

Name: Dhanvi Balaji

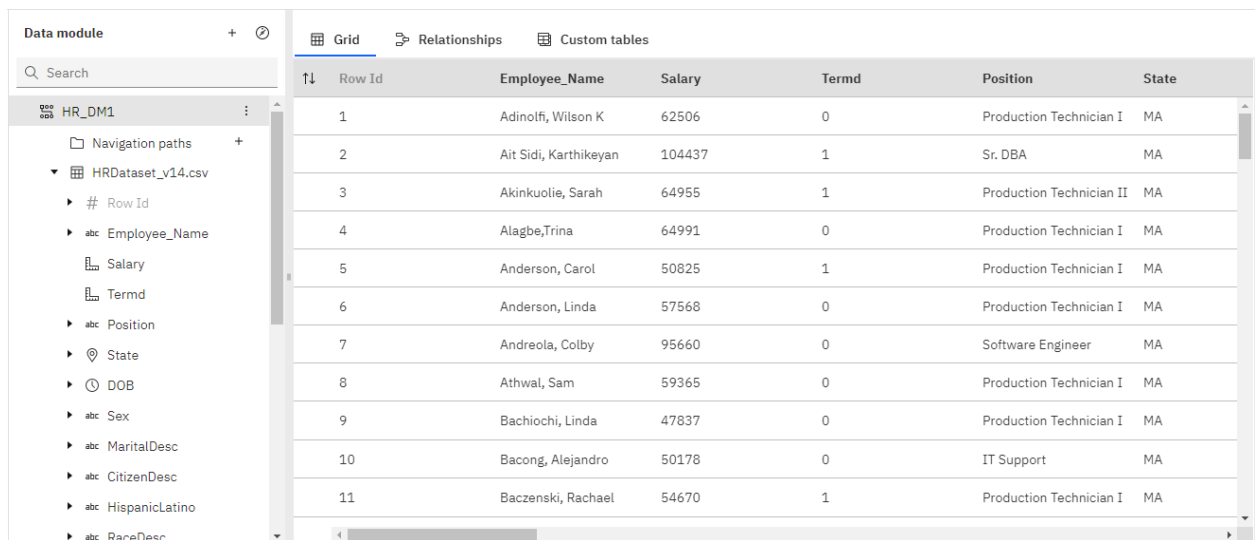
College: Madras Institute of Technology, Anna University

Group:1

# HR\_DATA ANALYSIS AND EXPLORATION

## 1) Link for the Data Module

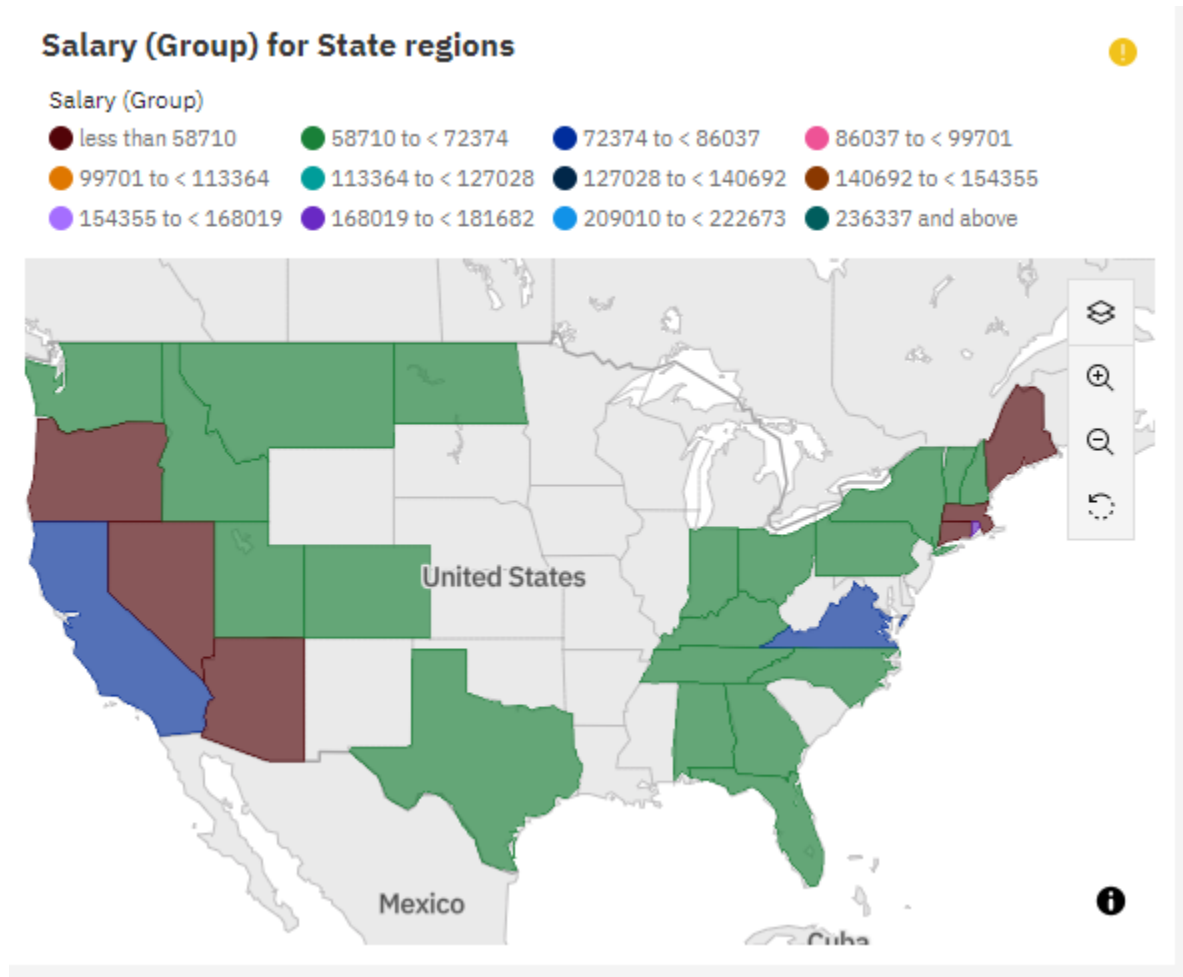
[Data module link](#)



