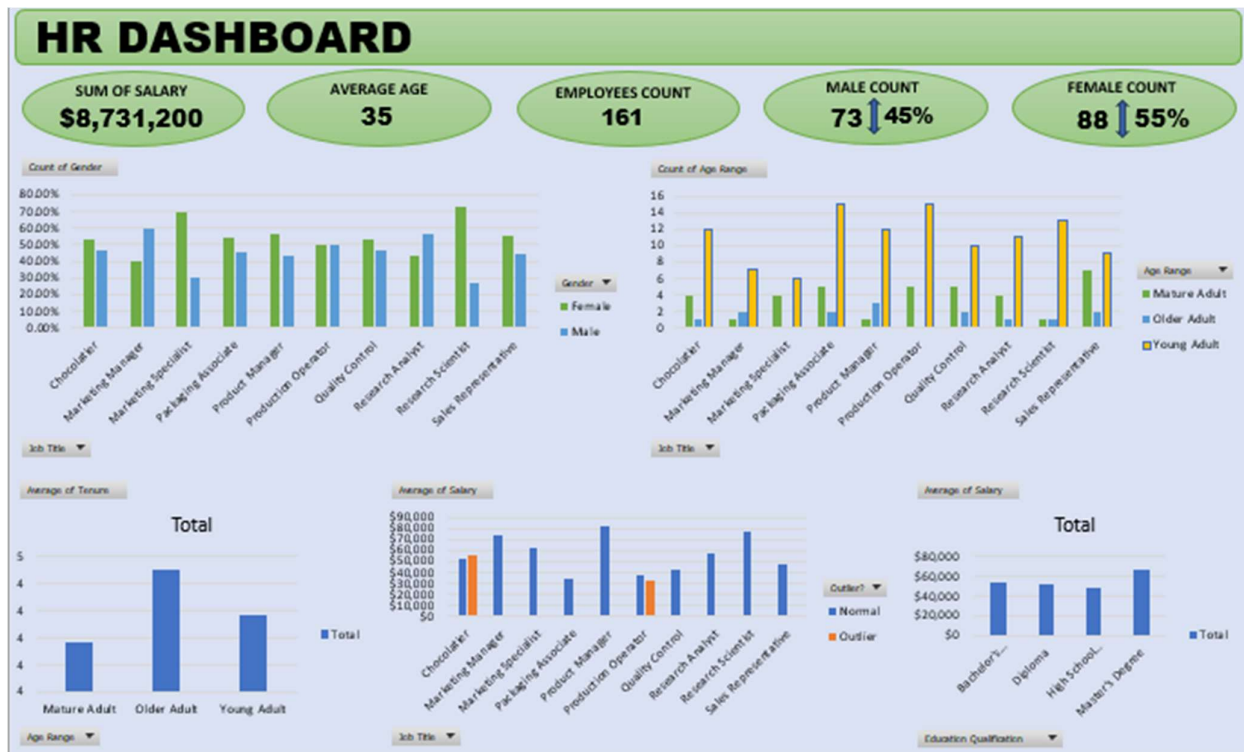


HR Data Analysis Report



1. Executive Summary

- **Objective:** To understand employee demographics, salary trends, and workforce structure based on HR metrics.
- **Key Insights:**
 - Technical and production roles are male-dominated; sales roles are female-dominated.
 - Older employees have higher average tenure, indicating stronger job stability.
 - Education level moderately influences salary, with PhD holders earning slightly more.
 - Leadership roles have higher average salaries and more mature age distributions.
- **Recommendations:**
 - Promote gender diversity in technical roles.
 - Develop career development programs targeting younger employees.
 - Investigate salary outliers to ensure fair compensation practices.

2. Business Context

- **Background:** HR leadership is reviewing workforce metrics to guide diversity, retention, and compensation strategies.
- **Stakeholders:** HR department, department heads, and executive leadership.
- **Business Questions:**
 - Are certain roles dominated by specific genders?

- How does education level impact salary?
- What is the age distribution across roles?
- Does age correlate with tenure?
- Are there salary anomalies within roles?

3. Data Overview

- **Source(s):** Internal HR database.
- **Date Range:** 2017 to 2023
- **Data Fields Used:** Name, Job Title, Age, Gender, Education Qualification, Salary.
- **Data Quality Notes:** Assumes all data is current; outlier identification based on built-in dashboard parameters.

4. Dashboard Overview

- **Tool Used:** Microsoft Excel.
- **Dashboard Screenshot:** (See attached image)
- **Visuals:**
 - Gender distribution by job title: Highlights gender-dominant roles.
 - Age range by job title: Reveals hiring and retention trends by age.
 - Average salary by education level: Shows education impact on salary.
 - Tenure by age group: Indicates retention trends by age.
 - Salary ranges with outliers: Flags anomalies or pay extremes.

6. Recommendations

- Promote technical roles to women through recruitment campaigns.
- Target retention efforts at younger employees to improve tenure.
- Review and rationalize salary outliers in the affected departments.

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