

HR ANALYTICS



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Data source: Kaggle

Tools used: postgresSQL And Power bi

QUESTIONS

- 1.TOTAL NUMBER OF EMPLOYEES
- 2.EDUCATION LEVEL OF EMPLOYEES
- 3.CONCATENATE FIRSTRNAME AND LASTNAME INTO FULLNAME
- 4.IDENTIFY NO. OF MALES AND FEMALES EMPLOYEES
- 5.EMPLOYEES BY DEPARTMENT
- 6.EDUCATION QUALIFICATION OF THE EMPLOYEES
- 7.NUMBER OF EMPLOYEES IN DIFFERENT JOB ROLE
- 8.EMPLOYEES WITH MAXIMUM SALARY
- EMPLOYEES WITH MINIMUM SALARY
- 9.EMPLOYEES WHO HAVE GREATER THAN 3L SALARY
- 10.NUMBER OF EMPLOYEES HIRED BY YEAR
- 11.EMPLOYEES WHO WORK 10 YEARS IN THE COMPANY
- 12.MARITAL STATUS OF THE EMPLOYEES
- 13.NUMBER OF EMPLOYEES DO OVERTIME
- 14.SATISFACTION LEVEL OF THE EMPLOYEES
- 15.RATING LEVEL OF THE EMPLOYEES



TOTAL NO OF EMPLOYEES



```
SELECT COUNT(EMPLOYEEID)AS  
TOTAL_NO_EMPLOYEES FROM  
EMPLOYEE;
```

total_no_employees	🔒
bigint	
	1470



EDUCATION LEVEL OF EMPLOYEES

```
SELECT EDU.EDUCATIONLEVEL, COUNT(EMPLOYEEID) AS TOTAL_EMPLOYEES
FROM EDUCATION_LEVEL AS EDU
JOIN EMPLOYEE AS EMP
ON EDU.EDUCATIONLEVELID = EMP.EDUCATION
GROUP BY EDU.EDUCATIONLEVEL;
```



	educationlevel character varying (100) 	total_employees bigint 
1	No Formal Qualifications	170
2	Masters	398
3	Doctorate	48
4	Bachelors	572
5	High School	282



IDENTIFY NO. OF MALES AND FEMALES EMPLOYEES



```
SELECT GENDER, COUNT(GENDER) AS  
TOTAL_EMPLOYEES FROM EMPLOYEE  
WHERE GENDER = 'MALE'  
OR GENDER = 'FEMALE'  
GROUP BY GENDER;
```



	gender character varying (50) 	total_employees bigint 
1	Female	675
2	Male	651



EMPLOYEES BY DEPARTMENT

```
SELECT DEPARTMENT,  
COUNT(DEPARTMENT) AS  
TOTAL_EMPLOYEES FROM  
EMPLOYEE  
GROUP BY DEPARTMENT;
```

	department character varying (150) 	total_employees bigint 
1	Human Resources	63
2	Sales	446
3	Technology	961

EDUCATION QUALIFICATION OF THE EMPLOYEES

```
SELECT EDUCATIONFIELD,  
COUNT(EMPLOYEEID) FROM  
EMPLOYEE  
GROUP BY EDUCATIONFIELD;  
SELECT DISTINCT EDUCATIONFIELD  
FROM EMPLOYEE;
```

	educationfield character varying (200) 	count bigint 
1	Marketing	166
2	Marketing	159
3	Economics	101
4	Other	82
5	Information Systems	363
6	Business Studies	94
7	Human Resources	27
8	Computer Science	440
9	Technical Degree	38

