

HUMAN RESOURCES ANALYSIS

Mahmoud Osama Elsayed






OVERVIEW

This presentation is for analyzing the human resource schema based on tables from the adventurework database

The analysis involves knowing the number of departments, the number of employees, the department to which the most people apply for a job, and the relationship between this number and salary and relationship between appointment date and salary





"STOP DREAMING

AND START

DOING"

STAY S.M.A.R.T.E.R

DESCRIPTION OF TABLES INSIDE HUMAN RESOURCE SCHEMA

HumanResources.Department

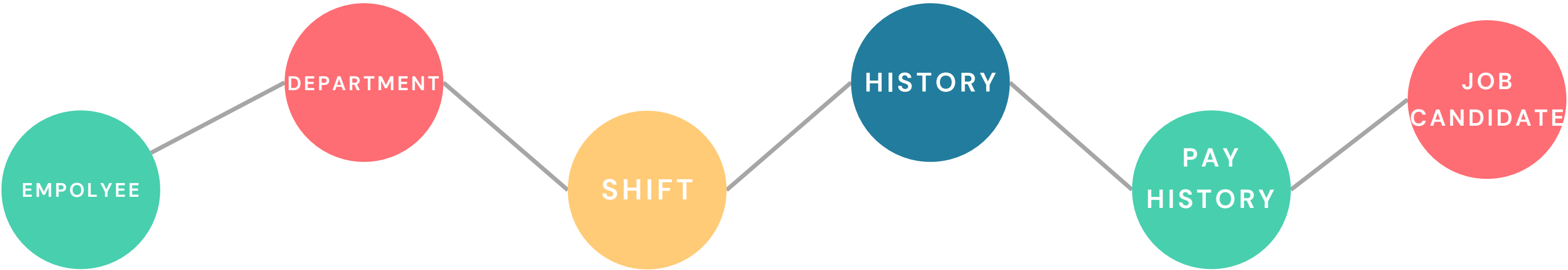
It contains information about existing department such as the department ID, its name, the group it belongs to, and so on.

HumanResources.Employee DepartmentHistory

It contains the employee's employment history, such as the employee ID, the department ID, the start date of work in the department, the end date, and the shift date.

HumanResources. JobCandidate

Information about job candidates who applied for a job, such as the applicant's ID, the employee's ID if he was appointed, and the resume



HumanResource.empolyee

It contains information about employees such as employee ID, national number, job, date of birth, number of vacation hours due, etc.

