	\$1,009.00	\$19,999.00

SQL Query showing All Employees (both Attrition & None Attrition)'s AVG,MIN,MAX Monthly Income

The screenshot displays the SQL Server Enterprise Manager interface. At the top, three query windows are open: 'SQLQuery3.sql - LA...NE0CN4\ericz (54))*', 'SQLQuery2.sql - LA...NE0CN4\ericz (78))*', and 'SQLQuery1.sql - LA...NE0CN4\ericz (72))*'. The active window shows the following SQL query:

```
1 SELECT EmployeeNumber, AVG(MonthlyIncome) AS "average_monthly_income",
2 MIN(MonthlyIncome) AS "min_monthly_income", MAX(MonthlyIncome) AS "max_monthly_income"
3 FROM IBM_Employees
4 GROUP BY EmployeeNumber
5
```

Below the query editor, the 'Results' tab is selected, showing a table with 13 rows and 4 columns: 'EmployeeNumber', 'average_monthly_income', 'min_monthly_income', and 'max_monthly_income'. The data is as follows:

	EmployeeNumber	average_monthly_income	min_monthly_income	max_monthly_income
1	1	5993.00	5993.00	5993.00
2	2	5130.00	5130.00	5130.00
3	4	2090.00	2090.00	2090.00
4	5	2909.00	2909.00	2909.00
5	7	3468.00	3468.00	3468.00
6	8	3068.00	3068.00	3068.00
7	10	2670.00	2670.00	2670.00
8	11	2693.00	2693.00	2693.00
9	12	9526.00	9526.00	9526.00
10	13	5237.00	5237.00	5237.00
11	14	2426.00	2426.00	2426.00
12	15	4193.00	4193.00	4193.00
13	16	2911.00	2911.00	2911.00

At the bottom, a status bar indicates 'Query executed successfully.' and provides details: 'LAPTOP-7ANE0CN4\SQLEXPRESS ... | LAPTOP-7ANE0CN4\ericz ... | IBM_HR_Data | 00:00:00 | 1,470 rows'.

```
SQLQuery2.sql - LA...NE0CN4\ericz (78)))* SQLQuery1.sql - LA...NE0CN4\ericz (72)))*
1 SELECT *
2 INTO Attrition_Table
3 FROM IBM_Employees
4 WHERE Attrition = 'Yes';
```

146 %
Messages
(237 rows affected)
Completion time: 2025-03-08T17:42:45.8831850-05:00

146 %
Query executed successfully. LAPTOP-7ANE0CN4\SQLEXPRESS ... LAPTOP-7ANE0CN4\ericz ... IBM_HR_Data | 00:00:00 0 rows

```
SQLQuery3.sql - LA...NE0CN4\ericz (54)))* SQLQuery2.sql - LA...NE0CN4\ericz (78)))* SQLQuery1.sql - LA...NE0CN4\ericz (72)))*
1 SELECT *
2 INTO None_Attrition_Table
3 FROM IBM_Employees
4 WHERE Attrition = 'No';
```

146 %
Messages
(1233 rows affected)
Completion time: 2025-03-08T17:44:13.6251495-05:00

146 %
Query executed successfully. LAPTOP-7ANE0CN4\SQLEXPRESS ... LAPTOP-7ANE0CN4\ericz ... IBM_HR_Data | 00:00:00 0 rows

Alternative ways of creating attrition and none attrition tables via SQL (Using Insert)

SQLQuery3.sql - LA...NE0CN4\ericz (54))* SQLQuery2.sql - LA...NE0CN4\ericz (78))* SQLQuery1.sql - LA...NE0CN4\ericz (72))*

```
1 SELECT EmployeeNumber, Department, EducationField, MonthlyIncome
2 FROM None Attrition Table;
```

146 %

Results Messages

	EmployeeNumber	Department	EducationField	MonthlyIncome
1	22	Research & Development	Medical	2935.00
2	53	Research & Development	Other	1951.00
3	54	Research & Development	Life Sciences	2341.00
4	86	Research & Development	Life Sciences	9724.00
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14	334	Research & Development	Life Sciences	3072.00
15	353	Research & Development	Life Sciences	2723.00
16	407	Research & Development	Life Sciences	3688.00
17	451	Research & Development	Life Sciences	9985.00

Query executed successfully. LAPTOP-7ANE0CN4\SQLEXPRESS ... LAPTOP-7ANE0CN

SQLQuery3.sql - LA...NE0CN4\ericz (54))* SQLQuery2.sql - LA...NE0CN4\ericz (78))* SQLQuery1.sql - LA...NE0CN4\ericz (72))*

```
1 SELECT EmployeeNumber, Department, EducationField, MonthlyIncome
2 FROM Attrition Table;
```