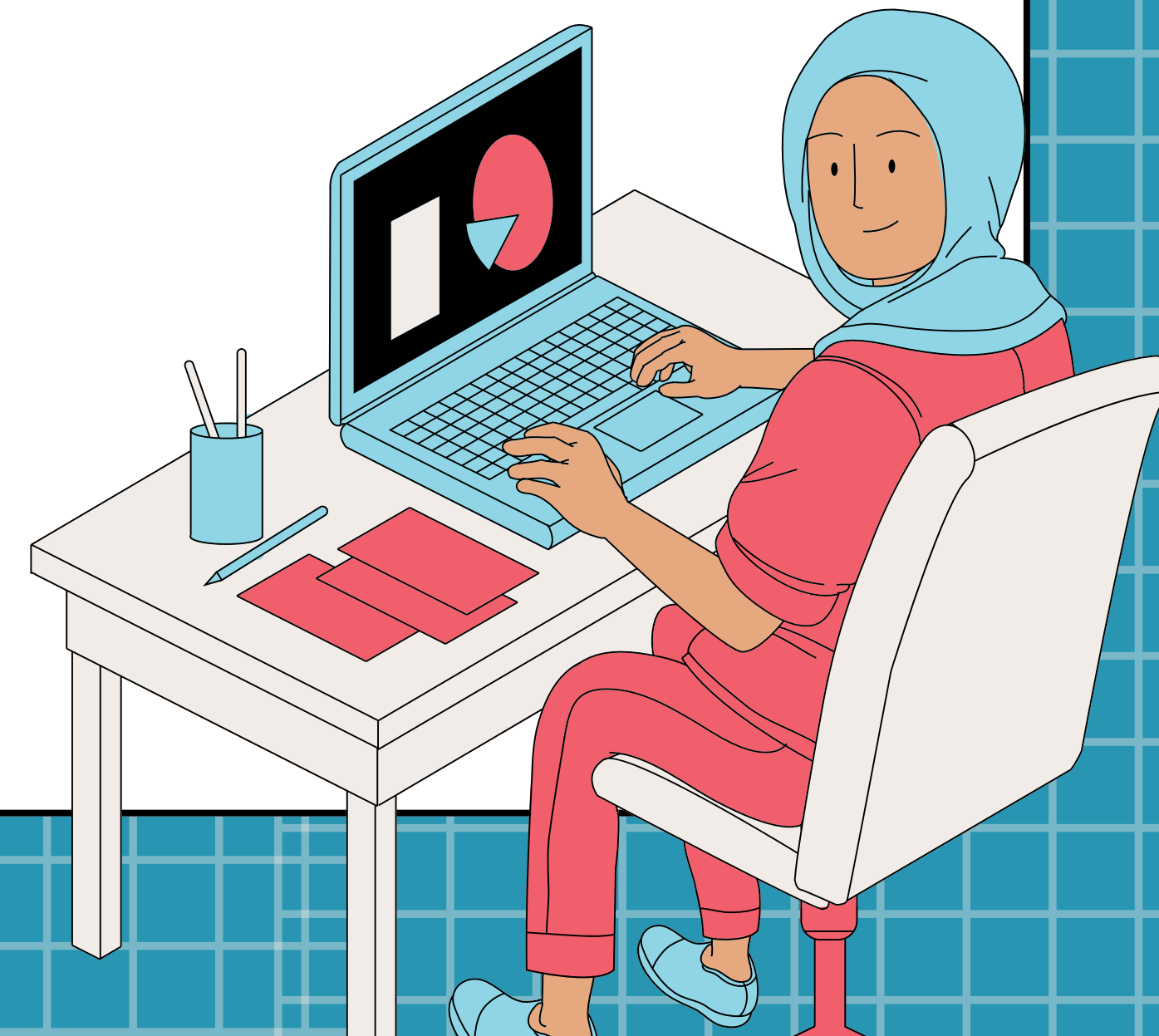
EMPLOYEES WITH MAXIMUM SALARY

EMPLOYEES WITH MINIMUM SALARY

```
SELECT MAX(SALARY) FROM EMPLOYEE;  
SELECT MIN(SALARY) FROM EMPLOYEE;
```

max	🔒
integer	
546549	

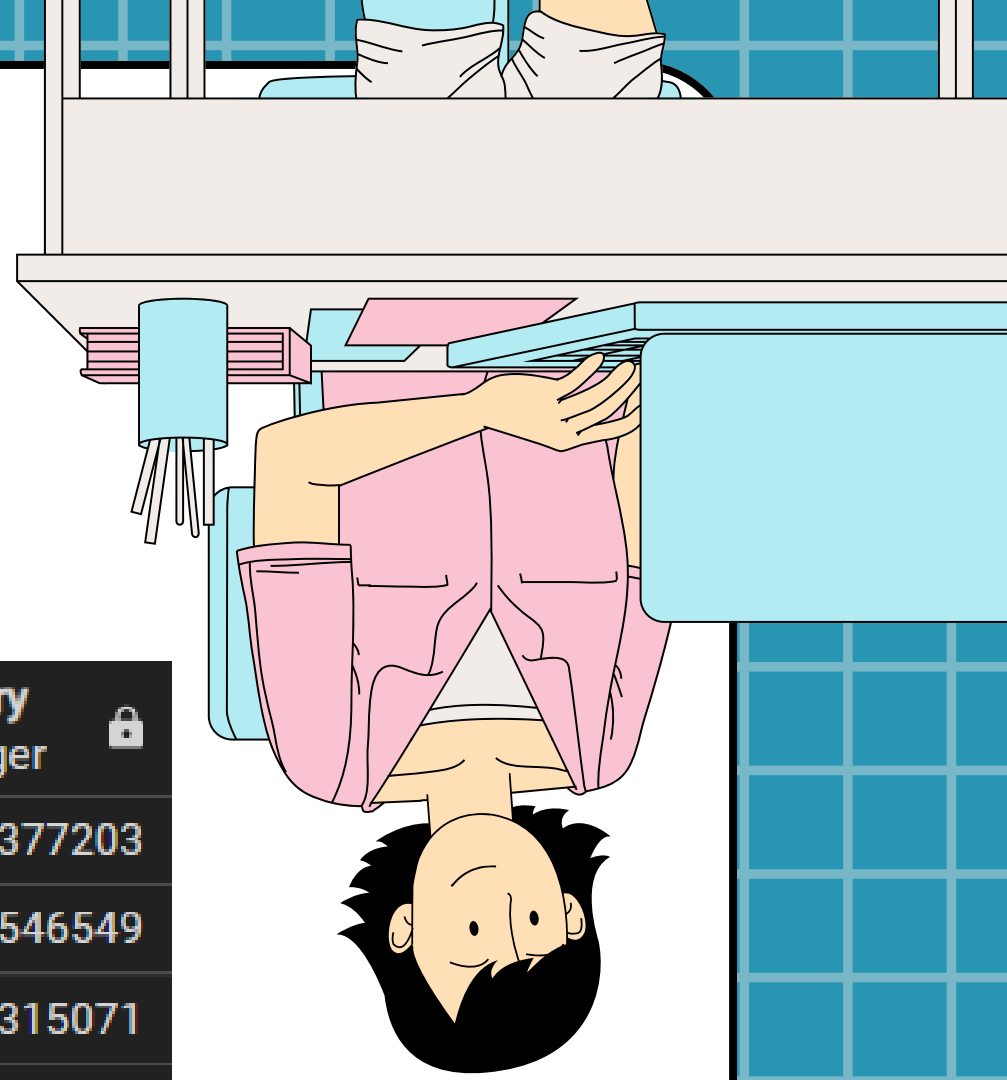
min	🔒
integer	
12294	



EMPLOYEES WHO HAVE GREATER THAN 3L SALARY

**SELECT FULLNAME, SALARY FROM
EMPLOYEE
WHERE SALARY >= 300000;**

fullname	salary
character varying	integer
Louie Trowsdall	377203
Roda Costin	546549
Malina Chivral	315071
Bo Readitt	339731
Leta Possel	304858
Jerome Maden	393103
Nancey Noades	388605
Freeland Chalcot	303446
Agna Grinnov	337046
Addison McCorma...	327674
Rivkah Siderfin	390142
Modestine Yeowell	319619
Gus Dyos	314181
Caty Avarne	374977



NUMBER OF EMPLOYEES HIRED BY YEAR

```
SELECT  
EXTRACT(YEAR FROM HIREDATE) AS  
HIRE_YEAR,  
COUNT(*) AS EMPLOYEES_HIRED  
FROM  
EMPLOYEE  
GROUP BY  
HIRE_YEAR  
ORDER BY  
HIRE_YEAR;
```

	hire_year numeric	employees_hired bigint
1	2012	151
2	2013	136
3	2014	136
4	2015	127
5	2016	114
6	2017	106
7	2018	136
8	2019	145
9	2020	127
10	2021	137
11	2022	155



