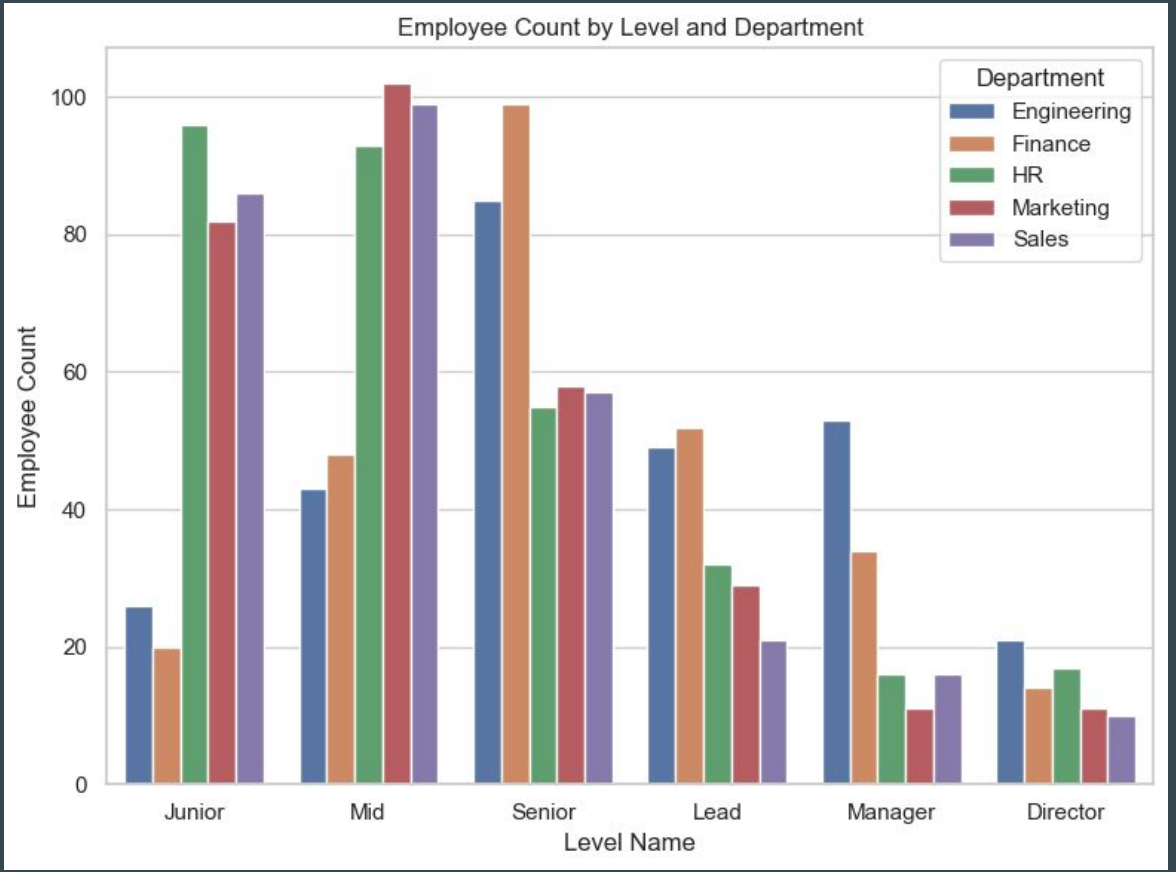
Data Green Case Study

Analysis Graphs

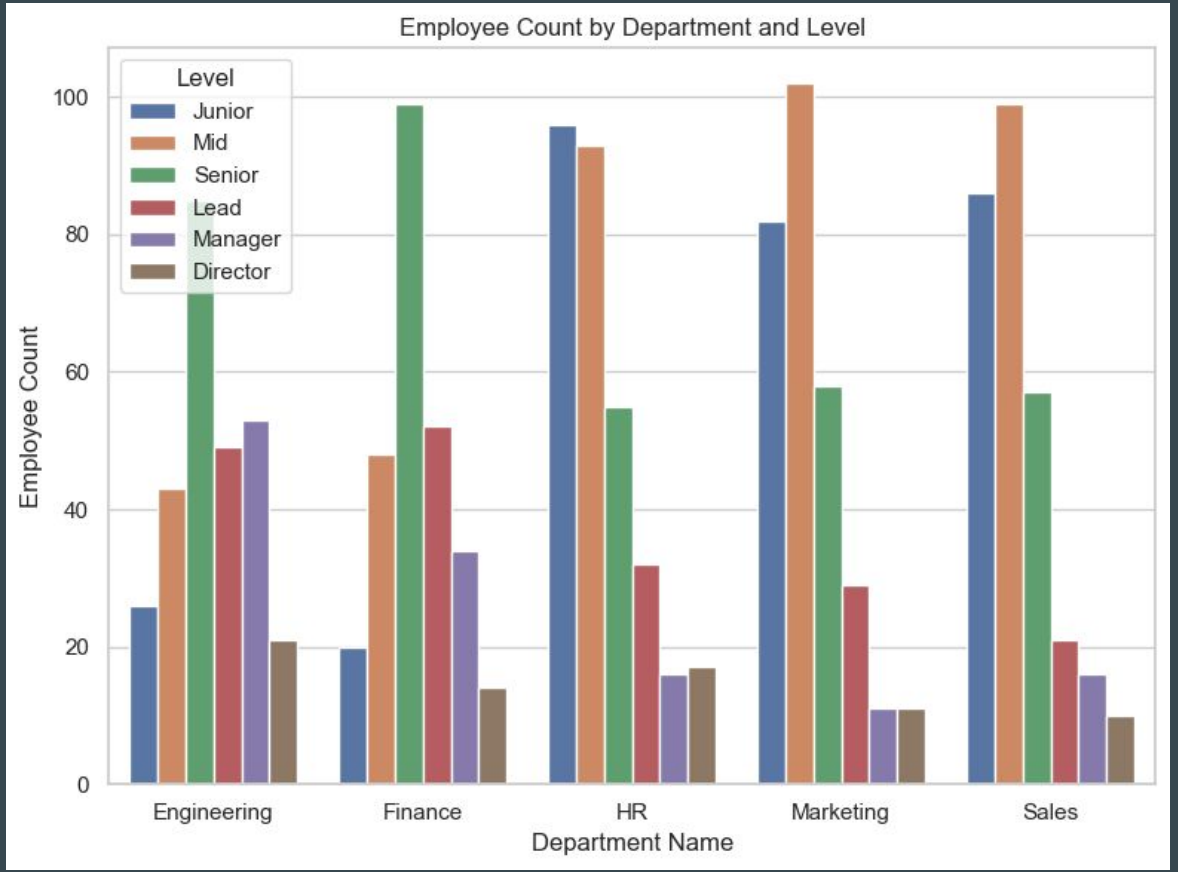
Employee Distribution

There are more employees in the Junior, Mid, Senior levels, and the least employees in the Director level. This intuitively makes sense due to the “pyramid organization” of companies