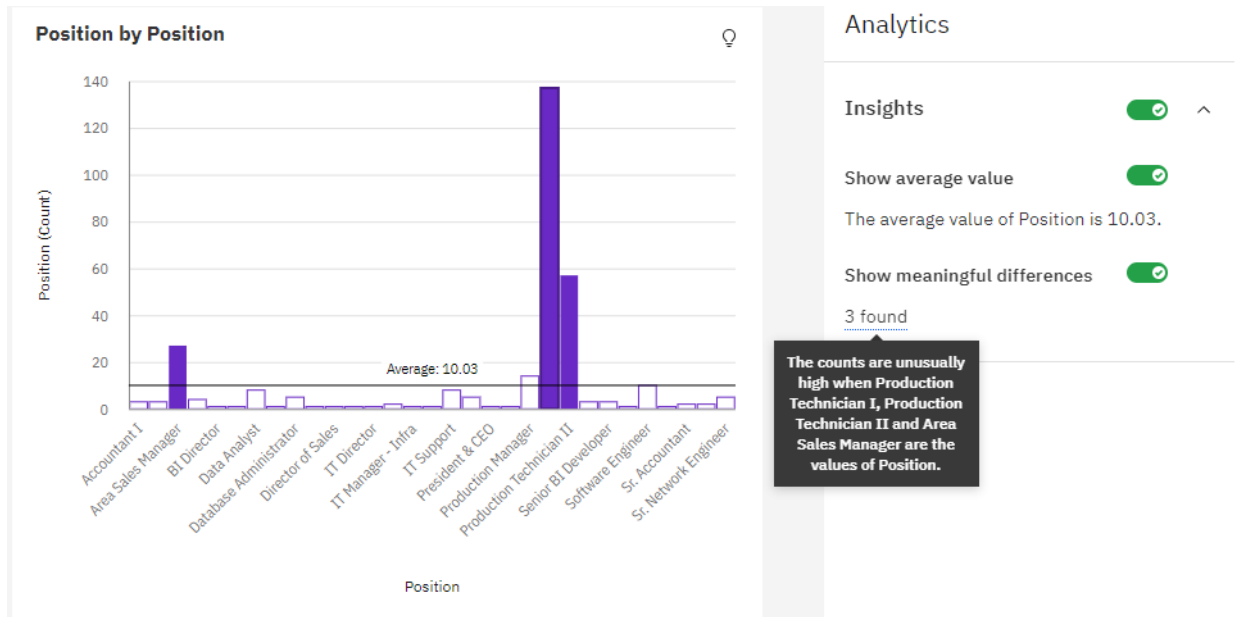
The screenshot shows a data module interface with a sidebar on the left and a main table area on the right. The sidebar contains a search bar and a list of fields: Row Id, Employee\_Name, Salary, TermId, Position, State, DOB, Sex, MaritalDesc, CitizenDesc, HispanicLatino, and RaceDesc. The main table area displays a table with 11 rows of employee data. The table has columns for Row Id, Employee\_Name, Salary, TermId, Position, and State. The data is as follows:

Row Id	Employee_Name	Salary	TermId	Position	State
1	Adinolfi, Wilson K	62506	0	Production Technician I	MA
2	Ait Sidi, Karthikeyan	104437	1	Sr. DBA	MA
3	Akinkuolie, Sarah	64955	1	Production Technician II	MA
4	Alagbe,Trina	64991	0	Production Technician I	MA
5	Anderson, Carol	50825	1	Production Technician I	MA
6	Anderson, Linda	57568	0	Production Technician I	MA
7	Andreola, Colby	95660	0	Software Engineer	MA
8	Athwal, Sam	59365	0	Production Technician I	MA
9	Bachiochi, Linda	47837	0	Production Technician I	MA
10	Bacong, Alejandro	50178	0	IT Support	MA
11	Baczinski, Rachael	54670	1	Production Technician I	MA