EMPLOYEES WHO WORK 10 YEARS IN THE COMPANY



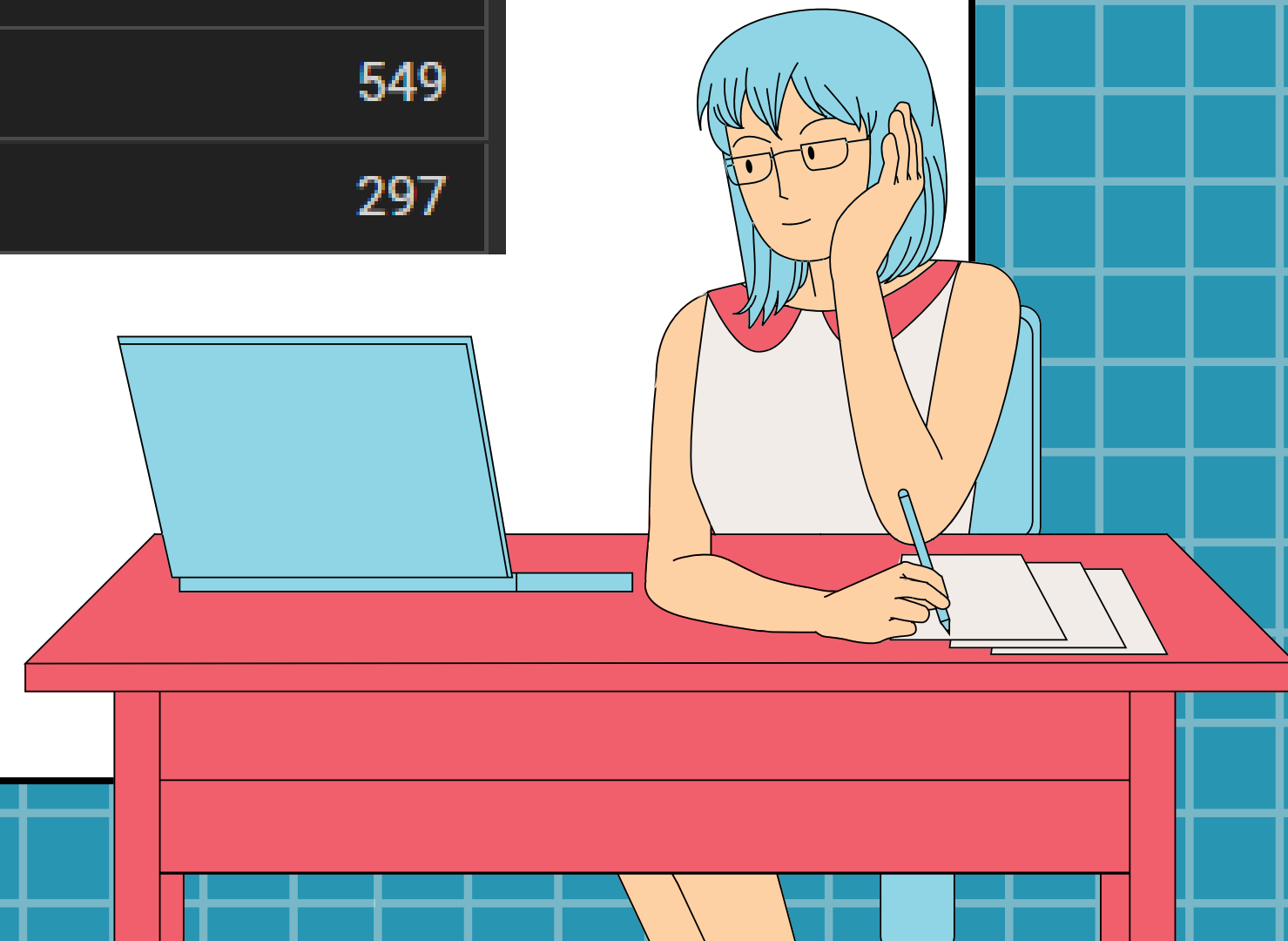
**SELECT FULLNAME,
JOBROLE,
YEARSATCOMPANY
FROM EMPLOYEE
WHERE YEARSATCOMPANY
>= 10
ORDER BY FULLNAME ASC;**

