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Dataset overview

The dataset for this HR Analytics project encompasses multiple dimensions related to employee performance, satisfaction, training, and demographics. It is structured into several key categories:



Performance Data:

PerformanceID:
Unique identifier for performance reviews.

EmployeeID: Links to individual employees, connected to the DimEmployee table.

Review Date: The date when the employee's performance review took place.

Satisfaction Ratings:
Measures employee satisfaction in various areas such as environment, job role, relationships, and work-life balance.

Self and Manager Ratings:
Performance ratings provided by both the employee (self-rating) and their manager.

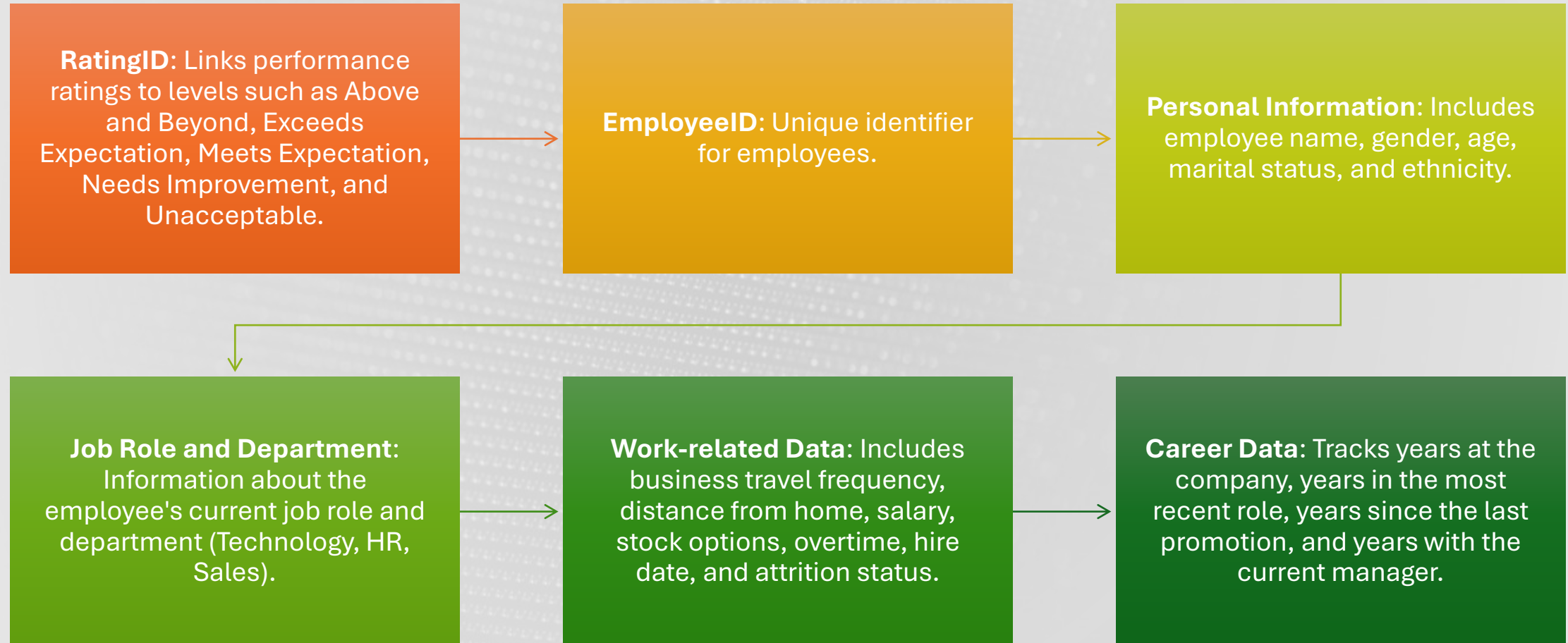
Training Opportunities:
Tracks the number of training opportunities offered and taken over the past year.

