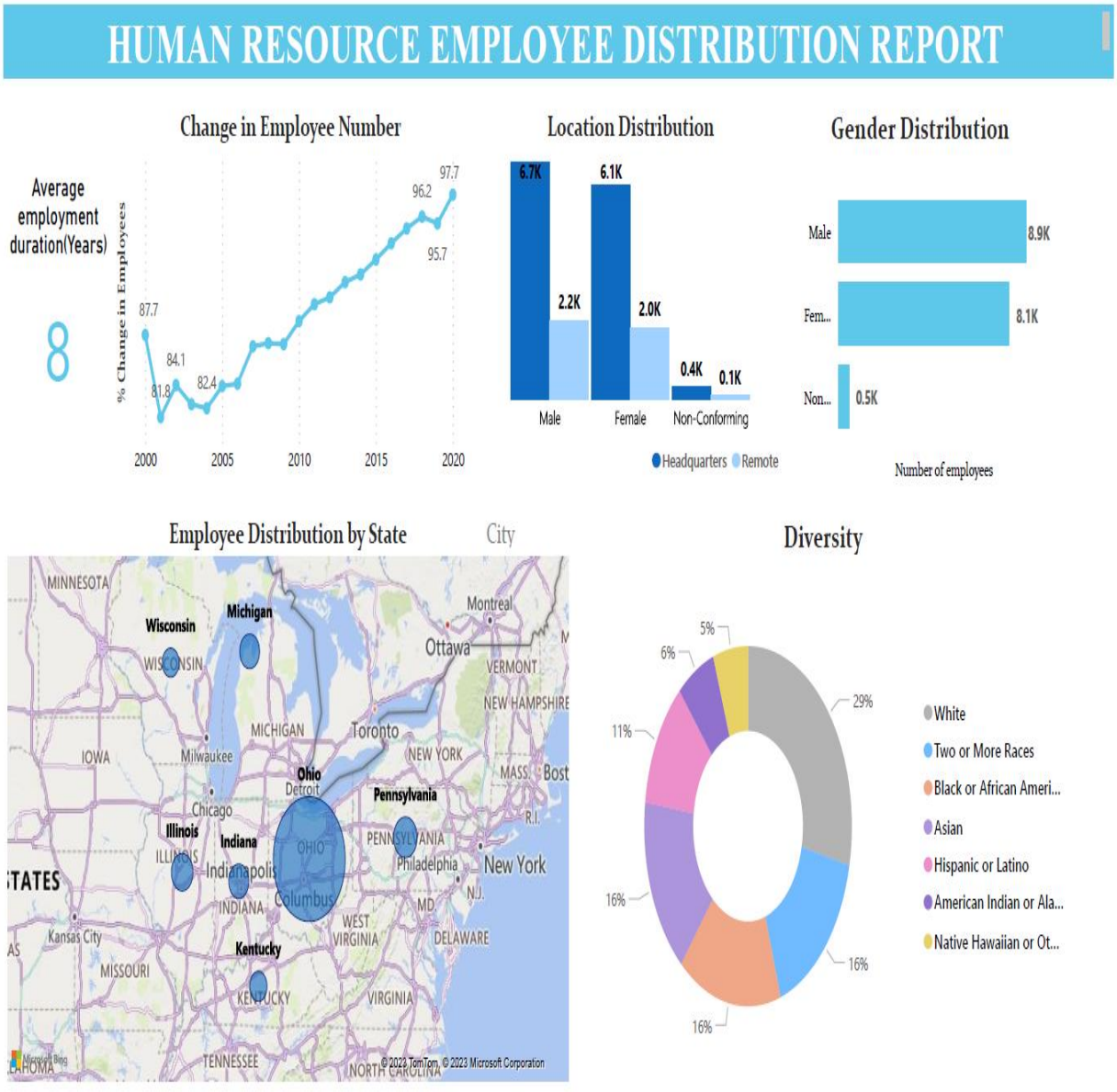
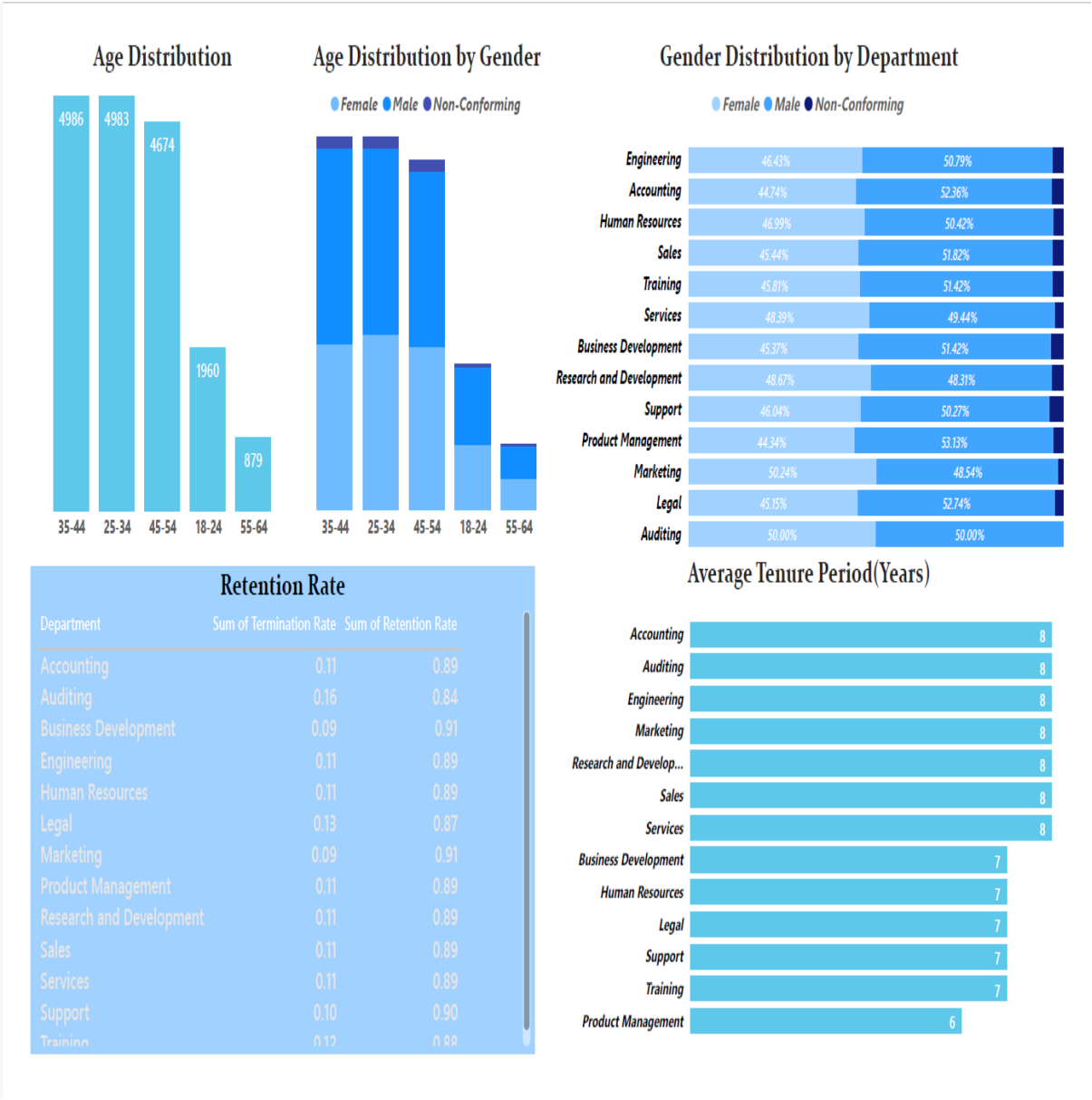
HUMAN RESOURCE

