



LARANA, INC.

HR ANALYSIS

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1 INTRODUCTION



In our HR analysis, we aim to provide a comprehensive view of the workforce to better understand various aspects of employee demographics and organizational structure.

My Goal



My hope through out this analysis is to find the best succession plan possible, and to find the best educational plan for our employees.

2 DEMOGRAPHICS

1) Age Distribution

We analyze the age range of employees to gain insights into the generational mix within the organization. This helps in understanding the diversity of perspectives and experiences

4) Ethnicity and Race

We assess the diversity of our employees in terms of ethnicity and race to ensure an inclusive and representative workforce

2) Gender Distribution

By examining the ratio of male to female employees, we assess gender diversity and identify any potential gaps or imbalances

5) Educational Levels

Understanding the educational background of our employees helps in aligning recruitment strategies and professional development programs

3) Marital Status

Evaluating the marital status and family composition of employees informs our approach to benefits and work-life balance programs, ensuring they meet the needs of our workforce.

6) Tenure

Analyzing employee tenure provides insights into employee retention and the long-term stability of our workforce

7) Job Roles and Departments:

We examine the distribution of employees across different job roles and hierarchical levels to understand organizational structure and identify areas for potential improvement.

3 TERMINOLOGIES

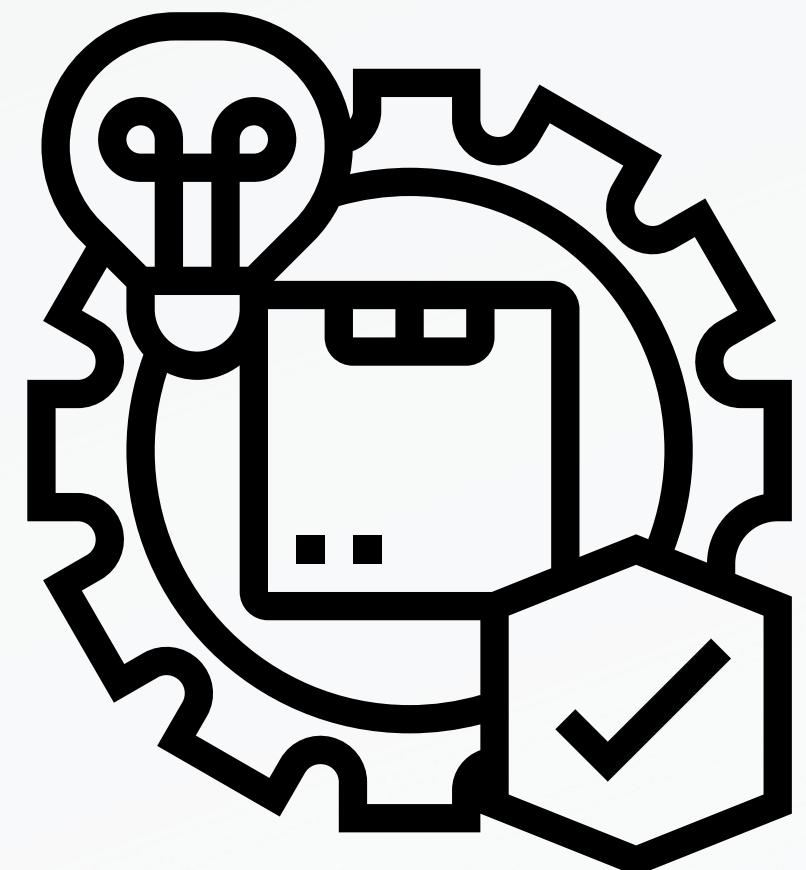
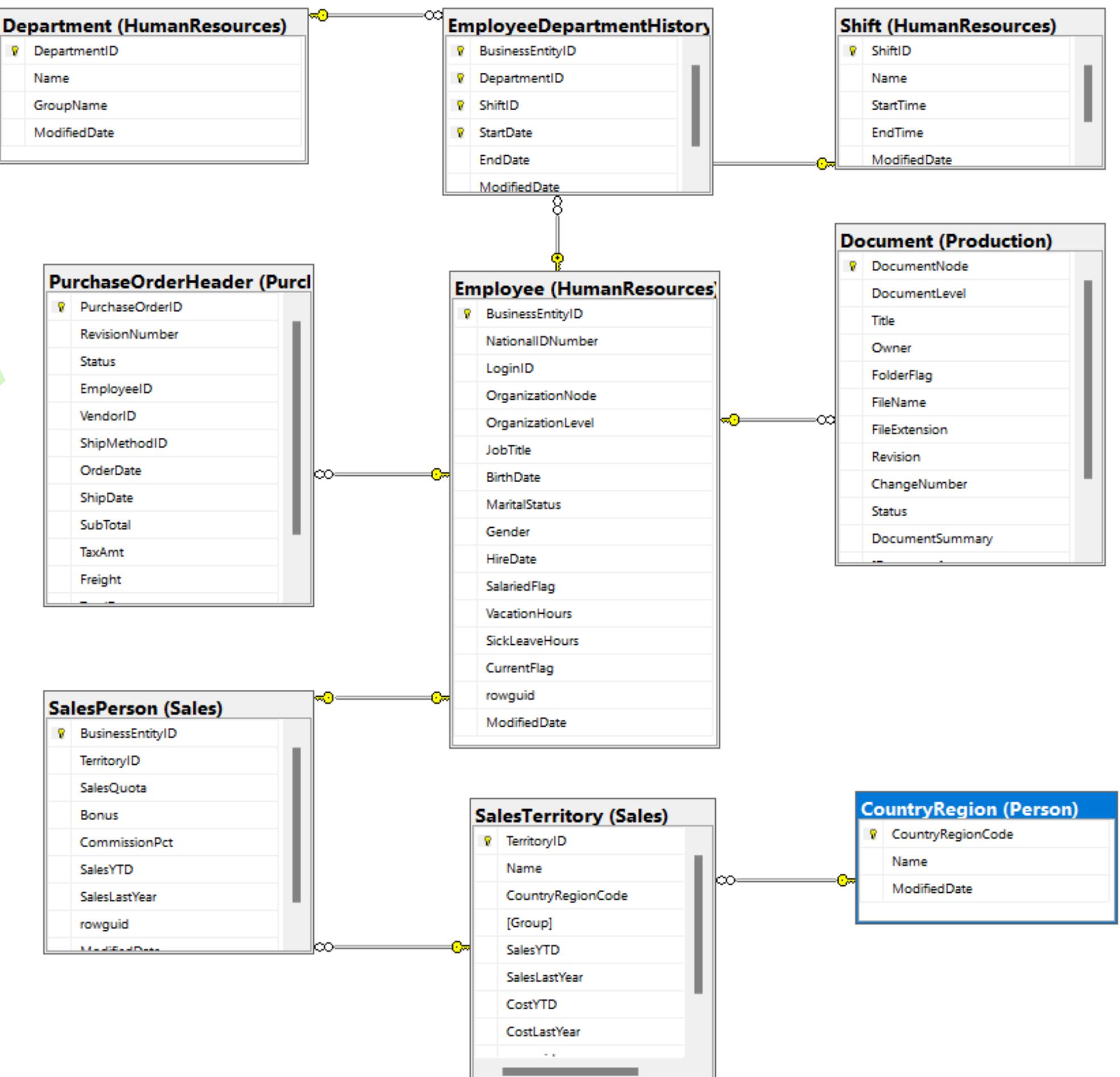
Succession Plan

A succession plan is a strategic process used by organizations to identify and develop internal personnel to fill key leadership or critical roles within the company as they become available. The goal of succession planning is to ensure that there is a pool of qualified candidates who can step into these roles with minimal disruption to the organization.

Tenure

Tenure refers to the length of time an employee has been employed in their current role or within an organization. It is often used as a measure of experience, stability, and loyalty within a specific job or organization.

4 TABLES USED



5 DEMOGRAPHICS DETAILS

1 AGE DISTRIBUTION

Questions Asked

Question : What is the Agverage years of experience in each age distribution (category)?

Results

AgeGroup	StartAge	EndAge	NumberOfEmployees
Q1	33	43	127
Q2	44	53	114
Q3	54	63	29
Q4	64	73	20

5 DEMOGRAPHICS DETAILS

2 GENDER DISTRIBUTION

Questions Asked

Question Step 2.1: Extract the count of male and female employees:

Question Step 2.2: Calculate Ratios

Results

Gender	NumberOfEmployees	Percentage
F	84	28.97
M	206	71.03

5 DEMOGRAPHICS DETAILS

2 GENDER DISTRIBUTION

Follow Up Question

Compare between hiring percentage of males and females between each two years ,Starting from the first year of hirings till the last year of hirings?