Employee Distribution

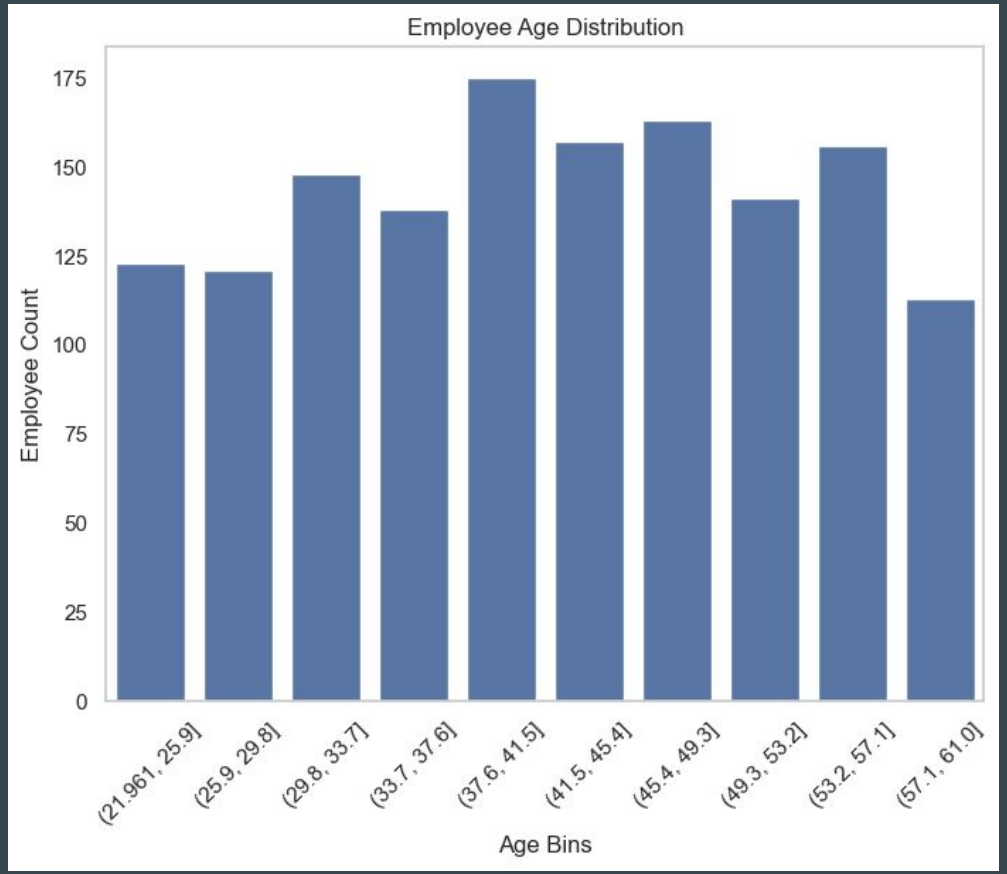
HR, Marketing and Sales, have a higher concentration of Junior and Mid level employees than other departments, Engineering and Finance have a higher Senior and even Lead and Manager employees, which is somewhat irregular but depends on the company structure.



Employee Distribution

Employee distribution per age is actually very constant around the 150 employees for all age ranges and it's extremely irregular but most likely a consequence of the wrong birth dates detected in the data.

I would expect the higher age ranges to have less employees than mid and early age ranges.

