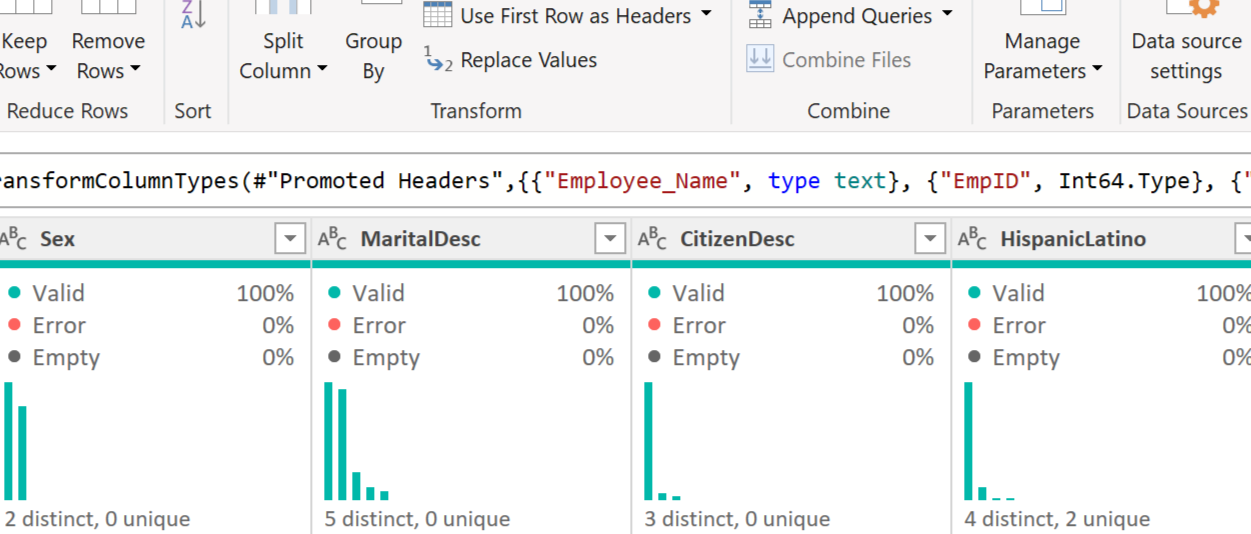
HR Project Workflow Screenshots

**Cleaning**

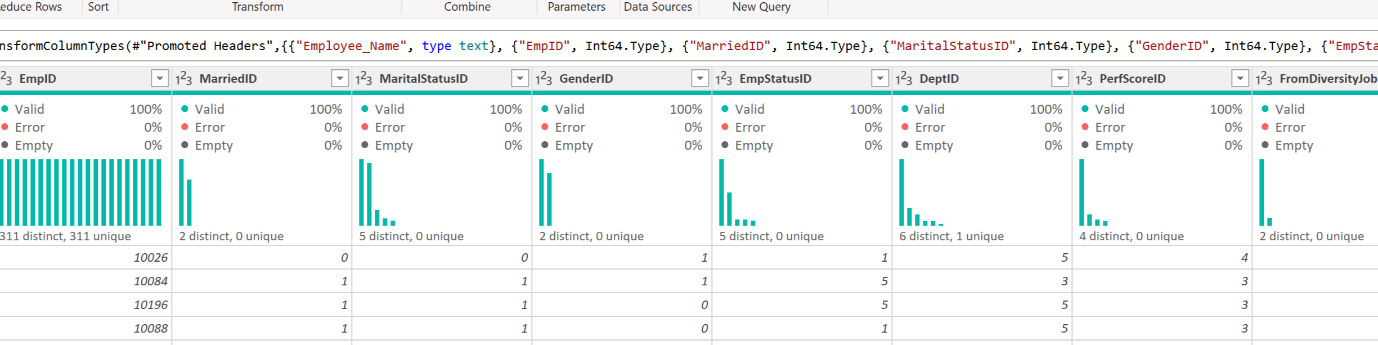
1. Replaced ambiguous or unclear column names

