



# Legacies Group

## Human Resources Data Case Study

# Human Resource Data

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Legacies Group (also known as Legacies Media & Entertainment) is an American media company formed in 2010. It is the owner of the largest commercial radio company in American having expanded through a number of historical acquisitions, including Toyoda Radio, DSwag Media and HED Radio. Legacies Group owns and operates seven core radio brands, all employing a national network strategy. Legacies Group also owns and operates one of the leading out-of-home advertising (OOH) companies in America through its Outdoor Division. They are currently having HR issues and experienced HR Analyst to help.

**You have been contacted as a HR Analytics consultant to provide an in-depth analysis of what is happening in Legacies Group .**





# Descriptive Analytics

- Using the data answer the following questions:
  1. What is the total number of employees
  2. What position has the highest and lowest number of employees
  3. Calculate the age of each employee from their DOB
  4. Group Employee age in to 5 categories (20 – 29, 30 – 39, 40-49, 50-59, >60). What age group has the highest and lowest employees
  5. What is the proportion of male and female employees?
  6. What is the total number of employee in each marital Status?
  7. What are the unique citizen description and the total number of employees?
  8. What are the unique race and the total number of employees?
  9. Calculate the length of service using the Hire date. What is the min and max length of service?
  10. What recruitment source brought in the most employees?
  11. What is the proportion of employees across all performance Score
  12. What is the average employee satisfaction
  13. What is the average employee engagement

**\*\*\* Use Visualizations to answer all the questions above**



# Tailored Data Analytics

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- Using the data answer the following questions:
  1. What is the proportion of employee in each employment status
  2. Calculate the length of service of each employee using the Hire date. What is the Minimum and Maximum length of service
  3. Calculate how many years employee stay before leaving? What is average number of years?
  4. What is the main reason for people terminating their contract?
  5. What department has the highest terminated employee?
  6. What is the split of terminated employee by Gender?
  7. What is the split of terminated employee by age group?
  8. What is the split of terminated employee by Citizen Description?
  9. What is the split of terminated employee by Race Description?
  10. What is the split of terminated employee by recruitment source?
  11. What is the split of terminated employee by performance score?
  12. What is the split of terminated employee by Engagement?
  13. What is the split of terminated employee by Satisfaction?
  14. What is the split of terminated employee by Department?
  15. What is the split of terminated employee by Marital Status?
- ***Answer more questions and give your recommendations***
- ***Use Visualizations to answer the questions***
- ***From your analysis what set of people are likely to be absent from work.***





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