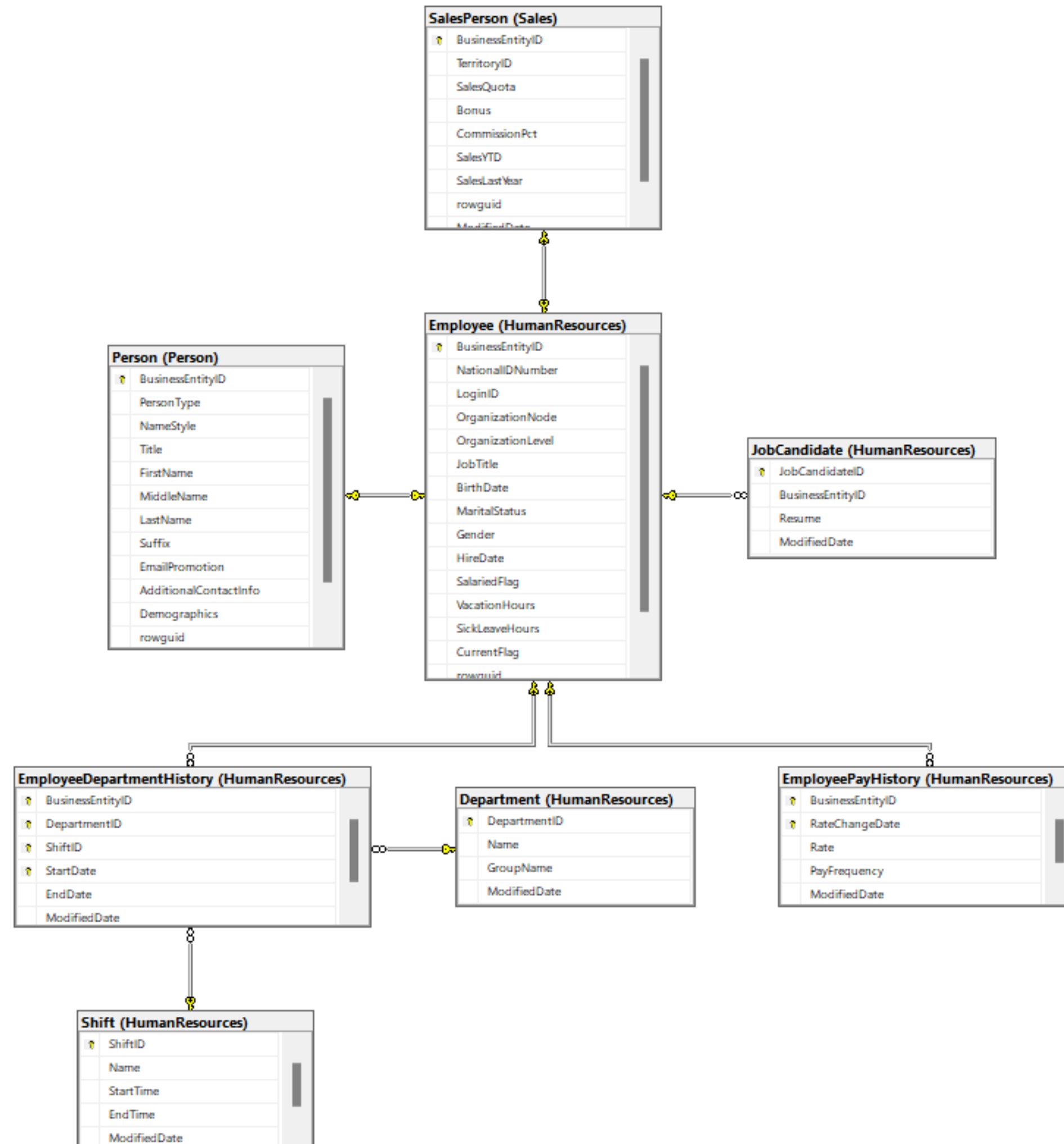
HumanResources.Shift

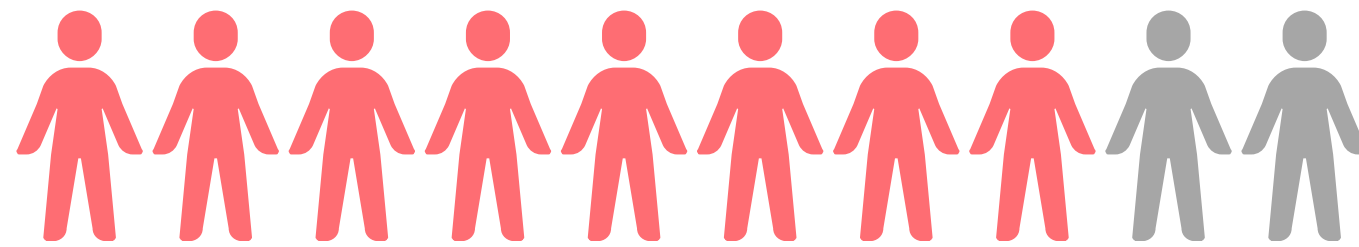
It contains information about the shift date, such as the shift ID and name, whether it is morning or evening, and the start and end times.

HumanResources.Employee PayHistory

Contains information about employee salaries such as employee ID, salary change date and wage rate.

TABLES USED





employees count inside the AdventureWorks dataset total [290] employee

Employeescount
290

Departments count inside the AdventureWorks dataset total [16] department

Departmentcount
16

AVERAGE AGE IS [45]