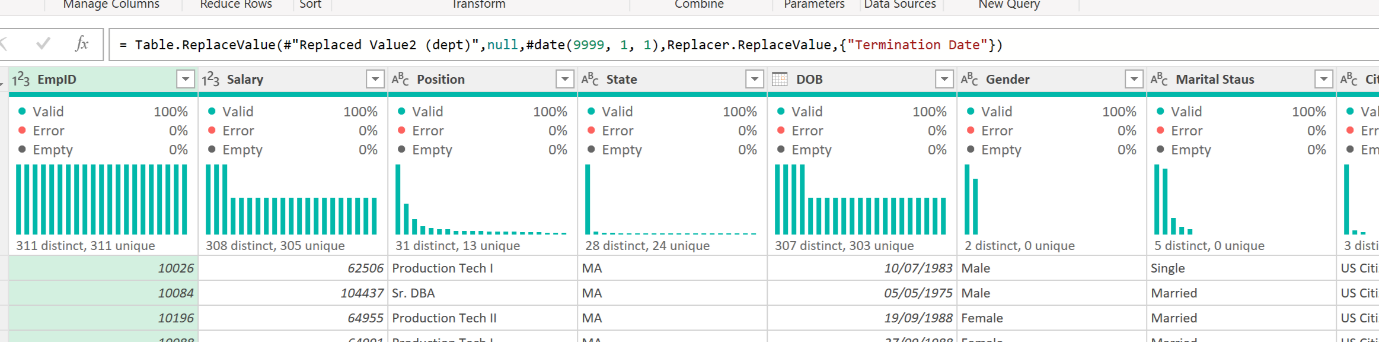
A screenshot of a computer

Description automatically generated

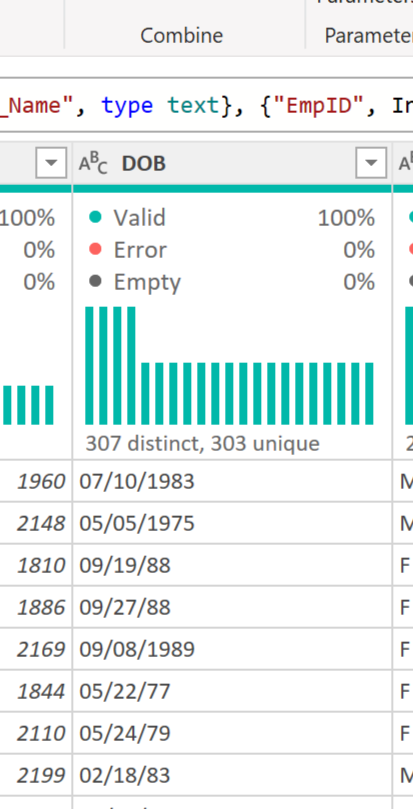


1. Removed non-essential columns for analysis





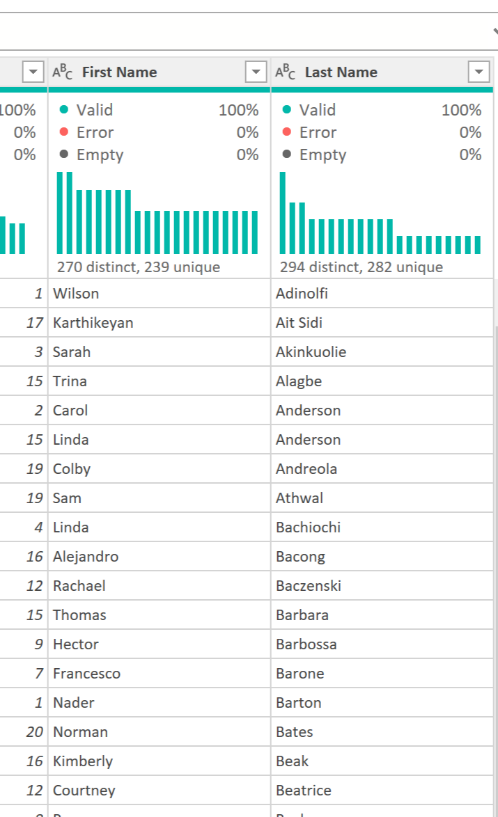
1. Changed data types. Specially text data type date columns into date type columns

