

PEOPLE ANALYTICS



Analyzing employee data of a mock company to derive insights on salaries, race distribution, department wise turnover etc. via Tableau

VISUALIZATION 1:

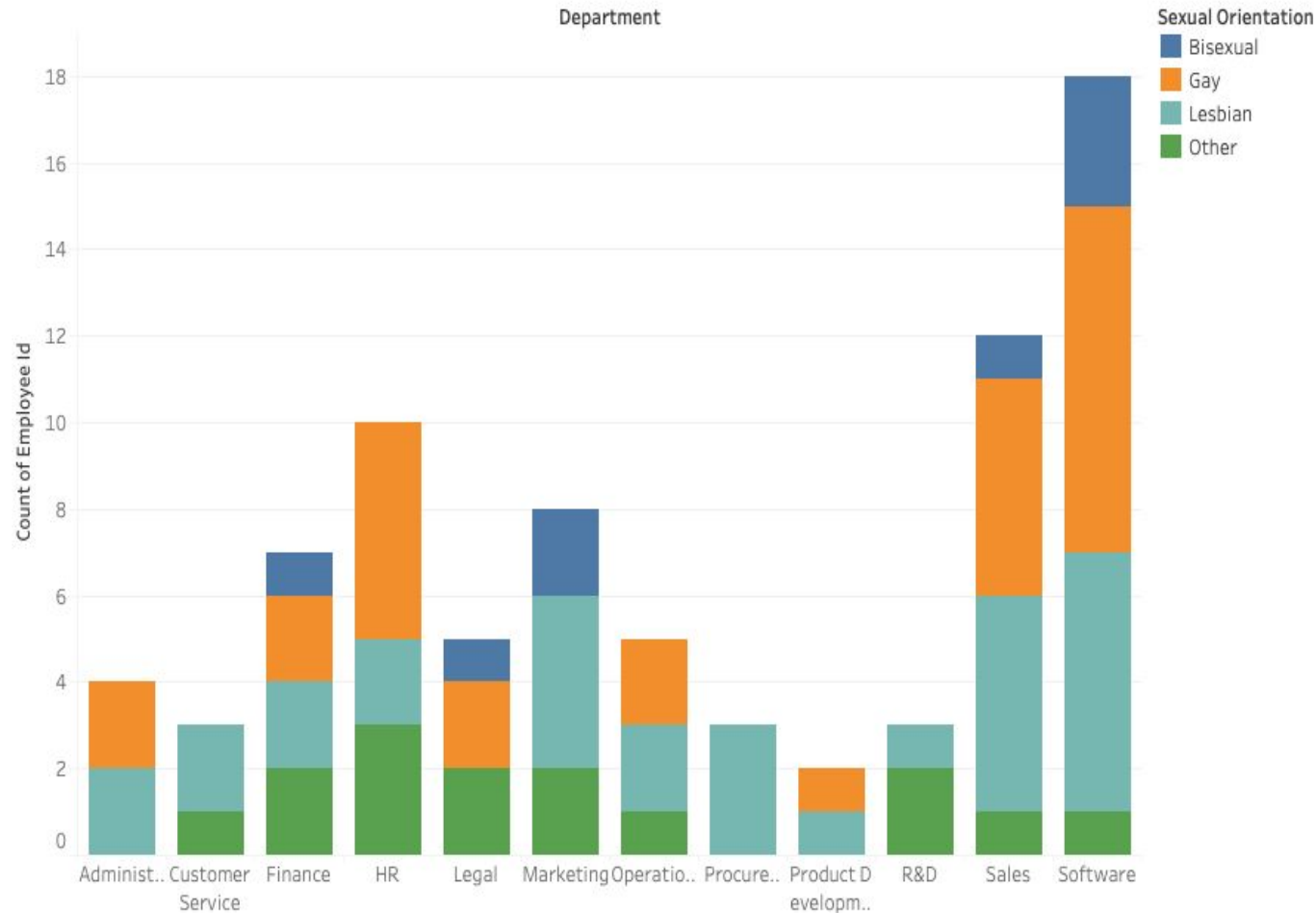
Average salaries commanded by both female and male employees are similar, except for a "director" role due to the absence of female directors.