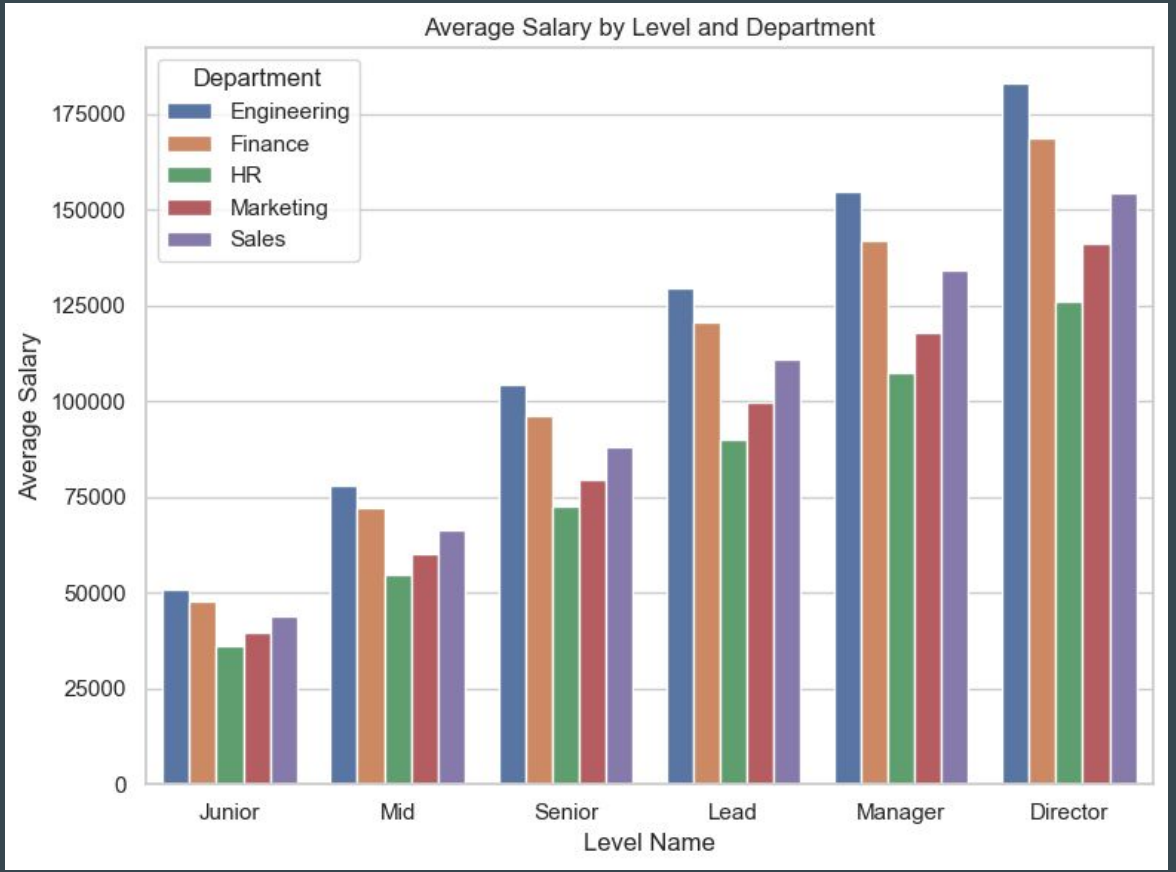


Salary Distribution

Engineering and Finance lead the average salaries, as expected since they also have higher distribution of people in the higher levels. Senior, Lead, Manager and Director