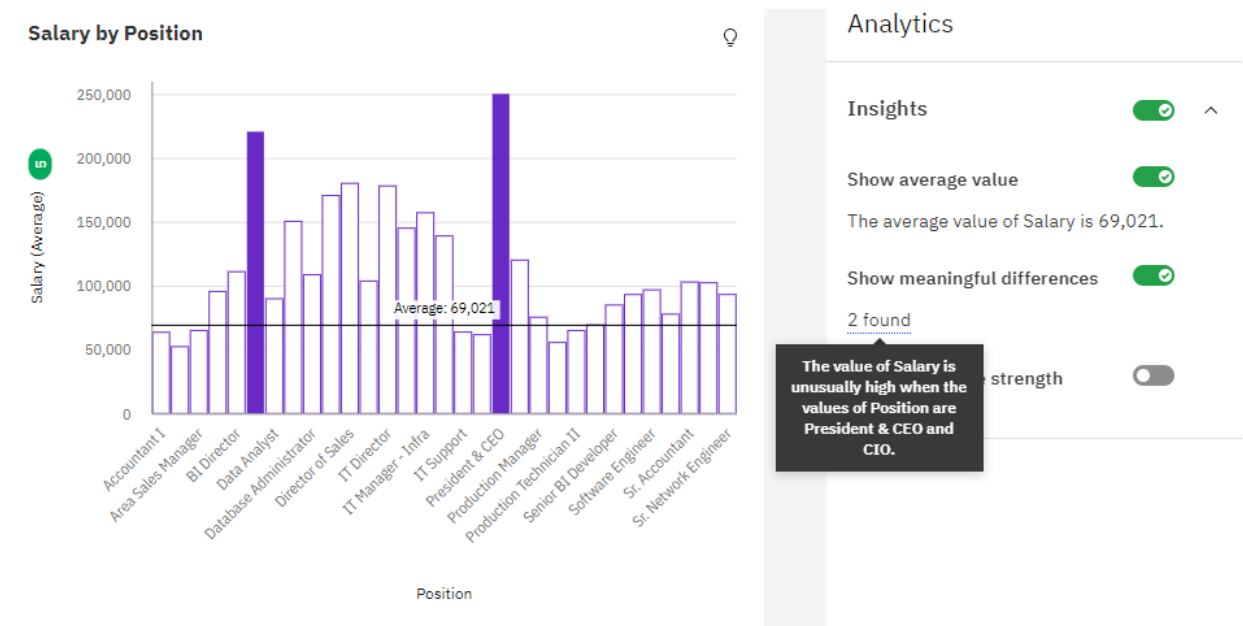
## 2) [Insights](#)



In order to go for high pay, it might be better to seek work in California, Rhode Island, or Virginia.



The positions where most people work are Production Technician and Area Sales Manager



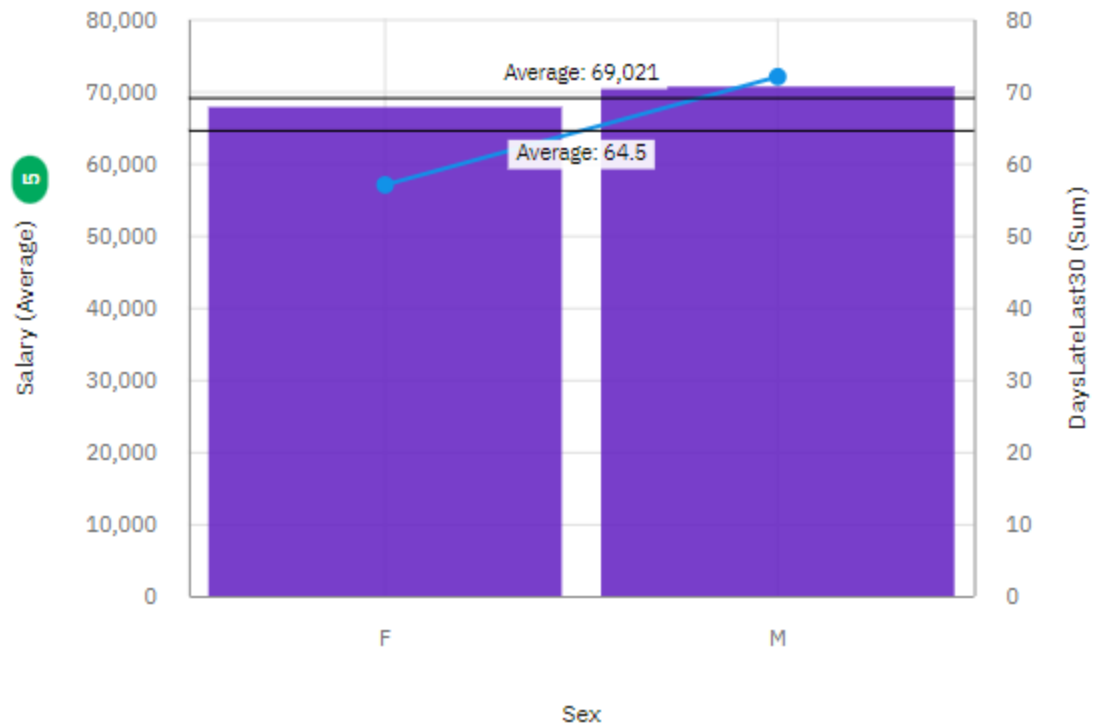
Naturally the highest-paid positions are the CEOs and the Presidents.