Avg Salaries of Female vs Male in different Job Levels



Average of Salary for each Job Level. Color shows details about Gender. The marks are labeled by average of Salary. The view is filtered on Gender, which excludes Other.

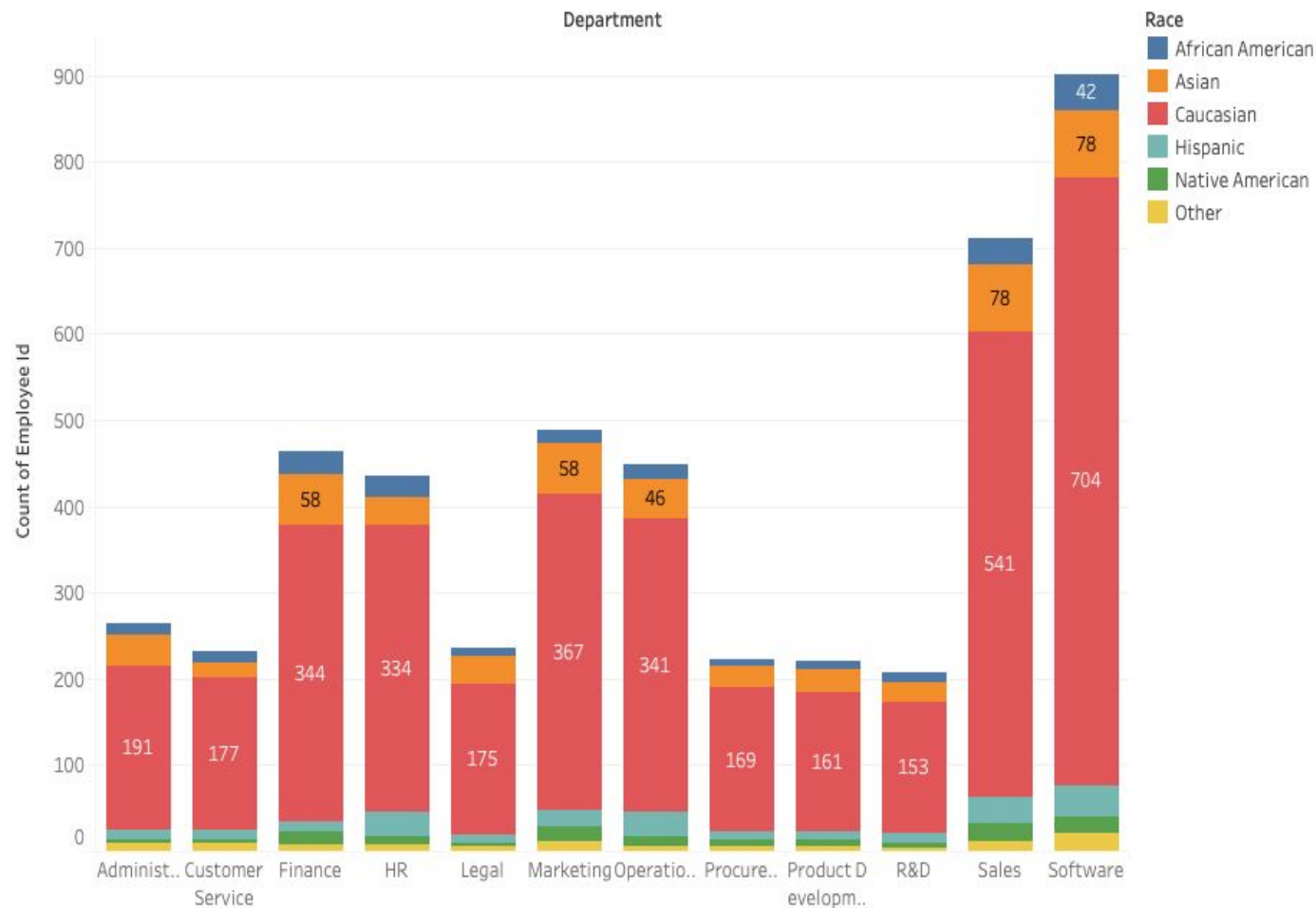
Number of employees in various departments on the basis of thier sexual orientation (except heterosexual)



VISUALIZATION 2:

Majority of the workforce (98.34%) identify themselves as heterosexual (and hence they are excluded), whereas the rest (1.66%) identify themselves as bisexual, gay, lesbian, or other orientations.

