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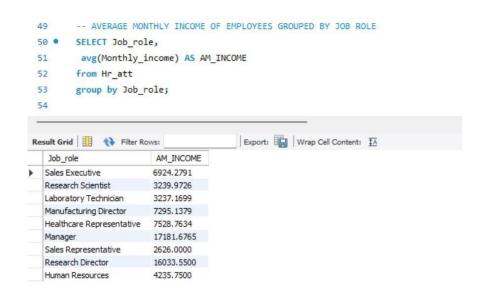
INTRODUCTION

PURPOSE OF THE REPORT

This report provides insights into the key workforce trends using HR data. It explores patterns in attrition, job performance, income and employee engagement. The goal is to support HR managers in making informed, people-focused decisions.

BASIC ANALYSIS

(1) AVERAGE MONTHLY INCOME OF EMPLOYEES GROUPED BY JOB ROLE



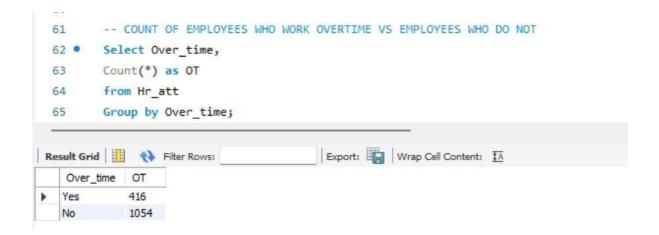
Managers have an average monthly income of ₹17,182, followed by Research Director with an average monthly income of ₹16,032. Health Care Representative, Manufacturing Director, Sales Executive and others earning an average salary below ₹8,000 monthly.

(2) NO OF EMPLOYEES IN EACH DEPARTMENT



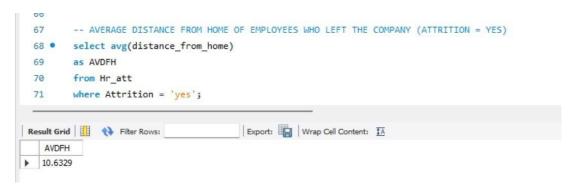
Research & Development has the most employees with **961**, then **Sales** with **446** employees, **Human Resources** has the least with **63** employees.

(3) COUNT OF EMPLOYEES WHO WORK OVERTIME VS EMPLOYEES WHO DO NOT



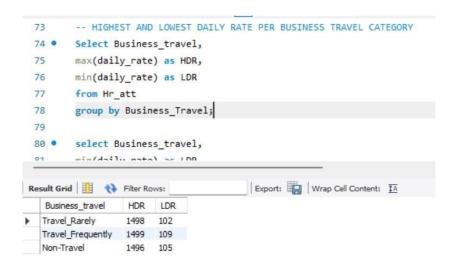
1054 employees work overtime, while **416** do not.

(4) AVERAGE DISTANCE FROM HOME OF EMPLOYEES WHO LEFT THE COMPANY (ATTRIBITION = 'YES')



The **Average Distance from Home of Employees** who left the Company is **10.63**.

(5) HIGHEST AND LOWEST DAILY RATE PER BUSINESS TRAVEL CATEGORY

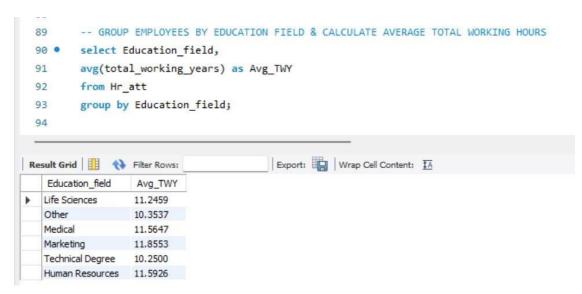


Those who **Travel Rarely** have a **High Daily Rate** of **₹1498** and a **Low Daily Rate** of **₹102**.

- Frequent Travelers have a High Daily Rate of ₩1499 and a Low Daily Rate of ₩109.
- Non-Travelers have a High Daily Rate of ₩1496 and a Low Daily Rate of ₩105.

GROUPED ANALYSIS

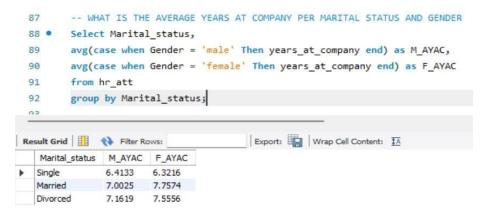
(1) EMPLOYEES BY EDUCATION FIELD AND AVERAGE TOTAL WORKING YEARS



Marketing Field have the highest Total Working Years with 11.85, followed by;

- Human Resources with 11.59.
- Medical with 11.56.
- Life Sciences 11.24.
- **Technical Degree** and Others have an average of **less than 10** Total Working Years.

