

# 01 - OBJETIVO

Este proyecto se centra en el análisis de datos de recursos humanos de una empresa para identificar factores que influyen en la retención de empleados y desarrollar estrategias de retención efectivas

# 02 - CONTEXTO

Realizar este tipo de análisis puede ayudar a las organizaciones a fortalecer su área de talento humano, generando un impacto positivo en sus empleados. Esto les permitirá desarrollar iniciativas que fomenten el crecimiento profesional y el equilibrio entre la vida laboral y personal.



employee\_engagement\_su rvey\_data.csv



Kaggle

recruitment\_data.csv



training\_and\_developmen t\_data

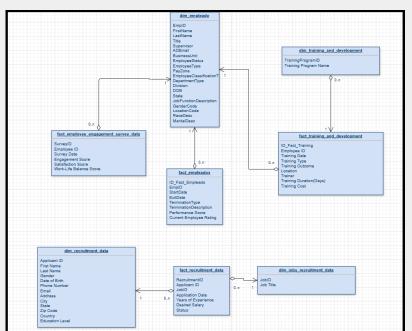


## **REPOSITORIOS DE INFORMACIÓN**

ETL (Python)

Data Warehouse (Postgresql)



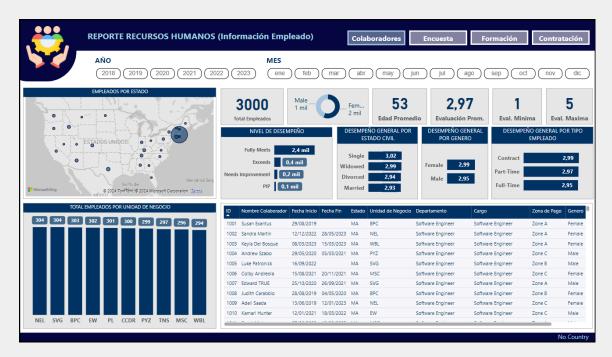


### **HERRAMIENTAS**

Análisis



Dashboard



### MODELO ESTRELLA dim empleado EmpID FirstName LastName Title Supervisor ADEmail dim training and development BusinessUnit TrainingProgramID EmployeeStatus Training Program Name EmployeeType PayZone EmployeeClassificationT DepartmentType Division DOB State JobFunctionDescription GenderCode LocationCode RaceDesc MaritalDesc 0..n fact employee engagement survey data fact training and development SurveyID ID\_Fact\_Training Employee ID Employee ID Survey Date Training Date Engagement Score Training Type 0..n Satisfaction Score Training Outcome Work-Life Balance Score Location fact empleados Training Duration(Days) ID\_Fact\_Empleado Training Cost EmpID StartDate ExitDate TerminationType TerminationDescription Performance Score Current Employee Rating dim recruitment data Applicant ID First Name fact recruitment data dim jobs recruitment data Last Name Gender RecruitmentID JobID Date of Birth Applicant ID Job Title Phone Number Email JobID Application Date Address Years of Experience City Desired Salary State Zip Code Status Country Education Level

# ANÁLISIS DE RETENCIÓN DE EMPLEADOS **DEMO**