	fullname character varying	jobrole character varying (100)	yearsatcompany integer
1	Addison Elfe	Software Engineer	10
2	Ahmed Sykes	HR Business Partner	10
3	Alaine Hinrichsen	Machine Learning Engineer	10
4	Alix Blazejewski	Sales Executive	10
5	Amity Kalisz	Machine Learning Engineer	10
6	Amye Townes	Data Scientist	10
7	Angel Hazeup	HR Manager	10
8	Annabela Pablos	Machine Learning Engineer	10
9	Annie Jablonski	Sales Executive	10
10	Baxie Rising	Engineering Manager	10
11	Benyamin Wasielewicz	Machine Learning Engineer	10
12	Bertram Doleman	Sales Representative	10
13	Bessie Bellson	Sales Executive	10
14	Bonni Coal	Sales Executive	10
Total rows: 128 of 128 Query complete 00:00:00.154 Ln 139, Col 1			

MARITAL STATUS OF THE EMPLOYEES

```
SELECT  
MARITALSTATUS,  
COUNT(MARITALST  
ATUS) AS  
TOTAL_EMPLOYEE  
S FROM EMPLOYEE  
GROUP BY  
MARITALSTATUS;
```

	maritalstatus character varying (100) 🔒	total_employees bigint 🔒
1	Married	624
2	Single	549
3	Divorced	297

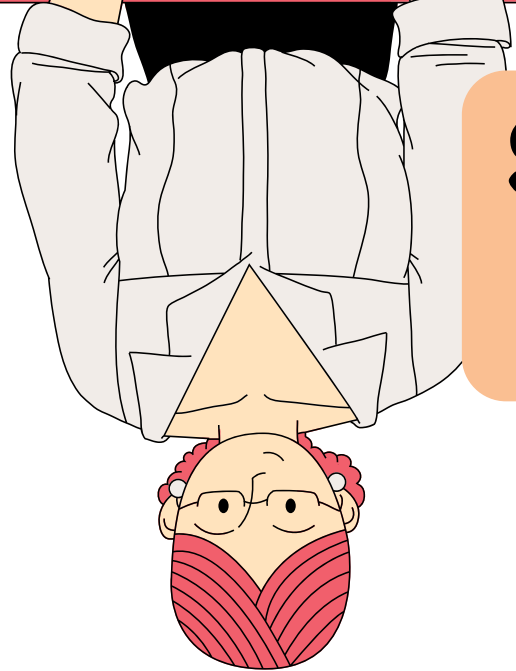
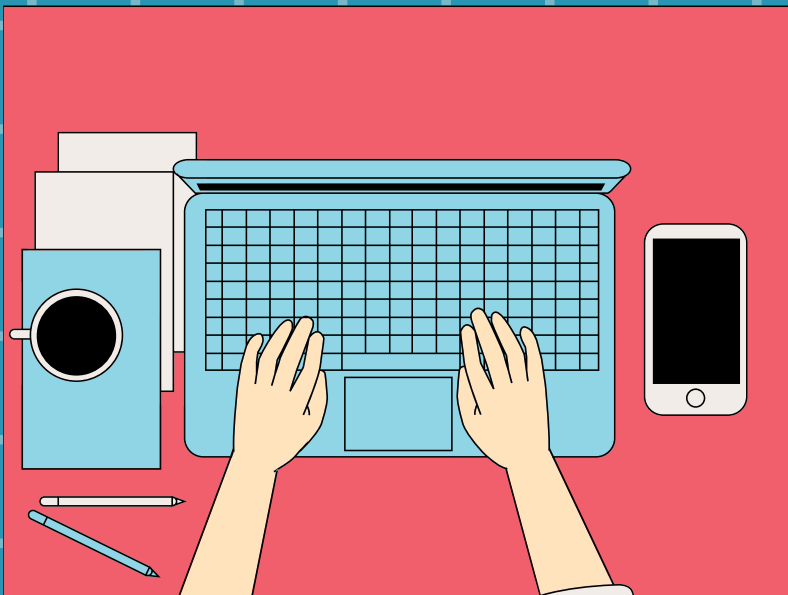


NUMBER OF EMPLOYEES DO OVERTIME

**SELECT COUNT(OVERTIME) AS
TOTAL_EMP_DO_OVERTIME
FROM EMPLOYEE
WHERE OVERTIME = 'YES';**

```
total_emp_do_overtime  
bigint
```

