Quinn Reams, HR Analyst

Bay City, Michigan, +1 989 980 1020, Quinn.Reams@icloud.com

LINKS

www.github.com/PixelQuinn, www.quinnreams.com, www.linkedin.com/in/quinn-reams

---

PROFILE

Dynamic HR Analyst with over a year of experience in workforce and people analytics, committed to enhancing organizational efficiency through actionable, data-driven insights. Proficient in Tableau, Excel, and statistical analysis, leveraging these tools to transform complex datasets into clear strategies that optimize workforce performance. Expertise in cross-functional collaboration and employee engagement analysis fosters a culture of continuous improvement aligned with business objectives. Dedicated to using analytical skills to drive success and streamline HR processes.

SKILLS

Workforce Analytics	Predictive Analytics for Employee Retention
People Analytics	Diversity and Inclusion Metrics
Data Visualization(Tableau, Python, Excel)	Employee Engagement Analysis
Statistical Analysis(R, Python, SPSS)	Data Storytelling and Communicating
Database Management(SQL)	Cross-functional Collaboration

EDUCATION

Aug 2023 — Present

B.Sc. Functional Data Analytics, Pennsylvania State University
State College, Pa

- Treasurer of Penn State Software Development Organization.

EMPLOYMENT HISTORY

Jun 2024 — Present

Kent Computer Services, Intern
Remote

- Enhanced team workflow by tracking and analyzing user behavior data using Adobe Analytics, providing actionable insights to improve efficiency.
- Created and presented reports on marketing performance data, highlighting trends to guide strategic decision making.
- Improved cross-functional collaboration by developing data-driven recommendations, focusing on aligning team efforts with business goals.
- Assisted with website design and styling CSS and WordPress, improving user engagement and satisfaction.

Jun 2022 — Jan 2023

Sales Team and Data Analyst, State Farm
Dubois, Pa

- Analyzed team performance data using Excel, identifying trends that increased productivity and efficiency by 18%.
- Designed and maintained Tableau dashboards to visualize sales and team performance metrics, enabling leadership to make informed workforce decisions.
- Supported workforce planning for a new location by conducting detailed analyses on team capacity and readiness.
- Streamlined data tracking processes to monitor sales trends and evaluate the effectiveness of marketing strategies, ensuring optimal resource allocation.

Sep 2021 — Jun 2022

Financial Service Specialist, First Commonwealth Bank
Dubois

- Analyzed customer service data to identify employee training needs, resulting in a 10% improvement in satisfaction scores.
- Developed Excel dashboards to monitor employee workloads, enabling better resource allocation and team efficiency.
- Automated reporting workflows using Excel, improving the accuracy and timeliness of workforce performance insights.