(2) AVERAGE YEARS AT COMPANY PER MARITAL STATUS AND GENDER

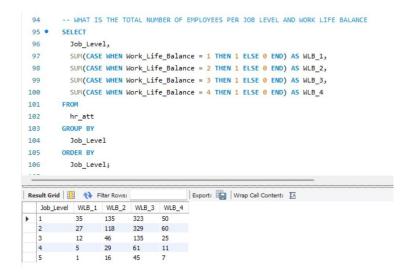


The average years at company for **Divorced Males** is **7.16**, while **Females** is **7.56**

Married Males 7.00 and Females 7.76.

• Single Males 6.41 and Females 6.32.

(3) TOTAL NUMBER OF EMPLOYEES PER JOB LEVEL AND WORK LIFE BALANCE



Most employees in **lower job levels** report **moderate work-life balance**, with levels **2** and **3** being the **most common**. **Higher job levels** have **fewer employees**, and their work-life balance ratings are more **evenly distributed**.

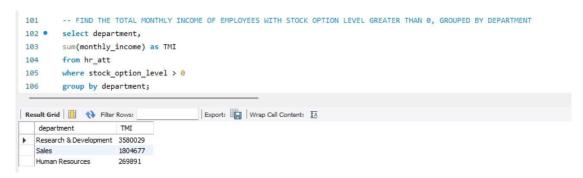
This suggests that work-life balance **slightly improves** with **seniority** but remains a **concern across levels**.

(4) THE AVERAGE % SALARY HIKE PER PERFORMANCE RATING



Performance rating is a key factor in determining the percent salary hike. **Higher rated** employees are **rewarded with larger raises** to encourage performance and retain top talent.

(5) TOTAL MONTHLY INCOME OF EMPLOYEES WITH STOCK OPTION LEVEL > 0 GROUPED BY DEPARTMENT



The Total Monthly Income of employees with Stock Option Level greater than 0, by department is as follows:

- Research & Development ₦3,580,029.
- Sales **№1,804,677**.
- Human Resources **№269,891**.

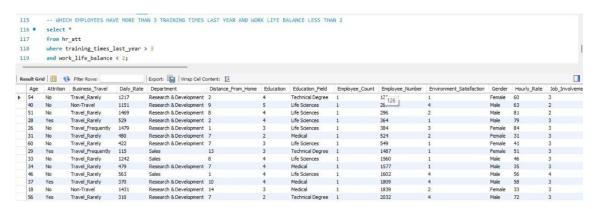
FILTERED QUERY

(1) EMPLOYEES WHO HAVE WORKED FOR MORE THAN 10 YEARS WITH NO PROMOTION



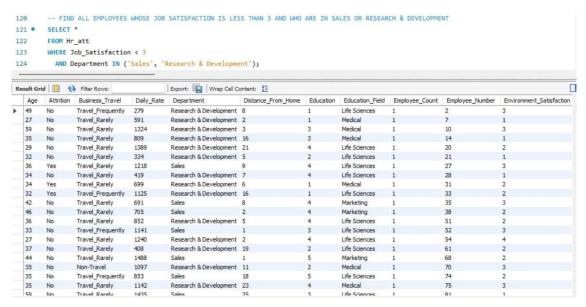
Over **17** employees have worked for more 10 years in the company and have **Never Been Promoted.**

(2) EMPLOYEES WITH MORE THAN 3 TRAINING TIMES LAST YEAR AND WORK LIFE BALANCE LESS THAN (<) 2



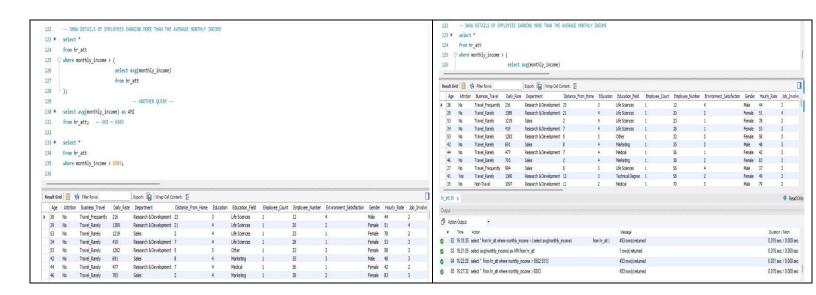
Fourteen (14) employees have more than three (3) Training Times Last Year and a Work Life Balance less than two (2).