Satisfaction Levels

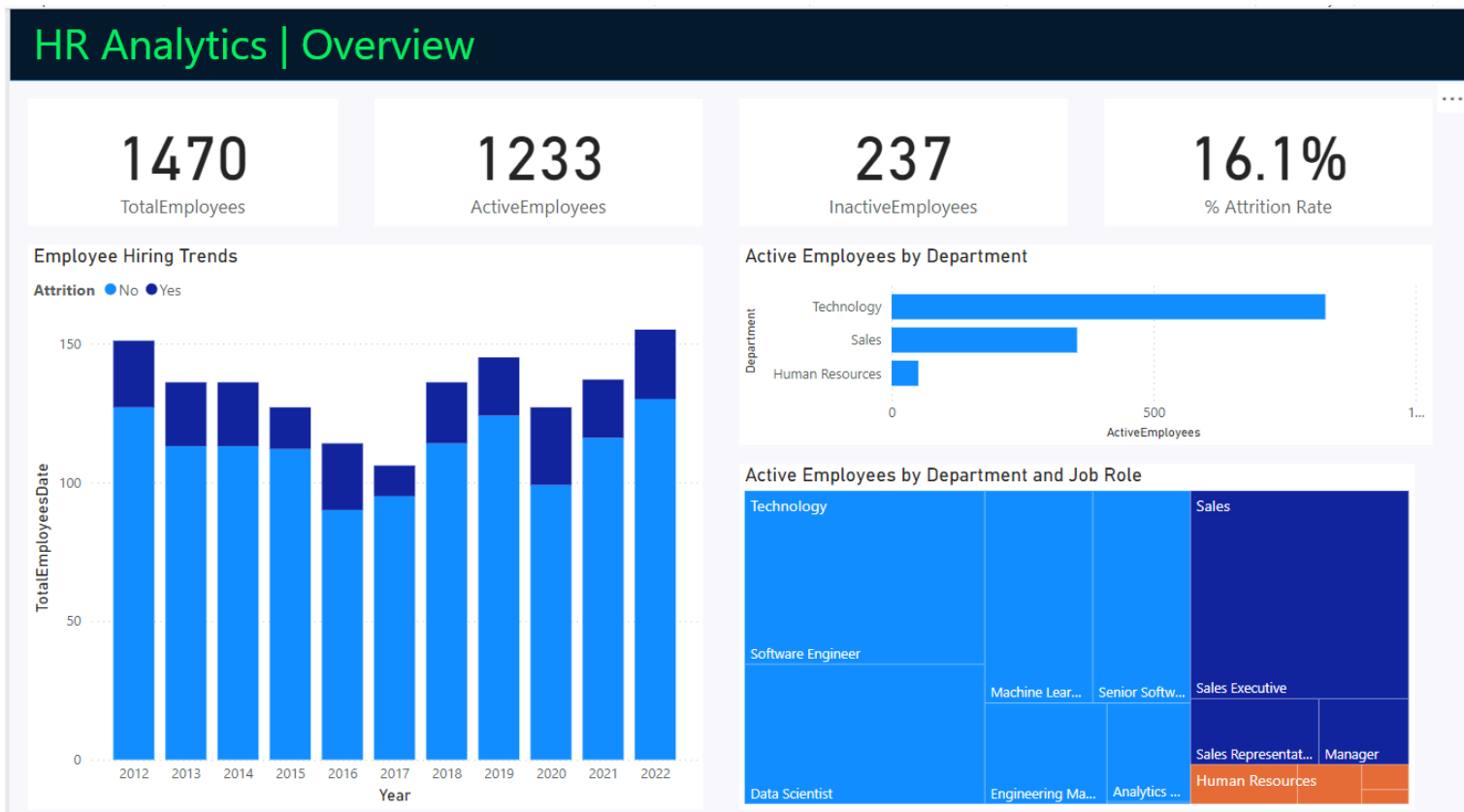
- **Satisfaction Levels:**
- **SatisfactionID:** A unique identifier connecting to satisfaction levels for Environment, Job, Relationships, and Work-Life Balance.
- **SatisfactionLevel:** Categorizes satisfaction into levels such as Very Satisfied, Satisfied, Neutral, Dissatisfied, and Very Dissatisfied.