AverageAge

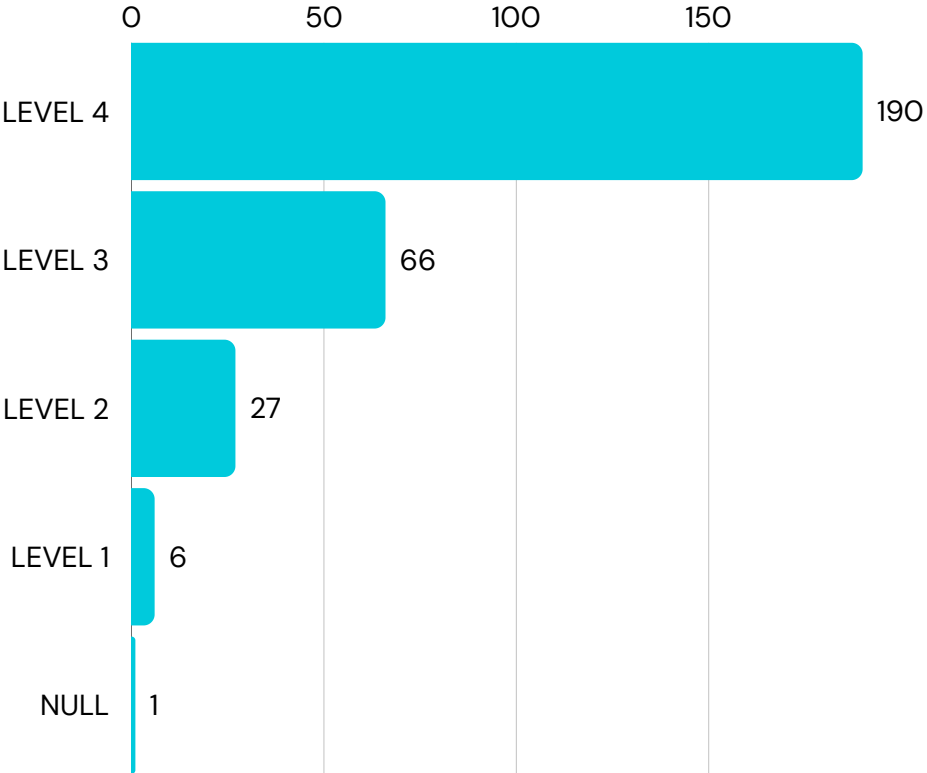
45

Distribution of employees to departments

DepartmentName	Employeescount
Production	180
Sales	18
Purchasing	13
Finance	11
Information Services	10
Marketing	10
Engineering	7
Quality Assurance	7
Facilities and Maintenance	7
Shipping and Receiving	6
Production Control	6
Human Resources	6
Document Control	5
Research and Development	4
Tool Design	4
Executive	2

DISTRIBUTION OF EMPLOYEES ON ORGANIZATION LEVEL

OrganizationLevel	Employeescount
NULL	1
1	6
2	27
3	66
4	190



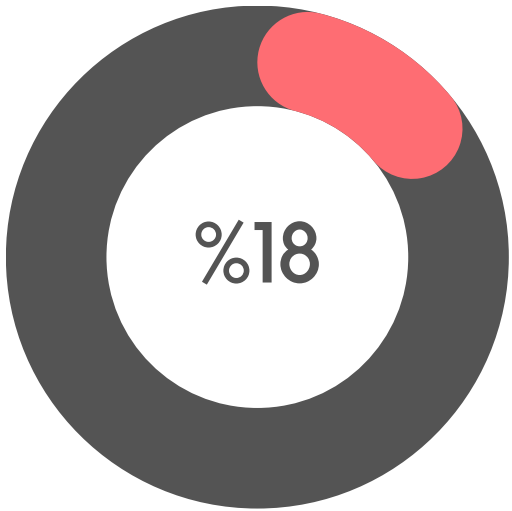
DISTRIBUTION OF MEN AND WOMEN AT ALL LEVELS IN THE COMPANY:

OrganizationLevel	Gender	Employeescount
NULL	M	1
1	F	3
1	M	3
2	F	10
2	M	17
3	F	20
3	M	46
4	F	51
4	M	139

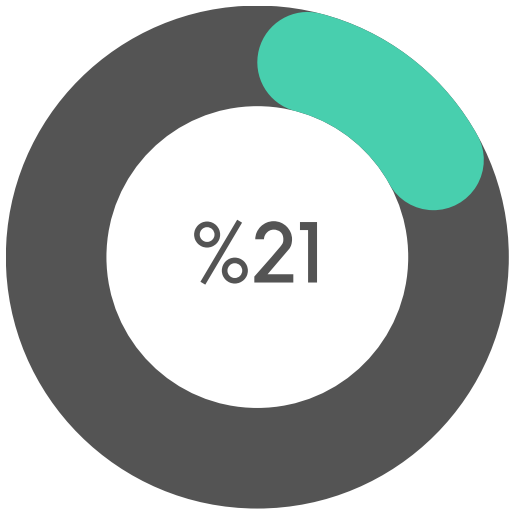
DISTRIBUTION OF EMPLOYEES ON SHIFT



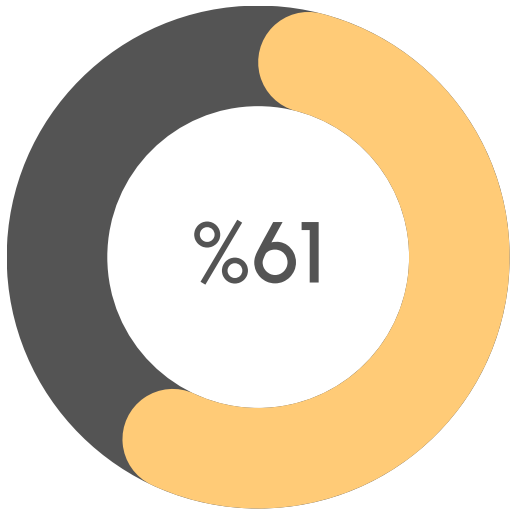
ShiftName	Employeescount
Day	182
Evening	62
Night	52