## DaysLateLast30 and Salary by Sex



Column  
● Salary (Average)

Line  
● DaysLateLast30 (Sum)



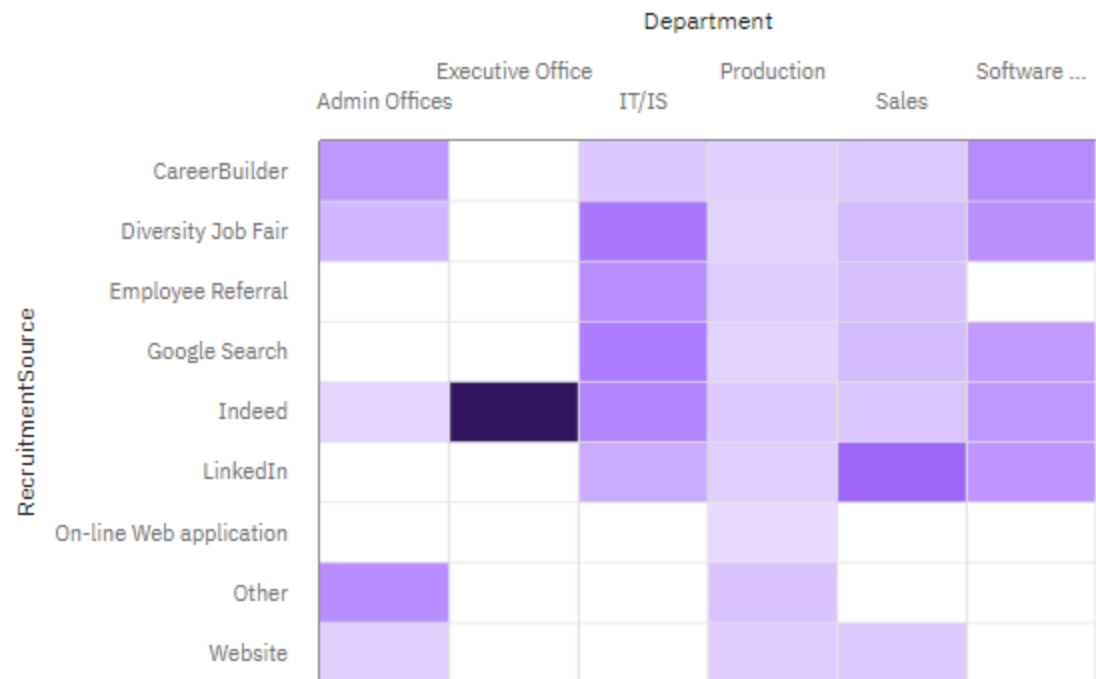
Men come late way more often than women, while women are doing well to stay under the average number of late days.

There is still pay disparity, as women get paid well below the average salary, and much less than men.