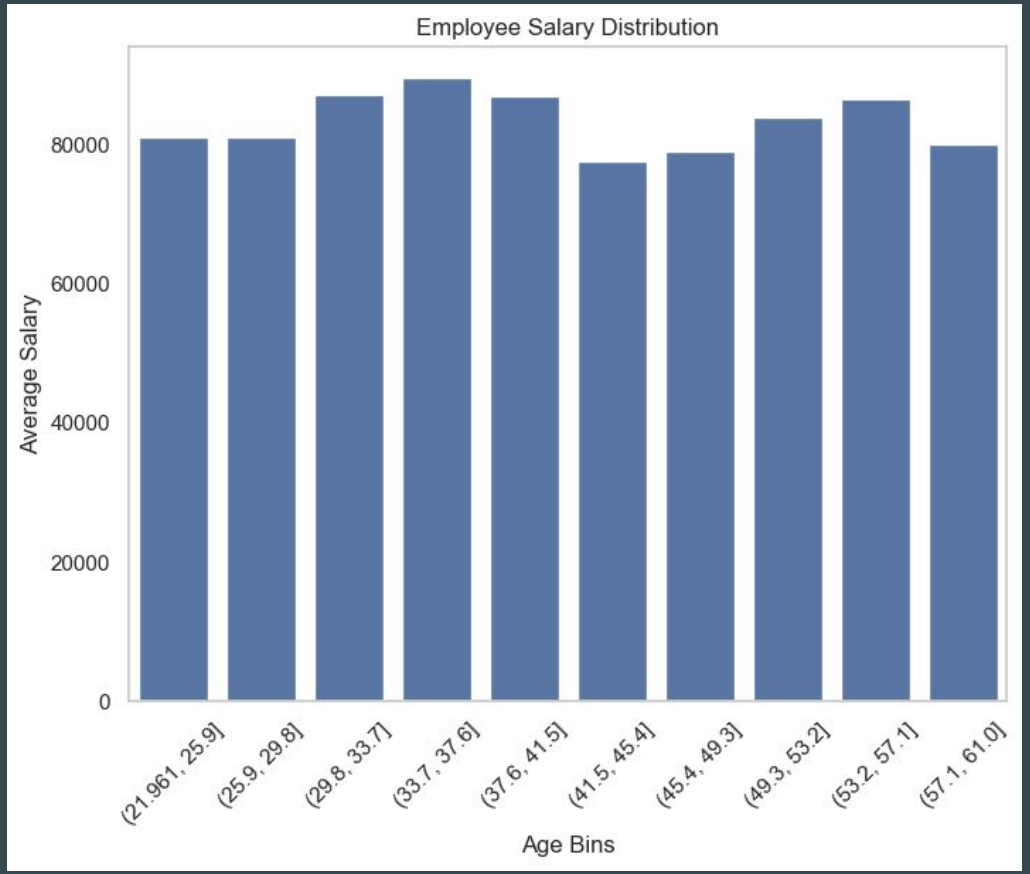
Salary Distribution

Salary raises with level in an extremely linear proportion, expected the rise, but not so much the linearity.



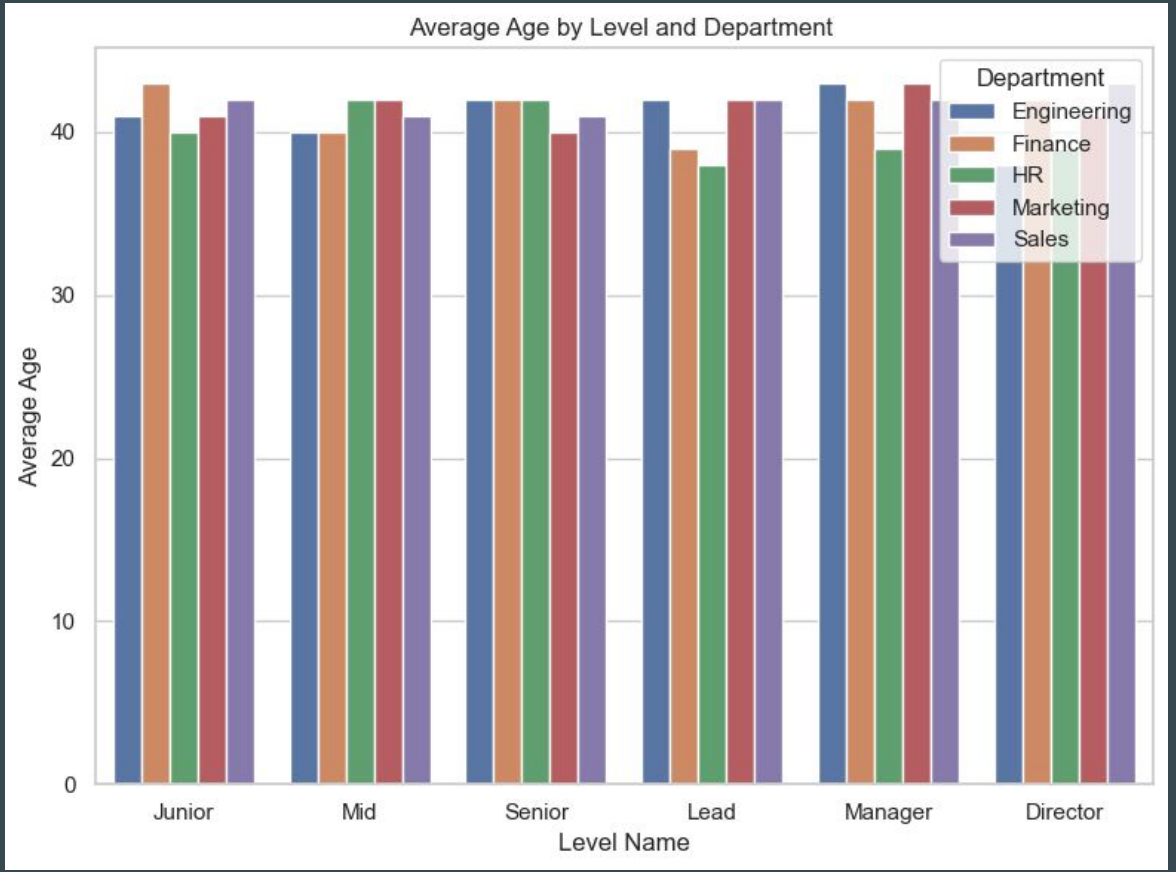
Salary Distribution

This one is another that shows an irregularity, normally I would expect higher age ranges to have higher average salaries, but the same issue with birth dates can be causing this.