NIGHT SHIFT



EVENING SHIFT



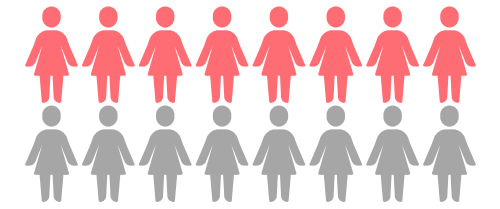
DAY SHIFT

SALARY COLLECTION RATE DIVISION

	PayType	Employeescount
1	fortnightly	136
2	monthly	180

SALARY DISTRIBUTION AT THE ORGANIZATION LEVEL

OrganizationLevel	AverageSalary	MinimumSalary	MaximumSalary	Employeescount
NULL	125.50	125.50	125.50	1
1	50.8156	24.00	84.1346	10
2	27.6237	13.4615	48.101	27
3	22.9838	8.62	50.4808	72
4	12.5118	6.50	42.4808	206



THE EMPLOYMENT RATE FOR APPLICANTS FOR A JOB AND THE DEPARTMENT TO WHICH A LARGE NUMBER OF APPLICANTS APPLY

JobCandidateID	BusinessEntityID	Resume	ModifiedDate
1	NULL	<ns:Resume xmlns:ns="http://schemas.microsoft.co...	2007-06-23 00:00:00.000
2	NULL	<ns:Resume xmlns:ns="http://schemas.microsoft.co...	2007-06-23 00:00:00.000
3	NULL	<ns:Resume xmlns:ns="http://schemas.microsoft.co...	2007-06-23 00:00:00.000
4	274	<ns:Resume xmlns:ns="http://schemas.microsoft.co...	2013-12-22 18:32:21.313
5	NULL	<ns:Resume xmlns:ns="http://schemas.microsoft.co...	2007-06-23 00:00:00.000
6	NULL	<ns:Resume xmlns:ns="http://schemas.microsoft.co...	2007-06-23 00:00:00.000
7	NULL	<ns:Resume xmlns:ns="http://schemas.microsoft.co...	2007-06-23 00:00:00.000
8	212	<ns:Resume xmlns:ns="http://schemas.microsoft.co...	2013-12-22 18:32:21.267
9	NULL	<ns:Resume xmlns:ns="http://schemas.microsoft.co...	2007-06-23 00:00:00.000
10	NULL	<ns:Resume xmlns:ns="http://schemas.microsoft.co...	2007-06-23 00:00:00.000
11	NULL	<ns:Resume xmlns:ns="http://schemas.microsoft.co...	2007-06-23 00:00:00.000
12	NULL	<ns:Resume xmlns:ns="http://schemas.microsoft.co...	2007-06-23 00:00:00.000
13	NULL	<ns:Resume xmlns:ns="http://schemas.microsoft.co...	2007-06-23 00:00:00.000

THERE IS A **PROBLEM** THAT THERE IS NO COMPLETE RECORD OF JOB APPLICANTS.



CONCLUSIONS

The department with the most employees is [PRODUCTION]

The department with the least number of employees is [EXECUTIVE]

There is a problem in the distribution of employees organization level with null there is an employee in it

There are no names for organization level

There is a distribution of salaries according to position

There is a noticeable increase in the number of male employees at the fourth level, at a rate of approximately 72%

There is a loss in the data recorded in the job candidate tyable

There is a large number in the shift that is called day 182 employee

RECOMMENDATIONS

ORGANIZATIONLEVEL

The level Recorded as null can be named the manager, for example. Each level must be given a name

GENDER

Bias should be taken into account in selecting employees.

SALARY

I recommend that there be salary levels related to years of experience.

PAY FREQUENCY

I advise you to clarify the method of disbursing the salary more, because it was not specified whether it is monthly or annual, and this is what must be clarified.

MISSING DATA

The problem of missing data in the job applicants table must be solved
[JobCandidate]

The image features a light gray background with the text "THANK YOU" centered in a bold, blue, sans-serif font. The corners are decorated with abstract geometric patterns. The top-left corner has a series of parallel diagonal lines in a light blue-gray color. The top-right corner features a cluster of overlapping semi-circles in yellow, red, teal, and dark blue. The bottom-left corner also has a cluster of overlapping semi-circles in red, teal, and dark blue. The bottom-right corner contains a large, light blue-gray arc with several parallel diagonal lines extending from its base.

THANK YOU