## Salary by RecruitmentSource and Department 5

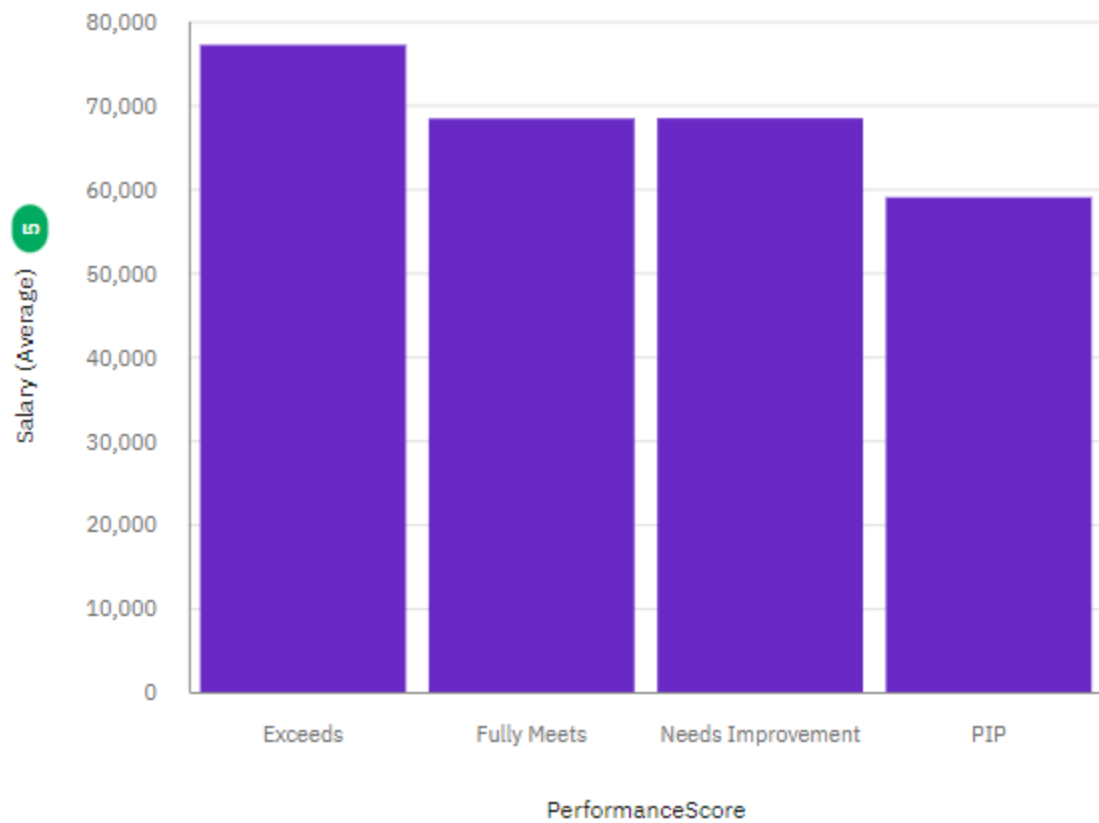


Salary (Average)



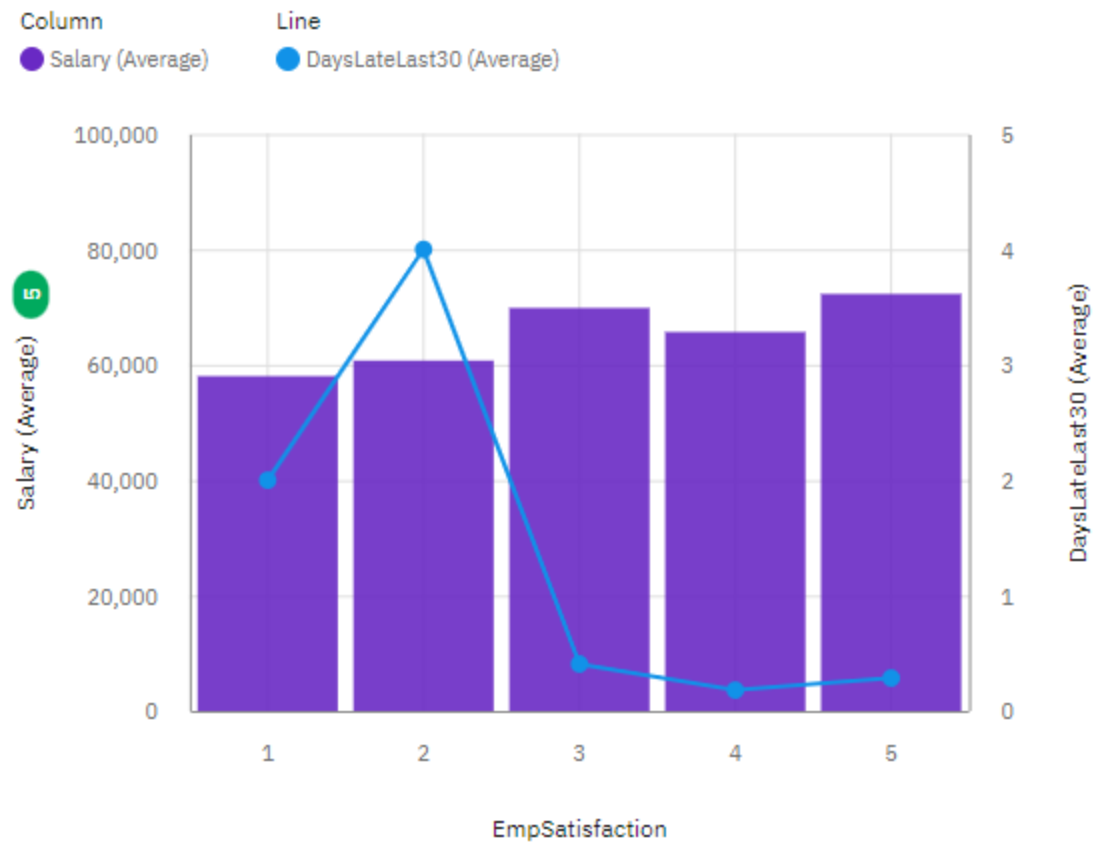
People who were recruited through Indeed have generally been paid higher salaries