Rating Levels & Employee Demographics:



Overview



Key Insights:

- **Attrition Rate:** 16.1% of employees are leaving, indicating potential issues with retention.
- **Hiring Trends:** Employee hiring has varied from 2012 to 2022, reflecting changes in company needs.
- **Departmental Breakdown:** Active employees are divided into departments (Technology, Sales, HR), with further segmentation by job role.



Conclusion:

- High attrition and fluctuating hiring trends suggest areas for improvement in retention and recruitment strategies.



Recommendations:



Investigate reasons for the **16.1% attrition rate** and implement retention strategies.



Focus on **department-specific retention plans** for high-turnover areas.



Monitor **hiring trends** to ensure the company maintains a balanced workforce.

HR Analytics | Demographics

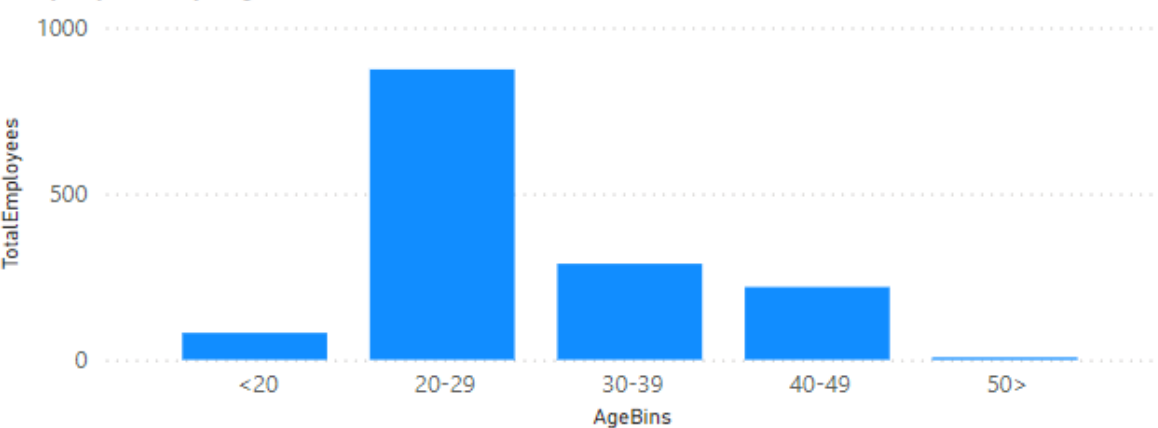
Youngest Employee

18

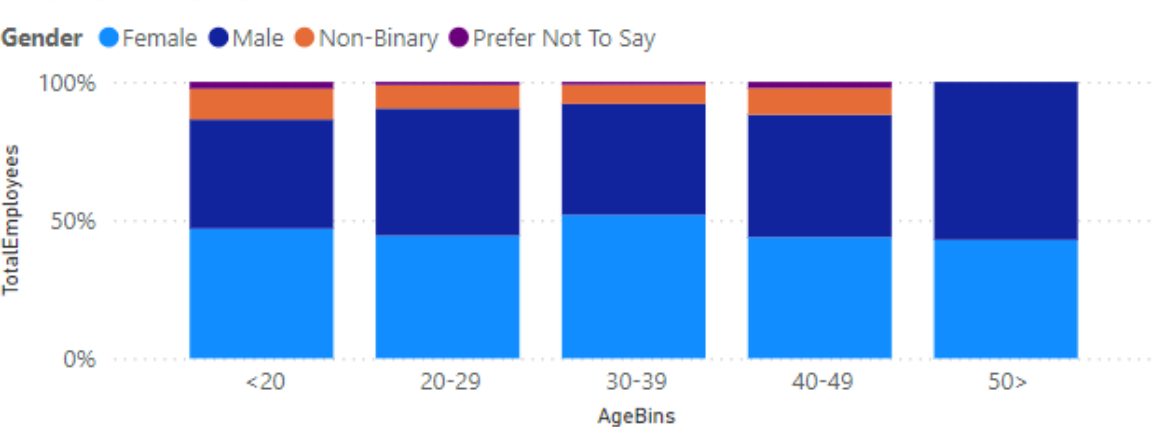
Oldest Employee

51

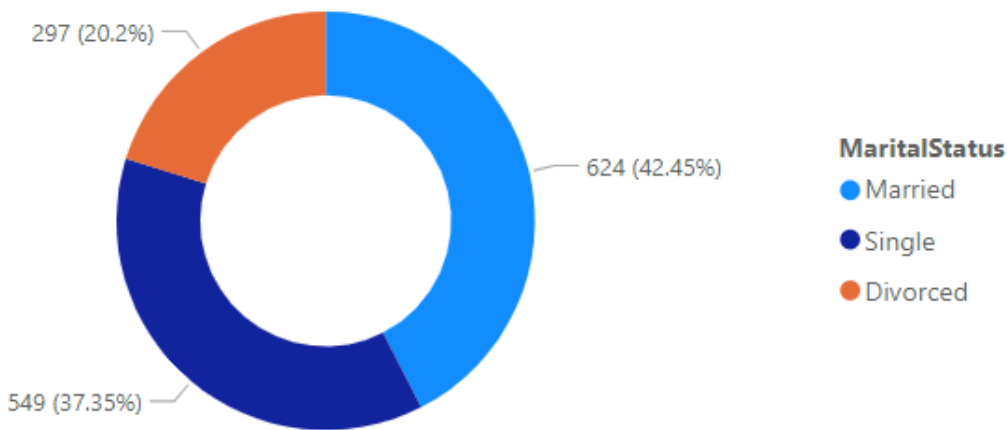
Employees by Age



Employees by Age and Gender



Employees by Marital Status



Employees by Ethnicity and Average Salary





Key Insights:

- The **youngest employee** is 18 years old, with most employees falling within the **20-29** and **30-39** age groups.
- Employees are distributed by **gender** (Female, Male, Non-Binary, Prefer Not To Say).
- **Marital Status:** 20.2% are married, 42.45% are single, and 37.35% are divorced.
- **Ethnicity & Average Salary:** The dataset shows salary distributions across various ethnicities, with salaries ranging from **\$100k to \$120k**.

Conclusion

The workforce is diverse in age, gender, marital status, and ethnicity.

Salary ranges are similar across ethnic groups, with some salary disparities.

A significant proportion of employees are younger (**20-39 age range**).

Recommendations:

Promote

Promote diversity and inclusion initiatives.

Review

Review salary equity to ensure fair compensation across all ethnic groups.

Focus on

Focus on employee retention for younger age groups.

Develop

Develop work-life balance programs tailored to employees with different marital and family situations.