(3) EMPLOYEES WITH A JOB SATISFACTION LESS THAN 3 IN SALES OR RESEARCH & DEVELOPMENT



Over **Five Hundred and Thirty-Eight (538)** employees in either **Sales** or **Research & Development** have a job satisfaction of less than three (3).

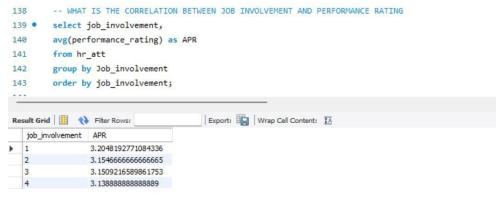
(4) EMPLOYEES EARNING MORE THAN THE AVERAGE MONTHLY INCOME



Four Hundred and Ninety-Three (493) employees, earn more than the Average Monthly Income of **Six Thousand, Five Hundred and Three (**6503)**.

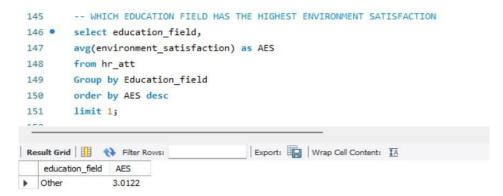
TRENDS AND INSIGHTS

(1) IS JOB INVOLVEMENT ASSOCIATED WITH HIGHER PERFORMANCE RATING?



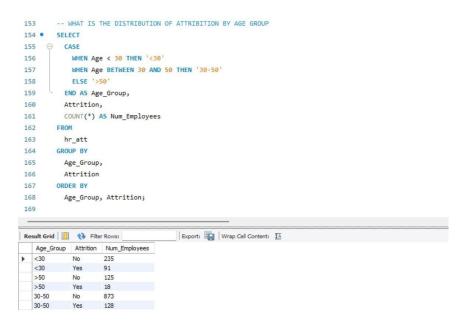
Employees with **higher job involvement** tend to have a **slightly better performance rating**. The **average rating only rises a little**, reaching **3.21** at **highest involvement level**. This suggests a **Mild** connection, but it is **not** a **strong or consistent trend**.

(2) EDUCATION FIELD WITH THE HIGHEST AVERAGE ENVIRONMENT SATISFACTION.



Other Education Fields has the Highest Average Environment Satisfaction with 3.01.

(3) DISTRIBUTION OF ATTRIBITION BY AGE GROUP



Attrition is **highest** among employees **under thirty (30)**, showing that younger staff are more likely to leave.

It drops in the thirty (30) – fifty (50) group, suggesting more stability in mid-career employees. Employees over fifty (50) have the lowest attrition, likely due to job security & nearing retirement.

(4) EMPLOYEES WHO FREQUENTLY TRAVEL VS RARELY & THE AVERAGE YEARS WITH CURR MANAGER



The number of employees who **Travel Rarely** are **1043**, with an average year with curr manager of

4.07.

- Travel Frequently are 277 with an average year with curr manager of 4.22.
- Non-Travel with 150 employees and average of 4.30 years with curr manager.

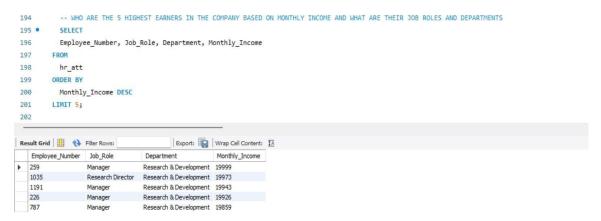
(5) AVERAGE HOURLY RATE FOR EMPLOYEES WHO HAVED CHANGED COMPANIES MORE THAN TWICE (2 TIMES).



Employees who have changed companies more than twice (two times), have an average hourly rate of **66.45**.

ADVANCED SUBQUERY

TOP 5 HIGHEST EARNERS IN THE COMPANY BASED ON THE MONTHLY INCOME AND JOB ROLES & DEPARTMENT.



The top 5 earners all come from **Research & Development** department. With job roles and employee number as follows:

- Employee number **259 Manager** is the top earner in the company with a monthly income of **№19,999**.
- Employee number 1035 Research Director is the second top earner with ₩19,973.
- Employee number 1191 Manager, third top earner with ₩19,943.
- Employee Number 226 Manager ₩19,926.
- Employee Number 787 Manager ₩19,859.