

# Legacies Group

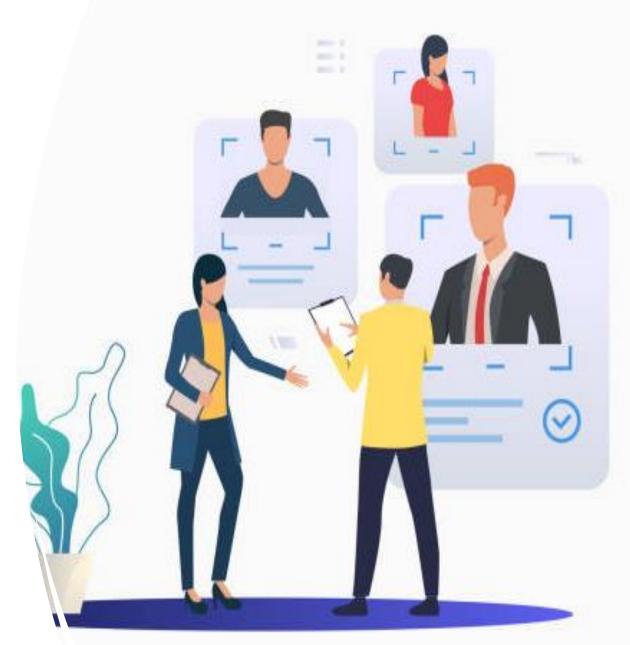
**Human Resources Data Case Study** 



### Human Resource Data

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

- 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?
  - . 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.





# Create a dashboard and share on LinkedIn

(Tag @10Alytics)