### Salary by PerformanceScore



For some weird reason, the average salary for a person with a performance score of needs improvement is more than that of someone who has a fully meet score

## DaysLateLast30 and Salary by EmpSatisfaction



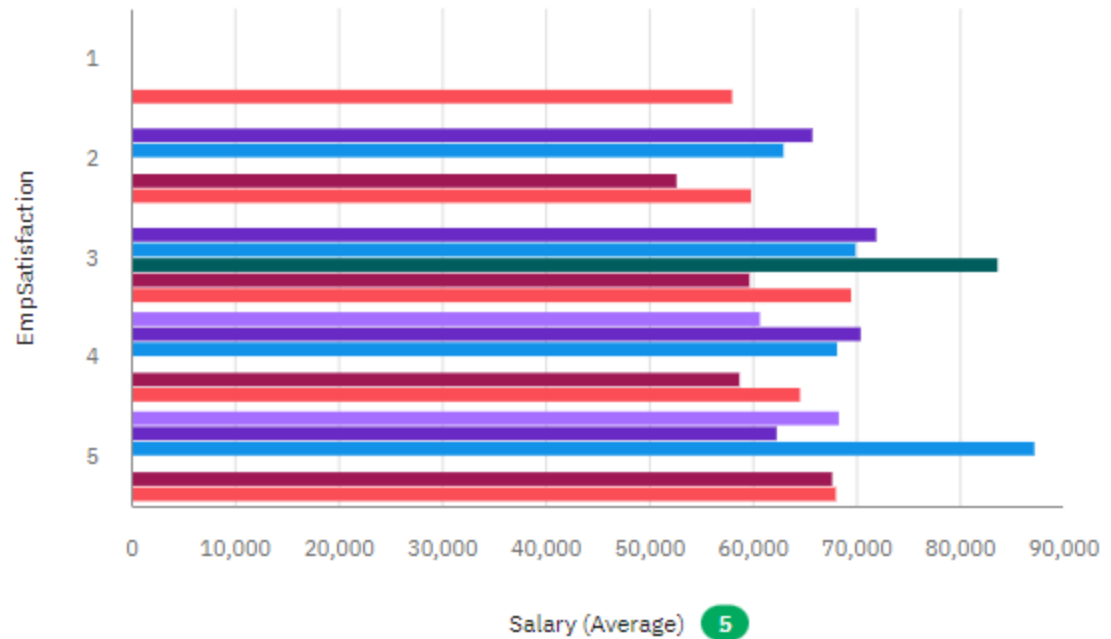
Satisfied employees seldom tend to come late, and are generally paid more than employees who are unsatisfied. This might be due to a disparity in what they expected in terms of salary.

### Salary by EmpSatisfaction colored by RaceDesc



RaceDesc

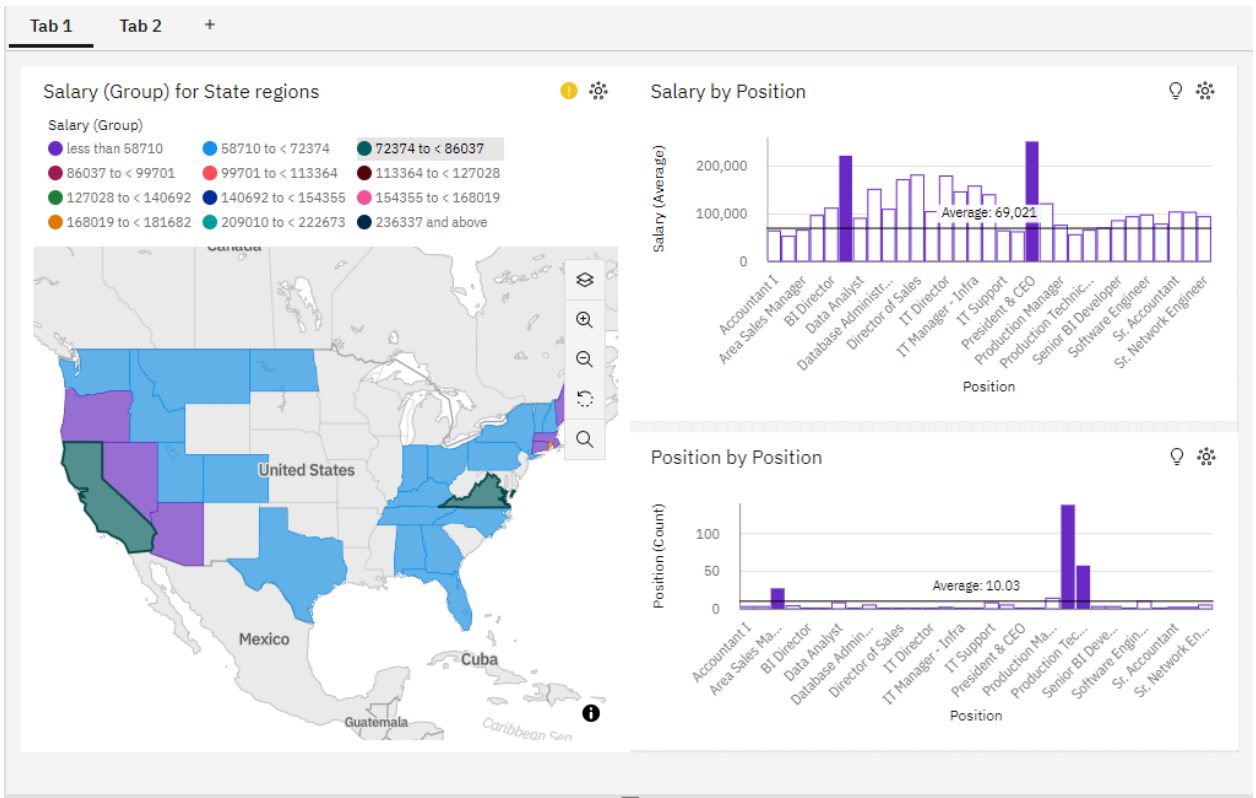
- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic
- Two or more races
- White