146 %

Results Messages

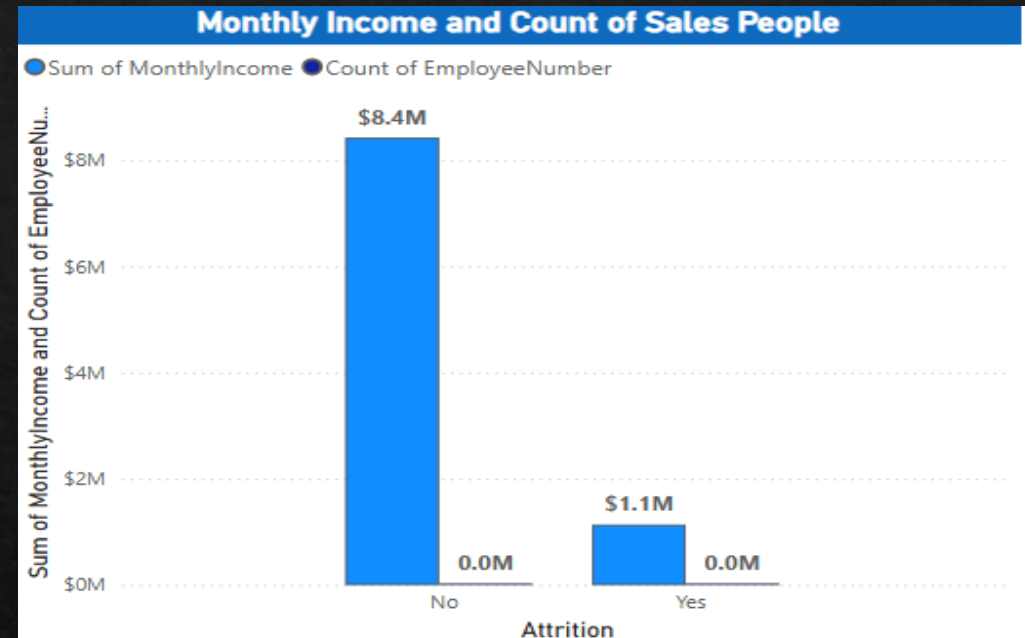
	EmployeeNumber	Department	EducationField	MonthlyIncome
1	42	Sales	Technical Degree	2086.00
2	64	Research & Development	Life Sciences	5381.00
3	90	Research & Development	Medical	3388.00
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9	566	Human Resources	Technical Degree	2564.00
10	587	Research & Development	Life Sciences	9824.00
11	622	Research & Development	Technical Degree	2340.00
12	648	Sales	Life Sciences	2033.00
13	816	Research & Development	Life Sciences	2319.00
14	918	Research & Development	Life Sciences	2380.00
15	923	Research & Development	Other	2693.00
16	952	Sales	Marketing	2413.00
17	959	Sales	Other	2121.00

Query executed successfully. LAPTOP-7ANE0CN4\SQLEXPRESS ... LAPTOP-7ANE0CN

Testing if using 'INSERT' yields correct answers

Monthly Income & Count of SalesPeople

Monthly Income and Count of Sales People		
Attrition	Sum of MonthlyIncome	Count of EmployeeNumber
No	\$8,424,768	1233
Yes	\$1,134,541	237
Total	\$9,559,309	1470



```
1 SELECT
2     CONCAT(FLOOR(MonthlyIncome / 1000) * 1000, ' - ',
3             (FLOOR(MonthlyIncome / 1000) * 1000) + 999) AS 'Monthly_Income',
4     COUNT(*) AS 'count'
5 FROM IBM_Employees
6 WHERE Attrition = 'Yes'
7 GROUP BY FLOOR(MonthlyIncome / 1000)
8 ORDER BY FLOOR(MonthlyIncome / 1000);
```