Number of Employees in different department on basis of Race



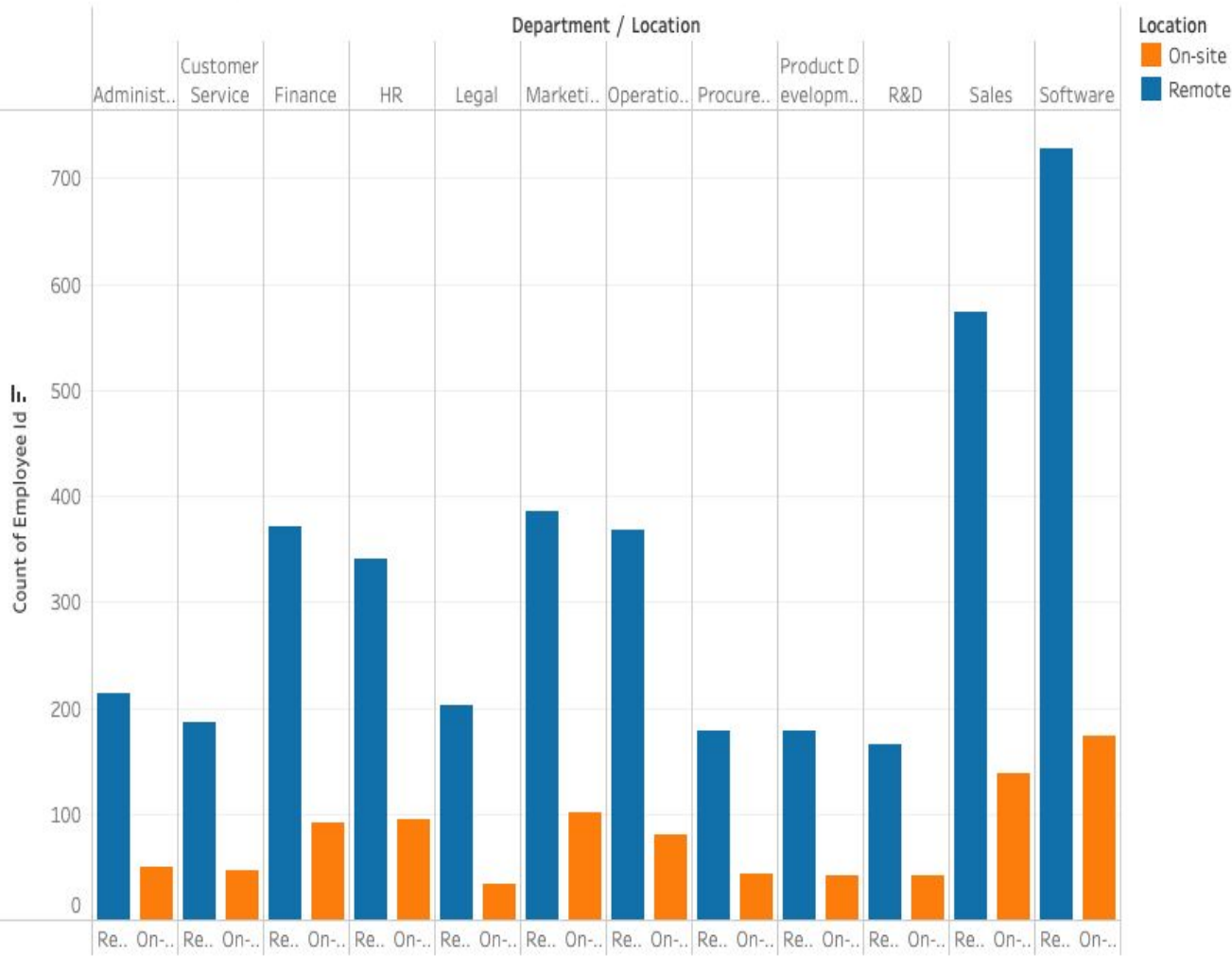
VISUALIZATION 3:
Majority of the workforce (75.7%) identify themselves to be of Caucasian heritage, followed by Asians and other races (24.3%).