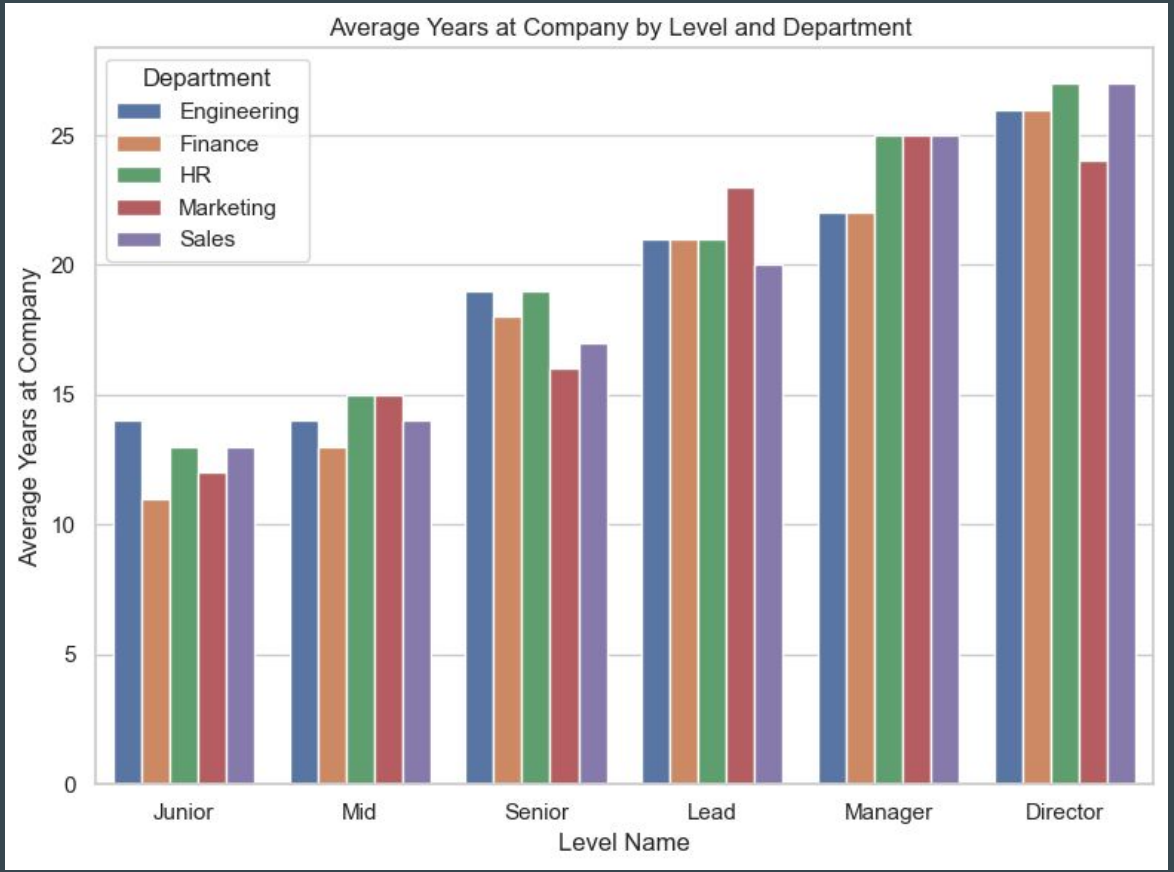
Age/Years Distribution

This result is in line with the previous graphs, regardless of the level or departments, the average age is very constant at around 40 years old, which is very irregular intuitively. Would expect lower levels to have less average age, than higher levels.



Age/Years Distribution

Despite the issue with ages, this graph makes sense intuitively, higher level positions are filled by people with the most years at the company among all departments.



Age/Years Distribution

In line with the previous graph, the higher the years at the company range, the higher the salary.