HR Analytics| Performance Tracker

Select employee

Addison Elfe



Start Date

03/31/2012

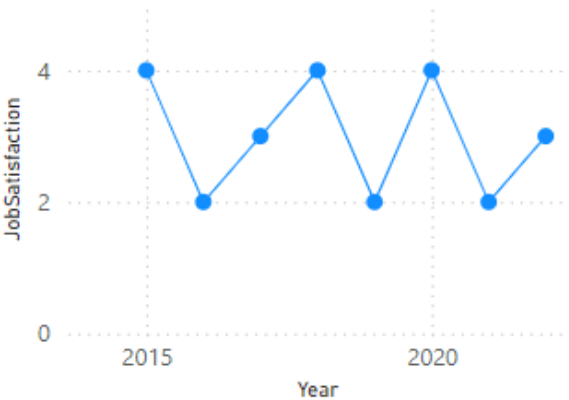
Last Review

06/16/2022

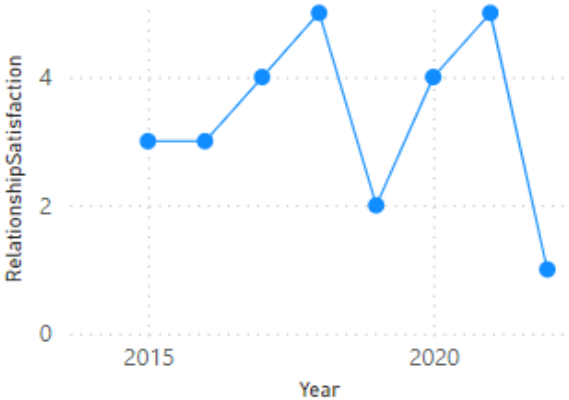
Next Review

06/16/2023

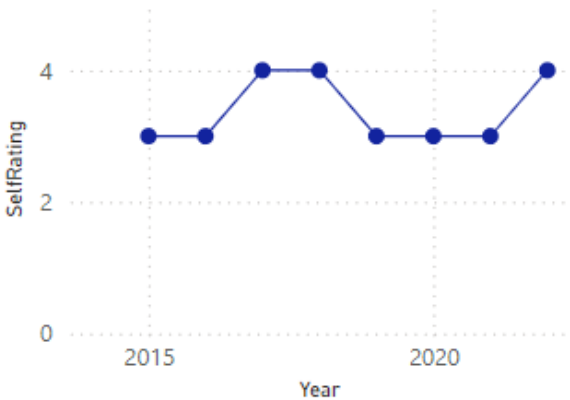
Job Satisfaction



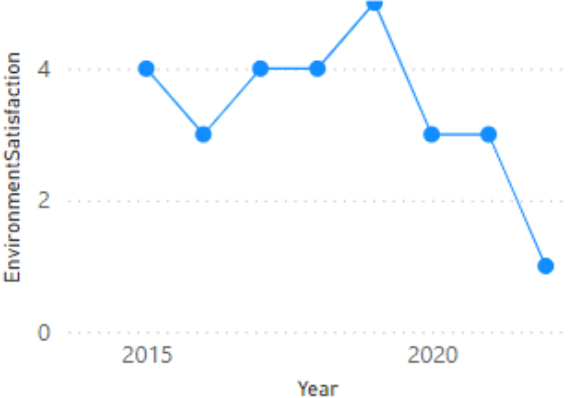
Relationship Satisfaction



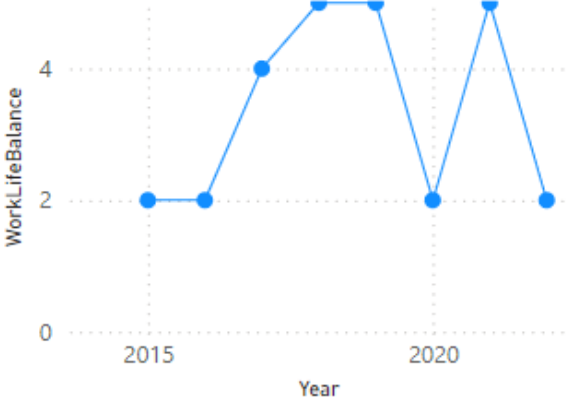
Self Rating



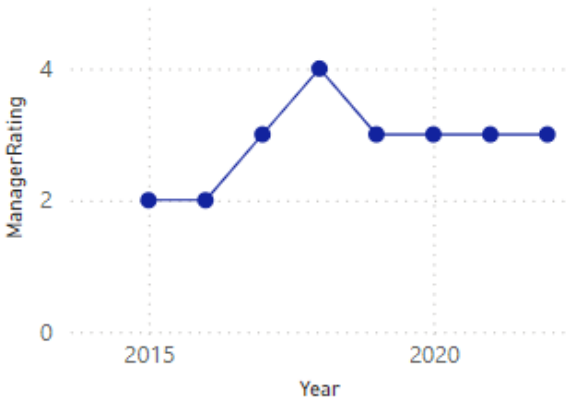
Environment Satisfaction



Work Life Balance



Manager Rating



Satisfaction Level	Satisfaction ID
Very Satisfied	5
Satisfied	4
Neutral	3
Dissatisfied	2
Very Dissatisfied	1

Rating Level	Rating ID
Above and Beyond	5
Exceeds Expectation	4
Meets Expectation	3
Needs Improvement	2
Unacceptable	1

Key Insights:

Employee **Addison Elfe**'s performance is tracked for **2015** and **2020** on **Job Satisfaction**, **Relationship Satisfaction**, and **Self Rating**.



Ratings for **Environment Satisfaction**, **Work-Life Balance**, and **Manager Rating** are also provided.



Rating levels include:

Neutral: Meets Expectation (3)

Dissatisfied: Needs Improvement (2)

Very Dissatisfied: Unacceptable (1)



The **next review** is scheduled for **06/16/2023**.