(MYSQL-POWER BI DASHBOARD)





DATA USED:

Data→ 20000+ rows company data for the time period 2000 to 2020

Data Cleansing and Analysis → MYSQL Workbench

Dashboard (Data Viz)→ Power BI

Questions:

- What is the gender breakdown of employees in the company?
- What is the race/ethnicity breakdown of employees in the company?
- What is the age distribution of employees in the company?
- How many employees work at the headquarters versus remote locations?

- What is the average employment period for terminated employees?
- How does the gender distribution vary across department?
- Show the distribution of jobs titles across the company?
- Which department has the highest retention rate?
- What is the distribution of employees by city and state?
- How does the company's employee count vary over time with respect to hire date and term date?
- What is the tenure distribution for each department?

Finding:

- There is a clear gender gap with more seats being filled with male employees.
- The company is highly diversified while white ethnicity is the majority.
- Amongst the employee 21 being the youngest and 57 being the oldest while majority of employees ranging from age group 35-44.
- Majority of employees work from headquarters irrespective of gender.
- The average employment duration for terminated employees is 8 years.
- We conclude male employees are filling more seats than female while Auditing department being an exception.
- Marketing & Business development has the highest while Auditing department has the lowest retention rate.
- Ohio contributes to the majority of employees in the company.
- Over the years increasing net change can be seen in employees.
- The highest tenure period is 8yrs and the least is for Product Management being 6yrs.

LIMITATIONS:

- 967 recorded data needed to be discarded as the values entered were not valid.
- Not all ages used were above 18 so their exclusion was also needed.
- Some term dates were far into the future (3765 records) that needed to be taken into consideration too.