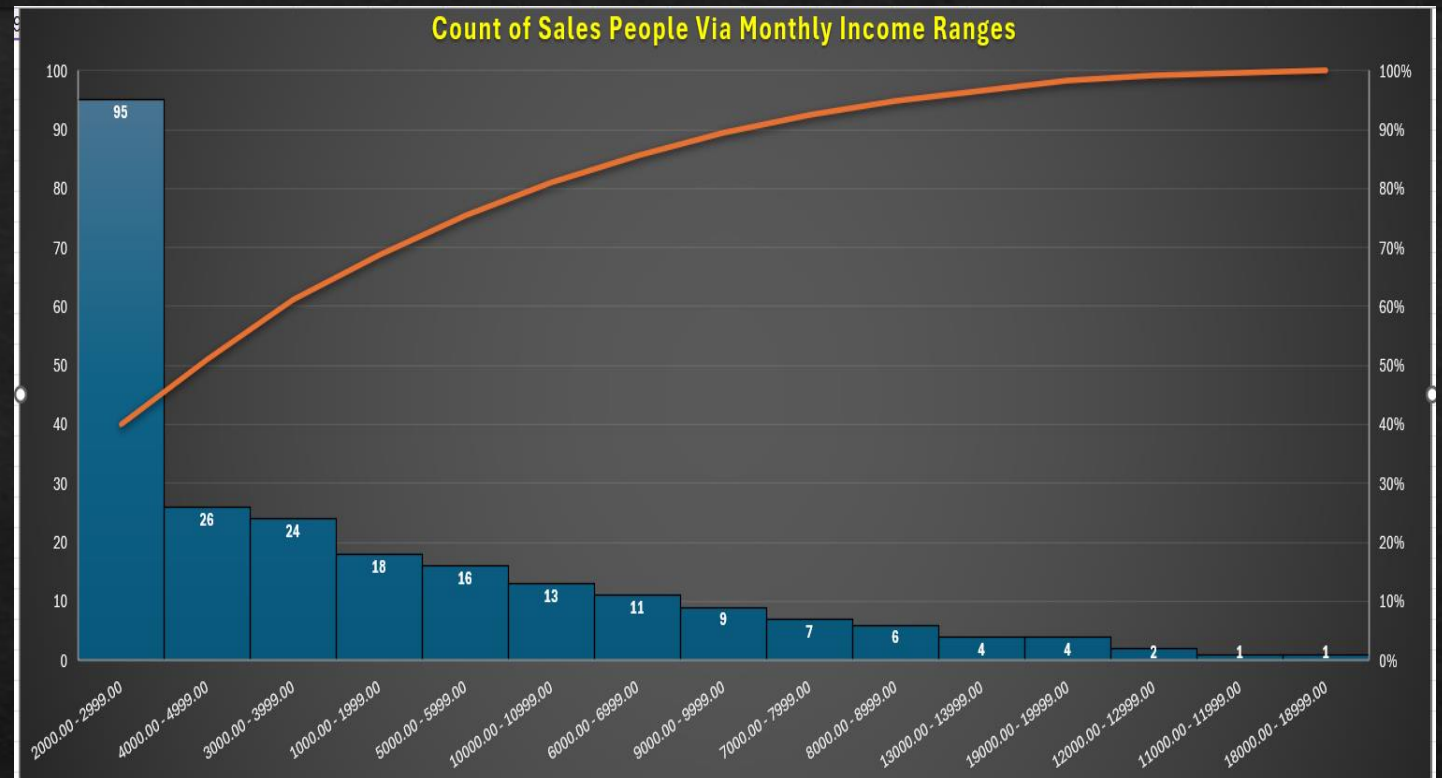
146 %

Results Messages

	Monthly_Income	count
1	1000.00 - 1999.00	18
2	2000.00 - 2999.00	95
3	3000.00 - 3999.00	24
4	4000.00 - 4999.00	26
5	5000.00 - 5999.00	16
6	6000.00 - 6999.00	11
7	7000.00 - 7999.00	7
8	8000.00 - 8999.00	6
9	9000.00 - 9999.00	9
10	10000.00 - 10999.00	13
11	11000.00 - 11999.00	1
12	12000.00 - 12999.00	2
13	13000.00 - 13999.00	4
14	18000.00 - 18999.00	1
15	19000.00 - 19999.00	4

Attrition Sales – Monthly Income
& Count of Salespeople

Monthly_Income Range	Count of Sale People
1000.00 - 1999.00	18
2000.00 - 2999.00	95
3000.00 - 3999.00	24
4000.00 - 4999.00	26
5000.00 - 5999.00	16
6000.00 - 6999.00	11
7000.00 - 7999.00	7
8000.00 - 8999.00	6
9000.00 - 9999.00	9
10000.00 - 10999.00	13
11000.00 - 11999.00	1
12000.00 - 12999.00	2
13000.00 - 13999.00	4
18000.00 - 18999.00	1
19000.00 - 19999.00	4



Visualizing Attrition's Monthly Income via Count of Sales People

```
1 SELECT
2     CONCAT(FLOOR(MonthlyIncome / 1000) * 1000, ' - ',
3             (FLOOR(MonthlyIncome / 1000) * 1000) + 999) AS 'Monthly_Income',
4     COUNT(*) AS 'count'
5 FROM IBM_Employees
6 WHERE Attrition = 'No'
7 GROUP BY FLOOR(MonthlyIncome / 1000)
8 ORDER BY FLOOR(MonthlyIncome / 1000);
```