Conclusion:

- The review helps track the employee's performance and satisfaction over time, highlighting areas of improvement and progress.



Recommendations:



Provide **continuous feedback** to employees, especially those with lower ratings.



Develop **personalized development plans** for employees with lower satisfaction or performance ratings.



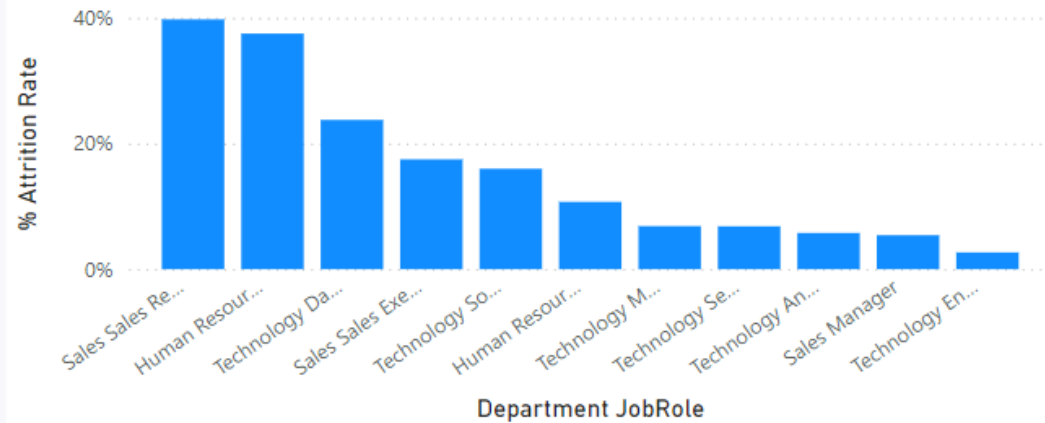
Ensure effective **follow-up** in future reviews to track progress and address any issues.

HR Analytics | Attrition

16.1%

% Attrition Rate

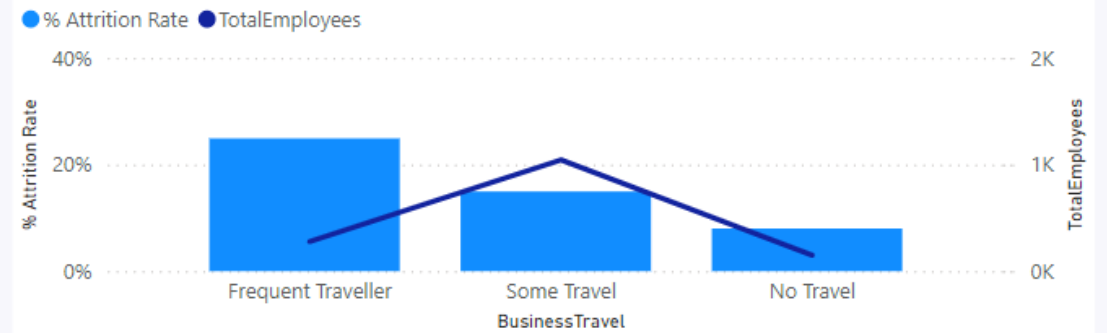
% Attrition Rate by Department and JobRole



