HR Analysis Report

This project tends to analyze employee dataset in the company.

Questions to address in the analysis

1. What is the age distribution of employees
2. What is the gender distribution
3. What is the location distribution of employees
4. What is the average year of employment
5. What is the employment distribution based on Race
6. What is the total of contract terminated
7. What is the spread analysis of employee based on gender and department

Steps involved in Analysis

1. Firstly, data cleaning was done on columns

* Id
* Birthdate
* Hire\_date
* Termdate

1. Also, outliers were excluded from the analysis
2. An additional column was added to the dataset to capture the age of employees. This was done in order to get the age distribution of employees
3. Data type such as text to date was done so as to aid the data analysis process. This was done on columns (birthdate, hire\_date and term\_date)
4. Difference in hire\_date and term\_date was calculated to know the number of the current employees in the organizations