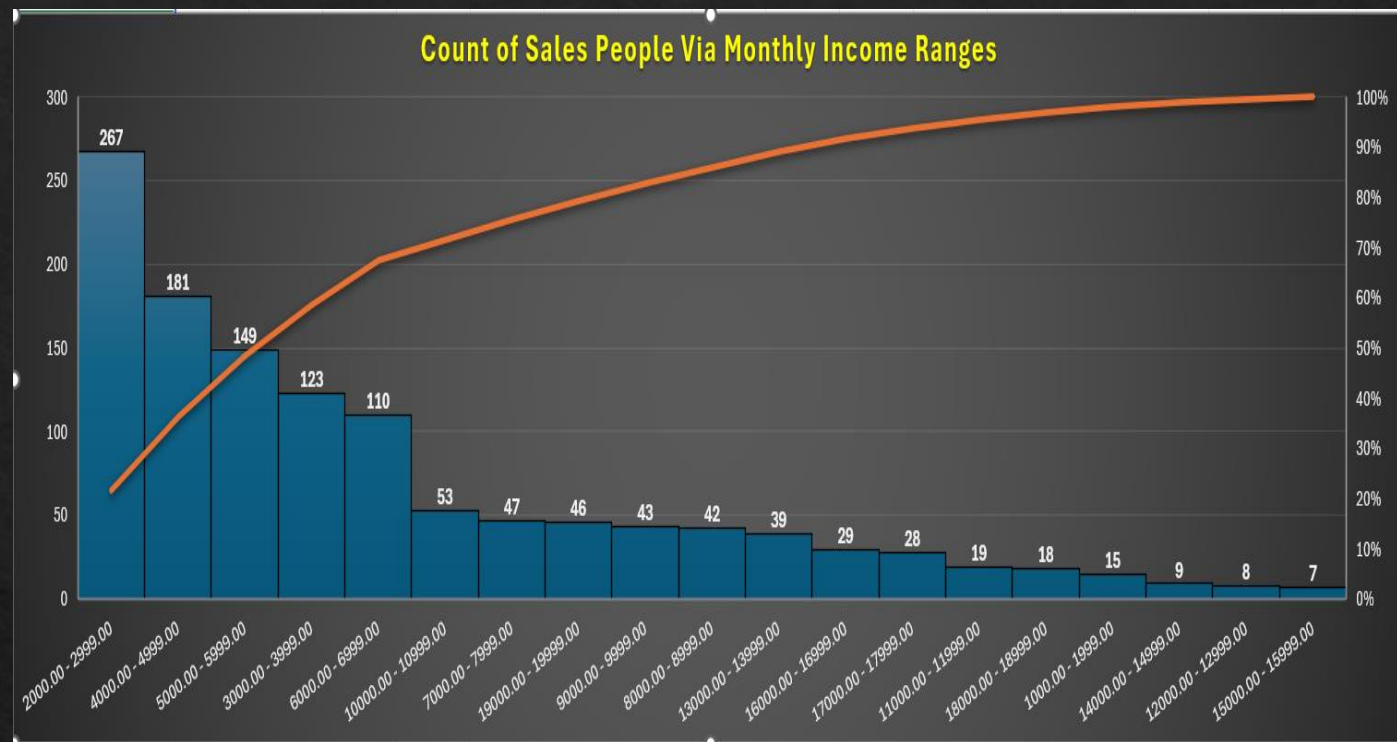
146 %

Results Messages

	Monthly_Income	count
1	1000.00 - 1999.00	15
2	2000.00 - 2999.00	267
3	3000.00 - 3999.00	123
4	4000.00 - 4999.00	181
5	5000.00 - 5999.00	149
6	6000.00 - 6999.00	110
7	7000.00 - 7999.00	47
8	8000.00 - 8999.00	42
9	9000.00 - 9999.00	43
10	10000.00 - 10999.00	53
11	11000.00 - 11999.00	19
12	12000.00 - 12999.00	8
13	13000.00 - 13999.00	39
14	14000.00 - 14999.00	9
15	15000.00 - 15999.00	7
16	16000.00 - 16999.00	29
17	17000.00 - 17999.00	28
18	18000.00 - 18999.00	18
19	19000.00 - 19999.00	46

None Attrition Sales- Monthly Income
& Count of Salespeople

Monthly_Income Range	Count of SalesPeople
1000.00 - 1999.00	15
2000.00 - 2999.00	267
3000.00 - 3999.00	123
4000.00 - 4999.00	181
5000.00 - 5999.00	149
6000.00 - 6999.00	110
7000.00 - 7999.00	47
8000.00 - 8999.00	42
9000.00 - 9999.00	43
10000.00 - 10999.00	53
11000.00 - 11999.00	19
12000.00 - 12999.00	8
13000.00 - 13999.00	39
14000.00 - 14999.00	9
15000.00 - 15999.00	7
16000.00 - 16999.00	29
17000.00 - 17999.00	28
18000.00 - 18999.00	18
19000.00 - 19999.00	46



Visualizing None Attrition's Monthly Income via Count of Sales People