Count of Employee Id for each Department. Color shows details about Race. The marks are labeled by count of Race.

VISUALIZATION 4:

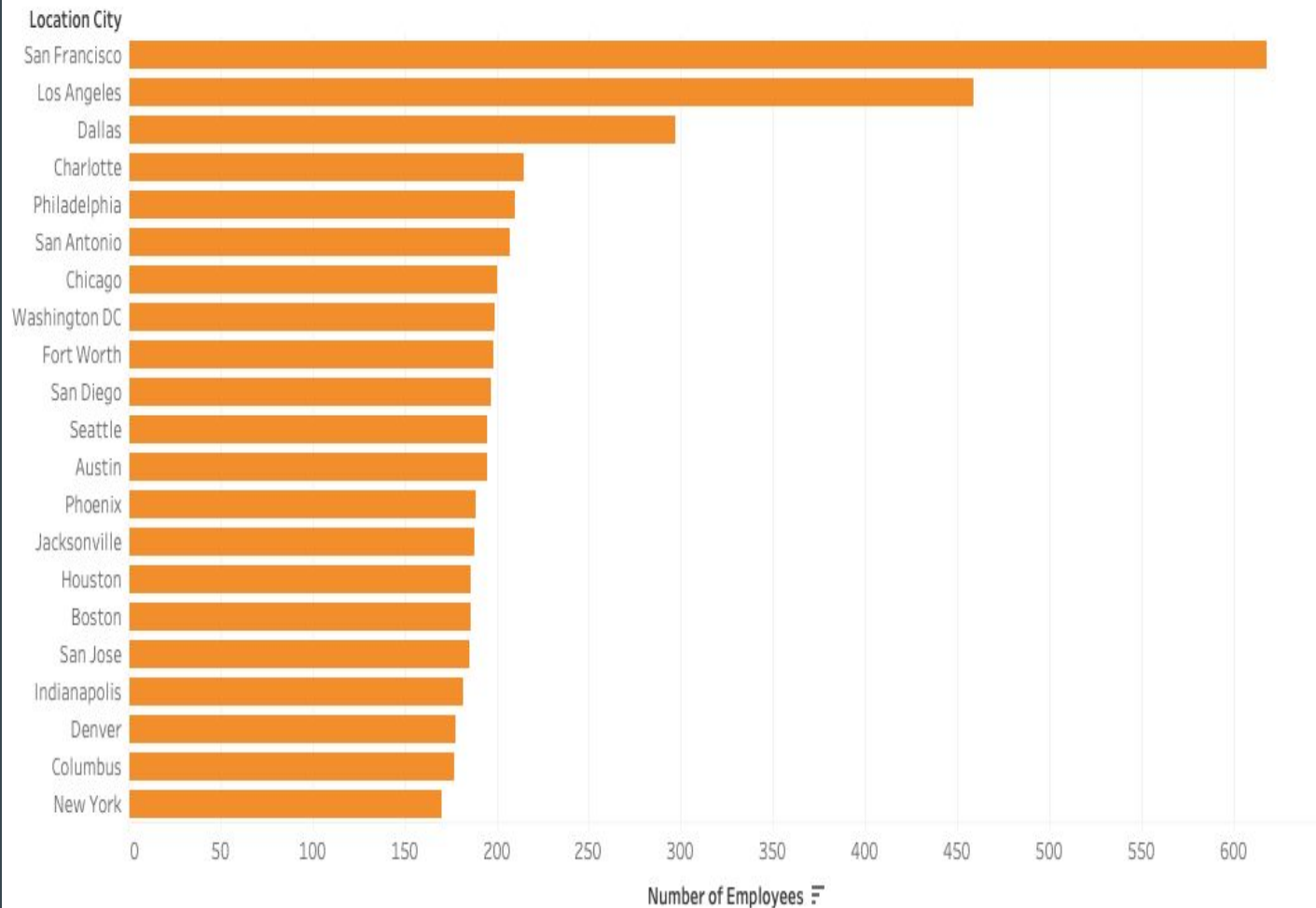
Majority of the workforce (80.58%) prefer to work from a remote location as compared to from the office (19.42%) and such a similar pattern can be observed in all of the departments individually with the furthest difference being observed in the legal department..