 A screenshot of a data

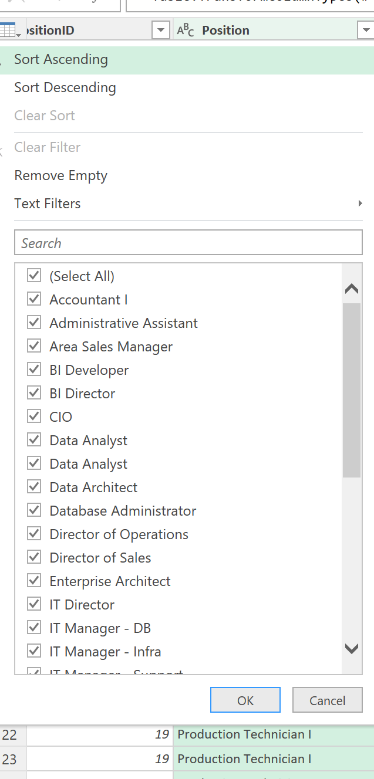
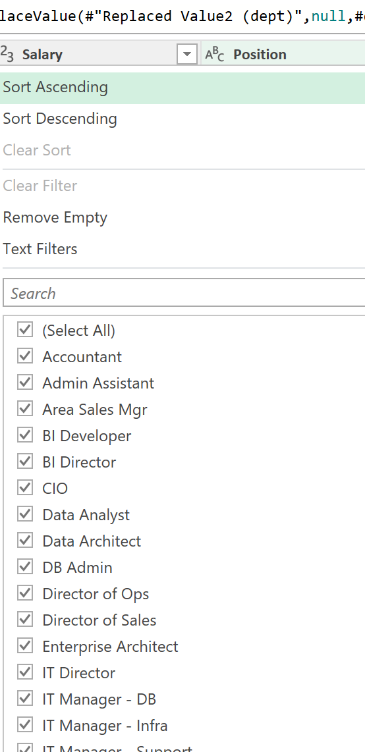
Description automatically generated

1. Created separate first and last name columns

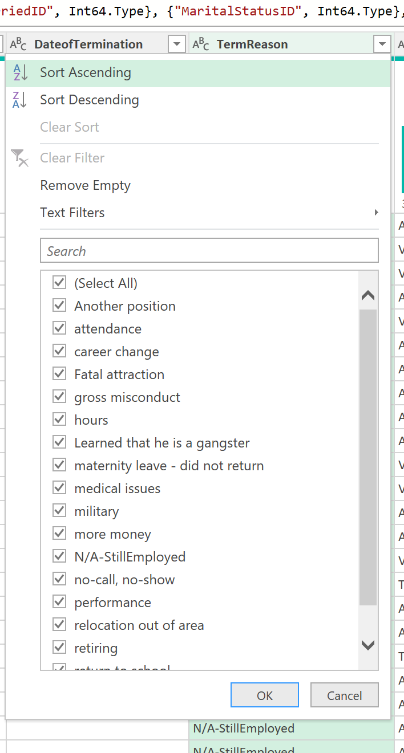
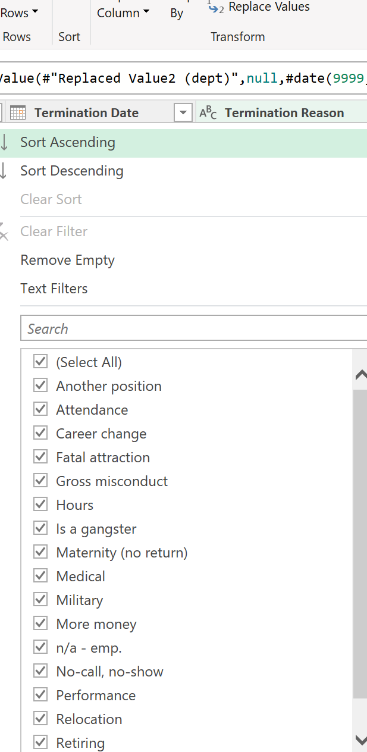
A screenshot of a computer

Description automatically generated 

1. Trimmed whitespace from identical position titles to remove ambiguity

1. Changed syntax errors – punctuation, editing, etc

**Transformation**

1. Calculated Days of Service and Age columns

A screenshot of a table

AI-generated content may be incorrect. A screenshot of a spreadsheet

AI-generated content may be incorrect.

1. Calculated Years of Service and Work Days columns

A screenshot of a computer

AI-generated content may be incorrect. A screenshot of a table

AI-generated content may be incorrect.

1. Calculated Absence rate as a percentage fraction and created conditional Salary Band column

A screenshot of a table

AI-generated content may be incorrect. A screenshot of a data

AI-generated content may be incorrect.

1. Create conditional Age Band and Tenure Band grouped column

A screenshot of a computer

AI-generated content may be incorrect. A screenshot of a computer

AI-generated content may be incorrect.

1. Created addition column to combine satisfaction and engagement score

A screenshot of a spreadsheet

AI-generated content may be incorrect.