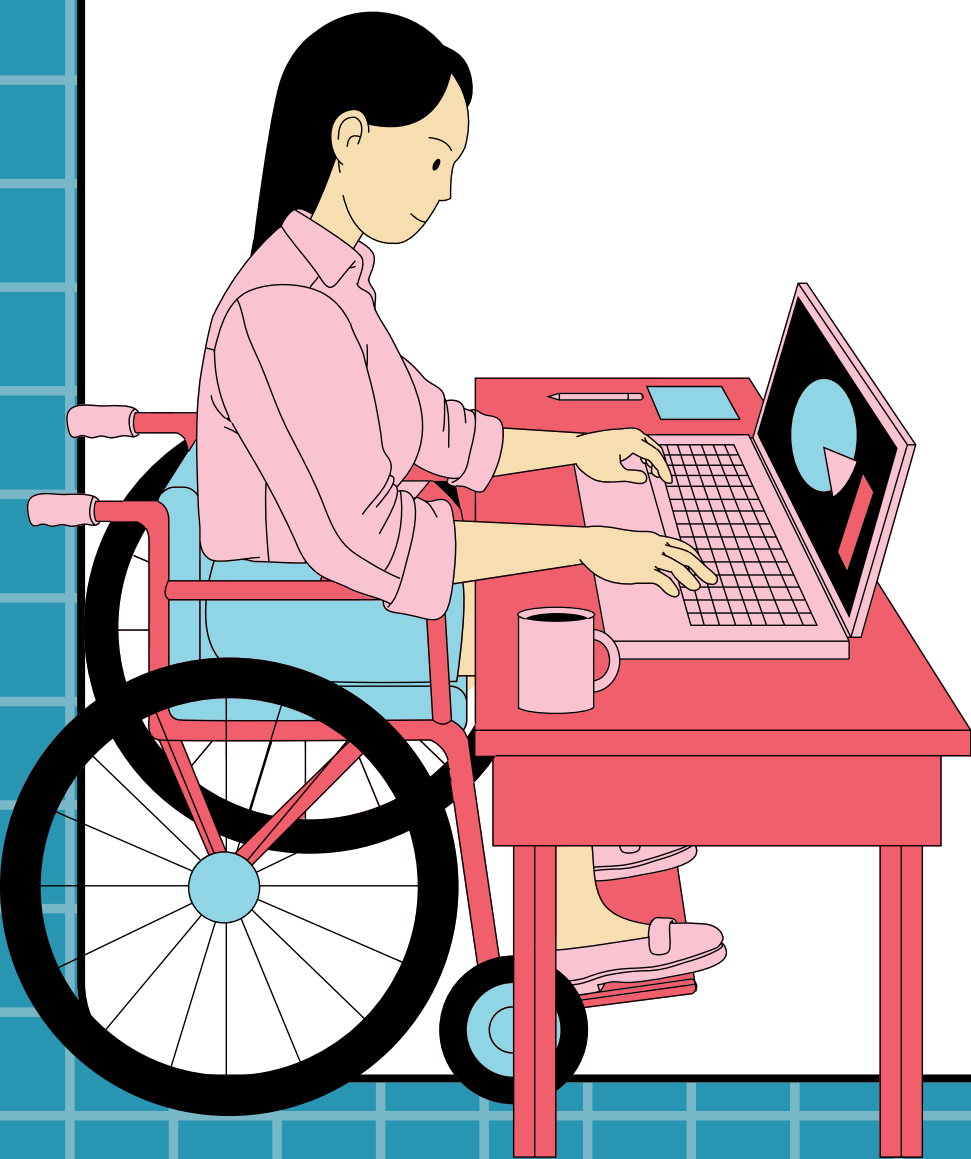
416



SATISFACTION LEVEL OF THE EMPLOYEES

```
SELECT SATISFACTIONLEVEL,  
COUNT(EMPLOYEEID) AS  
TOTAL_EMPLOYEES FROM  
PERFORMANCERATING AS  
PER_RATING  
JOIN SATISFIEDLEVEL AS  
ST_LEVEL  
ON PER_RATING.JOBSATISFACTION  
= ST_LEVEL.SATISFACTIONID  
GROUP BY SATISFACTIONLEVEL;
```

	satisfactionlevel character varying (100) 🔒	total_employees bigint 🔒
1	Very Satisfied	1569
2	Dissatisfied	1674
3	Very Dissatisfied	130
4	Satisfied	1685
5	Neutral	1651