Number of Employees in Different departments on basis of Location

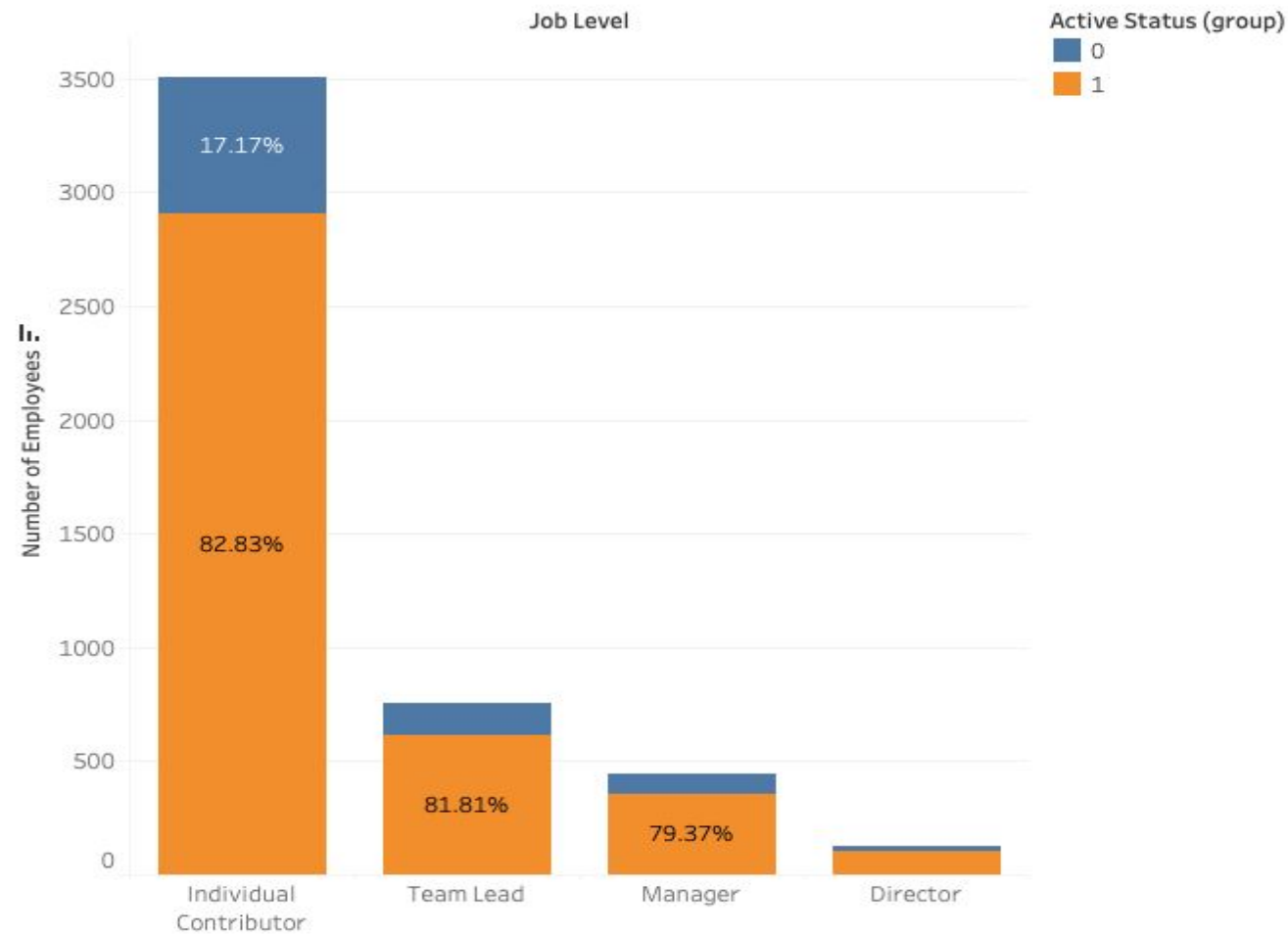


VISUALIZATION 5:
Of the 21 cities surveyed, almost a quarter of the workforce (22.29%) is based out of the Californian cities of San Francisco and Los Angeles. In fact, California accounts for 30.2% of the total workforce in the survey.