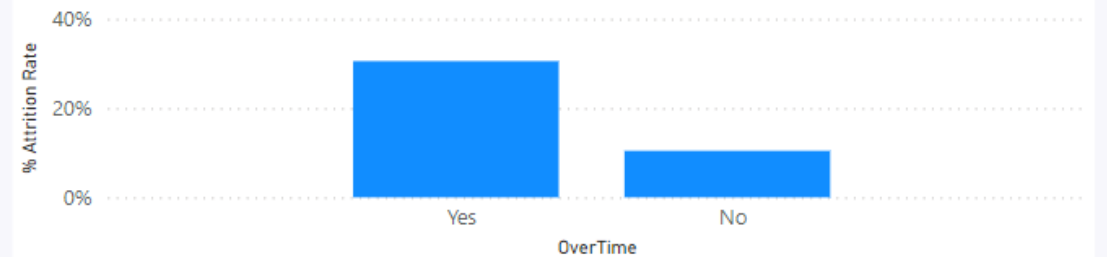
Attrition by Hire Date



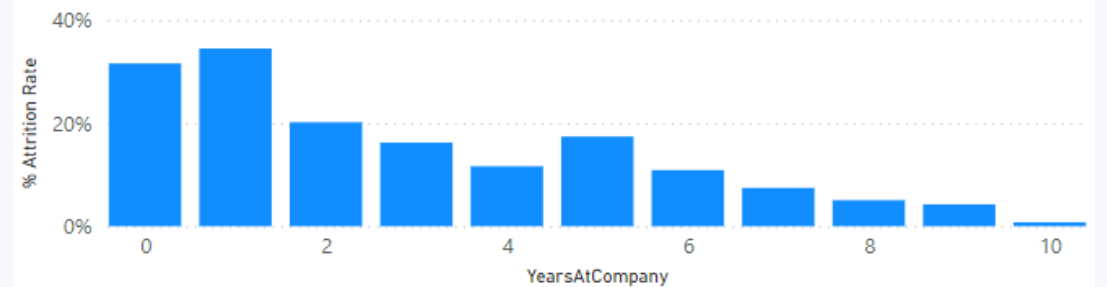
Attrition by Travel Frequency



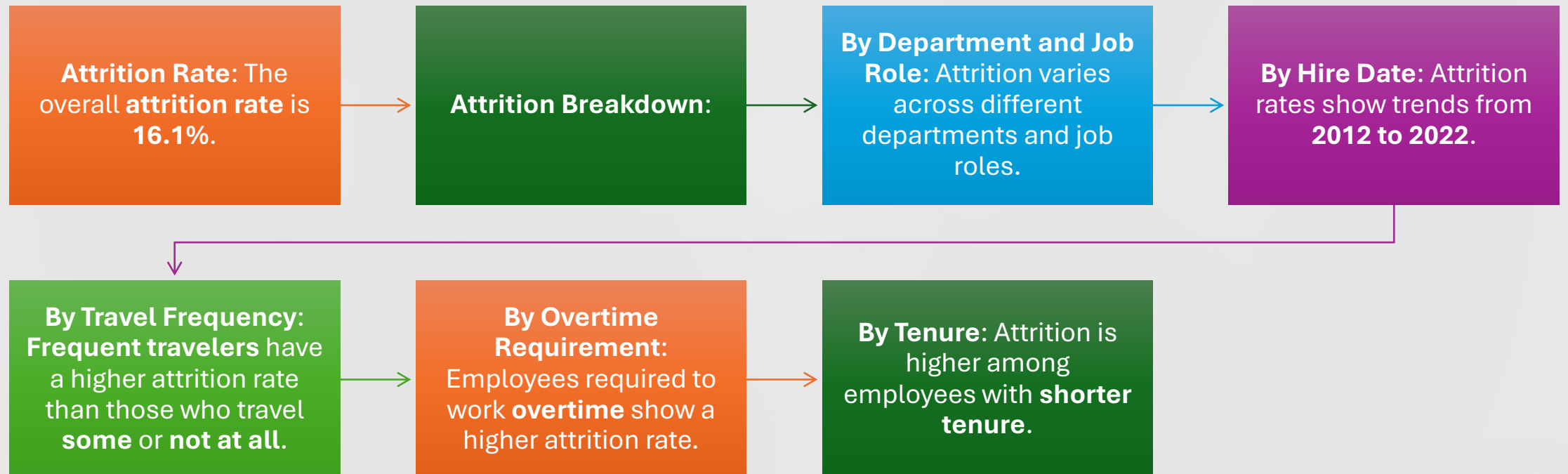
Attrition by Overtime Requirement



Attrition by Tenure



Summary:



Conclusion:

- **Frequent travel, overtime** demands, and **short tenure** are key factors contributing to higher attrition.



Recommendations:



Reduce travel requirements and offer more **flexible work options**.



Develop retention strategies for employees with **shorter tenure**.



Focus on **departments with higher attrition rates** and implement targeted **employee retention** initiatives.



Any questions



Thank You