RATING LEVEL OF THE EMPLOYEES

```
SELECT RATINGLEVEL,  
COUNT(EMPLOYEEID) AS  
TOTAL_EMPLOYEES  
FROM  
PERFORMANCERATING AS  
PER_RATING  
JOIN RATINGLEVEL AS  
RATE_LEVEL  
ON  
PER_RATING.SELFRATING =  
RATE_LEVEL.RATINGID  
GROUP BY RATINGLEVEL;
```

	ratinglevel character varying (200) 🔒	total_employees bigint 🔒
1	Exceeds Expectation	2236
2	Meets Expectation	2290
3	Above and Beyond	2183



DASHBOARD



HR Analytics Dashboard

Education Field

All

Total No of Employees

1470

No of Female Employees

675

No of Male Employees

651

Department

Human Resources

Sales

Technology

EducationField	Count of EmployeeID
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Computer Science	440
Economics	101
Human Resources	27
Information Systems	363
Marketing	325
Other	82
Technical Degree	38
Total	1470

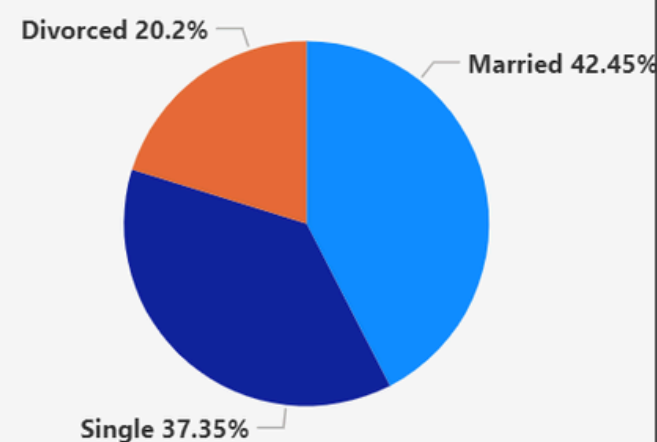
Top 5 Highest paying Employee

Full_Name	Sum of Salary
Farica Fardell	445906
Leonidas Clarke-Williams	542695
Norbie Mosdill	547204
Otha Lehrmann	445906
Randi Oswick	539998
Roda Costin	546549
Total	3068258

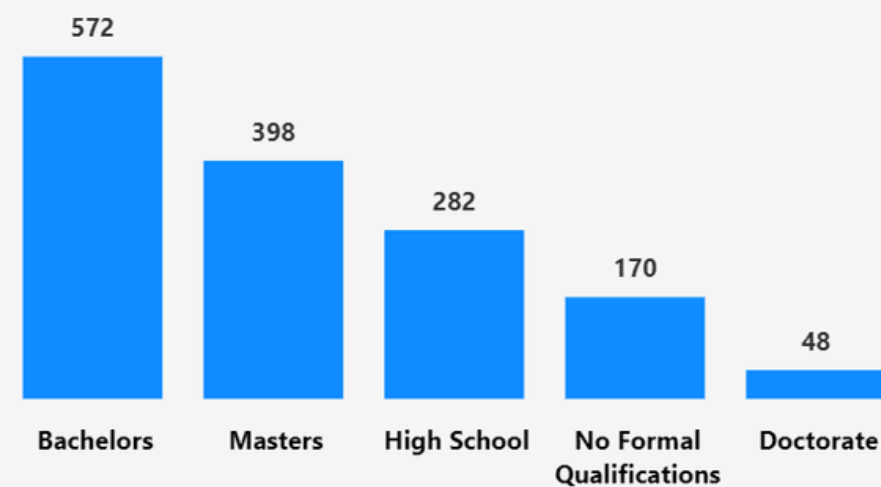
State California Illinois New York



Marital status of the employees



Education Level of the Employees



Satisfaction level of employees



ARE THERE ANY QUESTIONS?

Remember to study the
information from this lecture!



THANK YOU.....



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