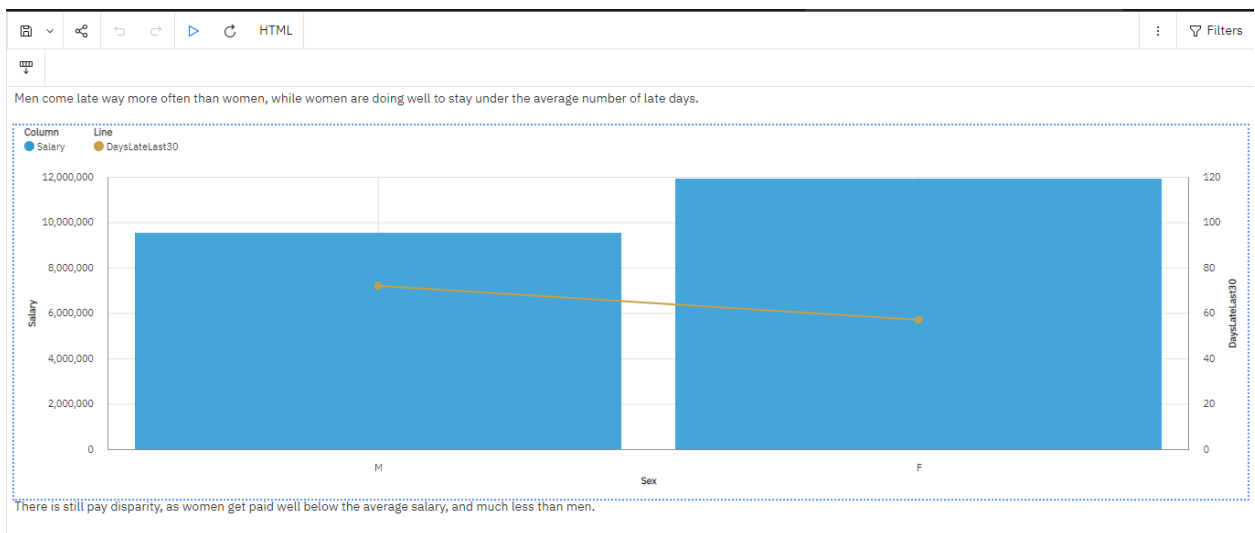
Extremely satisfied African Americans are paid the most, followed by fairly satisfied Hispanics.

[Dashboard Creation](#)





## Report Creation



## Story

# HR DATA INSIGHTS

By : Dhanvi Balaji

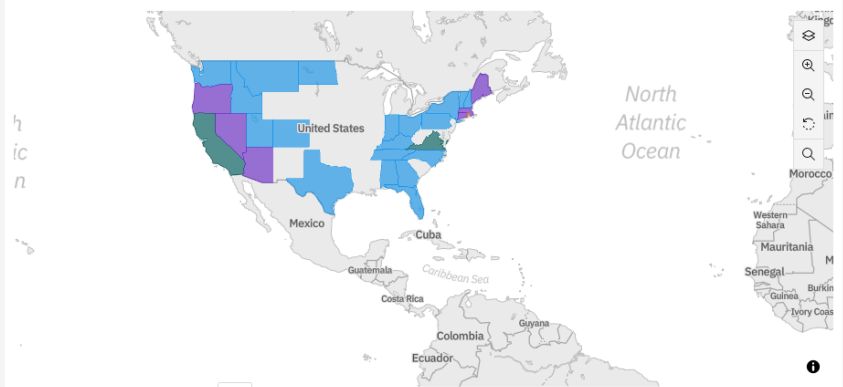
## Average Salary by States

- In order to go for high pay, it might be better to seek work in California, Rhode Island, or Virginia.