Results

HireYear	TotalHires	MaleHires	MaleHirePercentage	FemaleHires	FemaleHirePercentage	PreviousYearHires	HireDifference
2006	1	1	100	0	0	NULL	NULL
2007	6	5	83.33	1	16.67	1	5
2008	74	52	70.27	22	29.73	6	68
2009	148	108	72.97	40	27.03	74	74
2010	38	28	73.68	10	26.32	148	-110
2011	16	9	56.25	7	43.75	38	-22
2012	4	2	50	2	50	16	-12
2013	3	1	33.33	2	66.67	4	-1

Conclusion

The hiring rates of the females are rising linearly while the hiring dates of the males are decreasing non-linearly throughout the years

5 DEMOGRAPHICS DETAILS

3 MATRITAL STATUS

Question Asked

Question 1 What is percentage of Marital Status and Gender?

Results

MaritalStatus	Gender	NumberOfEmployees	PercentageOfTotal
M	F	49	16.9
M	M	97	33.45
S	F	35	12.07
S	M	109	37.59

Recommendation

We should add a dependents table so we could find the employees who need the work life blanace program.



5 DEMOGRAPHICS DETAILS

4 ETHNICITY AND RACE

Question Asked

Question 1 How diverse is our company in terms of the ethnicity and race?

Results

Sadly, No tables found related to the ethnicity nor the race of our employees.

Recommendation

We should also add tables or fields for our employees birth locations and the current living locations. Which help us find the appropriate salaries for such a region, etc.

5 DEMOGRAPHICS DETAILS

5 EDUCATION

Question Asked

Question 1 What is the educational background of our employees at each department?

Results

Sadly, No tables found related to the education of our employees.

Recommendation

We should also add tables or fields for our employees previous education and their futuristic plans from an academic point of view, which help us provide the appropriate training for our employees in the future.

5 DEMOGRAPHICS DETAILS

6 TENURE

Question Asked

Question 1 What is the average tenure for each of our age groups in our organization?

Results

AgeGroup	StartAge	EndAge	NumberOfEmployees	AverageYearsOfExperience
Q1	33	43	127	15
Q2	44	53	114	14
Q3	54	63	29	14
Q4	64	73	20	15

Recommendation

The average years of experience of our employee is 14 years , considering this is a good fact , but we can notice that we need more juniors for our succession plan to be successful

5 DEMOGRAPHICS DETAILS 7 JOB ROLES

Question Asked

How many employee at each hierarhcial level?

Results

OrganizationLevel	NumberOfEmployees
1	6
2	27
3	66
4	190
BIG BOSS	1

Conclusion

Our analysis reveals that as organizational levels rise, the number of employees increases, with a noticeable trend of higher female representation at senior levels. This is logical for our production-based company, where lower levels require more physical labor, typically involving more males, while higher levels, which are less physically demanding, naturally have more females.

CONCLUSIONS AND RECOMMENDATIONS

Conculusions

- 1)The ages distribution of our employees show us that most of our employees are older then 32 years old
- 2)The hiring rates of the females are rising linearly while the hiring dates of the males are decreasing non-linearly throughout the years
- 3)The average of years of experience of our employees is 14 years, which means that most of them does not need training to increase their performace.
- 4)Due to the missing tables we couldnt customize an educational plan for our employees.

CONCLUSIONS AND RECOMMENDATIONS

recommendations

- 1) We should consider adding the more juniors, so that we can help them gain experience so that we dont lose our tempo in the market.
- 2) We should consider adding the following tables:
 - 2.1)Dependents Table
 - 2.2)Educational BackGround Table
 - 2.3)Ethnicity and race table to know the origins of our employees
 - 2.4)Geographical locations tables where we can know the background of our employees

The background features two large, abstract, flowing line structures. One is located in the upper left corner, consisting of many thin, curved lines that form a dense, circular pattern. The other is in the lower right corner, a more continuous, wavy line that curves upwards and outwards.

**I WOULD LIKE TO HEAR
YOUR FEEDBACK**

**THANK'S FOR
YOUR TIME
AND
ATTENTION**



LARANA, INC.