Salary (Group) for State regions

Salary (Group)

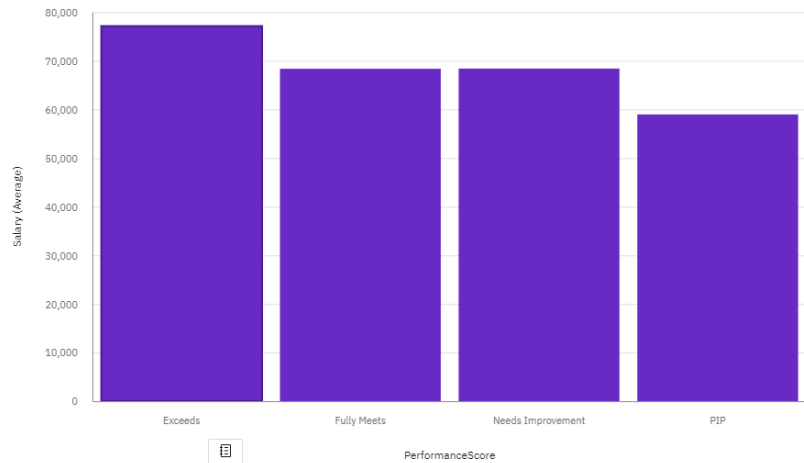
less than 58710	58710 to < 72374	72374 to < 86037	86037 to < 99701	99701 to < 113364	113364 to < 127028	
127028 to < 140692	140692 to < 154355	154355 to < 168019	168019 to < 181682	181682 to < 209010	209010 to < 222673	222673 and above



# Salary vs Performance Score

- For some weird reason, the average salary for a person with a performance score of needs improvement is more than that of someone who has a fully meet score

Salary by PerformanceScore



Prev scene

Scene 3 of 5

0:05.0

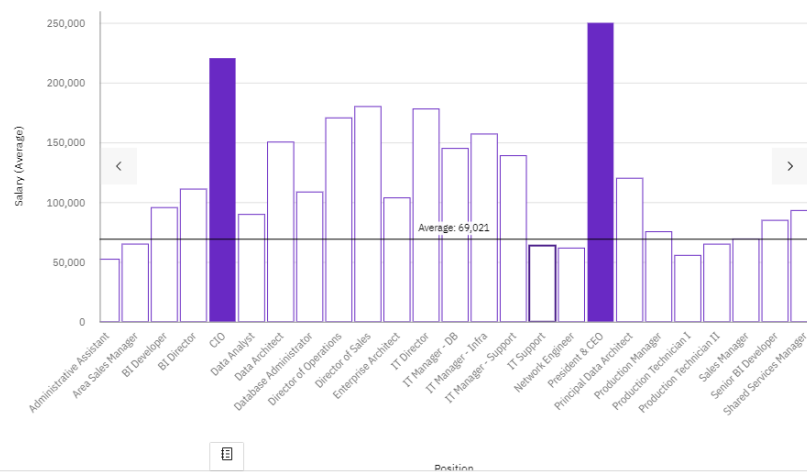
0:05.0

# Salary vs Position

Press **Esc** to exit full screen

- Naturally the highest-paid positions are the CEOs and the Presidents.
- Administrative Assistants and Productive Technicians get paid the least.
- Despite Production Technicians being hired the most

Salary by Position



Prev scene

Scene 4 of 5

0:02.8

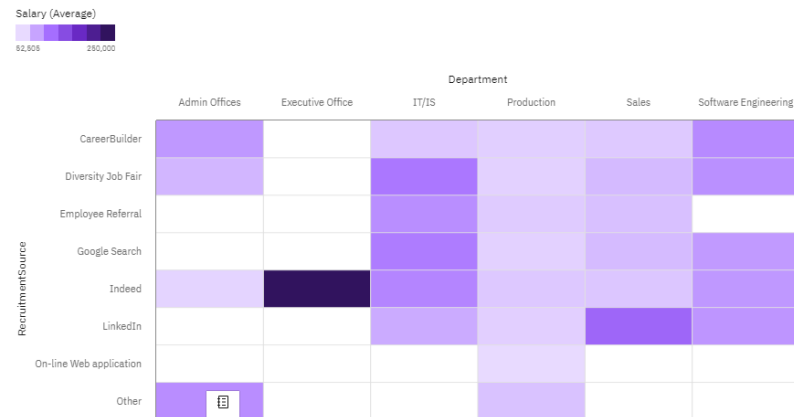
0:05.0

Press **Esc** to exit full screen

# Recruitment Source effect on Salary

- Being recruited from Indeed means that the recruits expect a higher salary, and are paid that much
- Indeed is the only recruitment agency that provided employees for the executive office role such as CEO, CFO, etc
- For the other departments regardless of where they are recruited from, the salary paid remains the same.

Salary by RecruitmentSource and Department



Prev scene



Next scene

Scene 5 of 5

0:05.0

0:05.0