Number of Employees in different Location

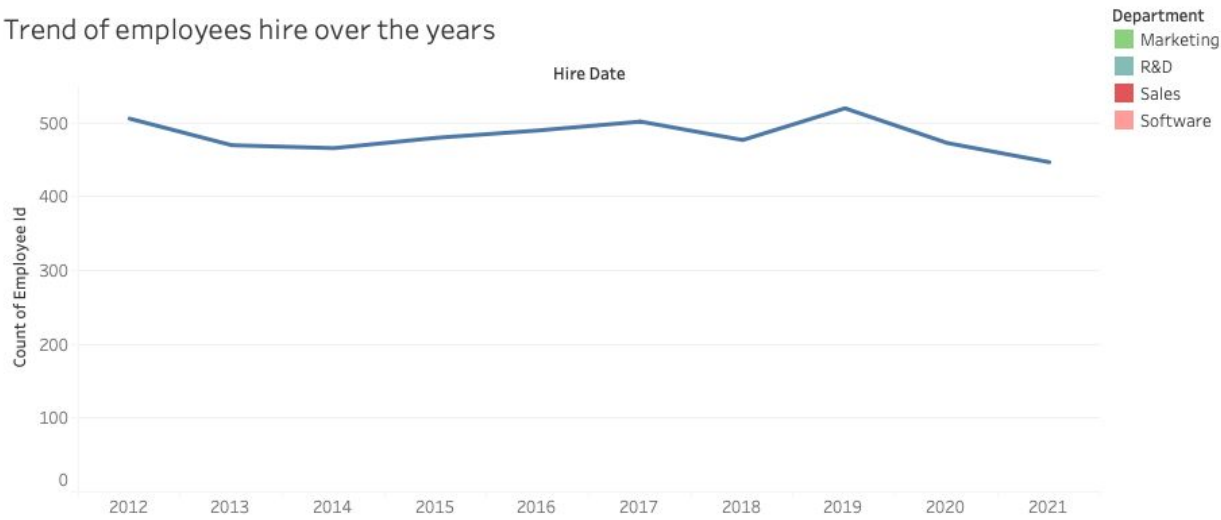


Percentage of active and inactive employees as per job level

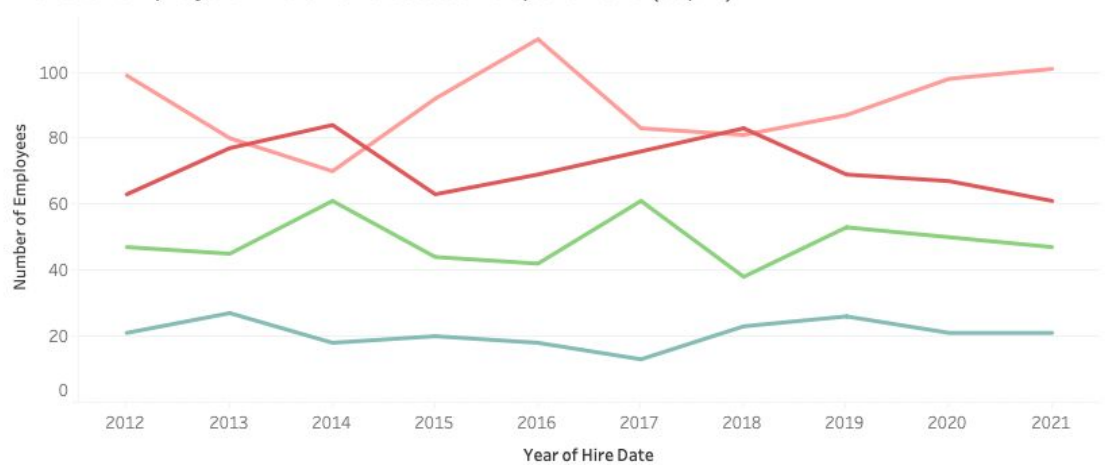


VISUALIZATION 6:
As can be seen from the graph, the percentage of employees having an active status has revolved around the 80% mark for various job levels.

Trend of employees hire over the years



Trend of employee hire on the basis of department (top 4)

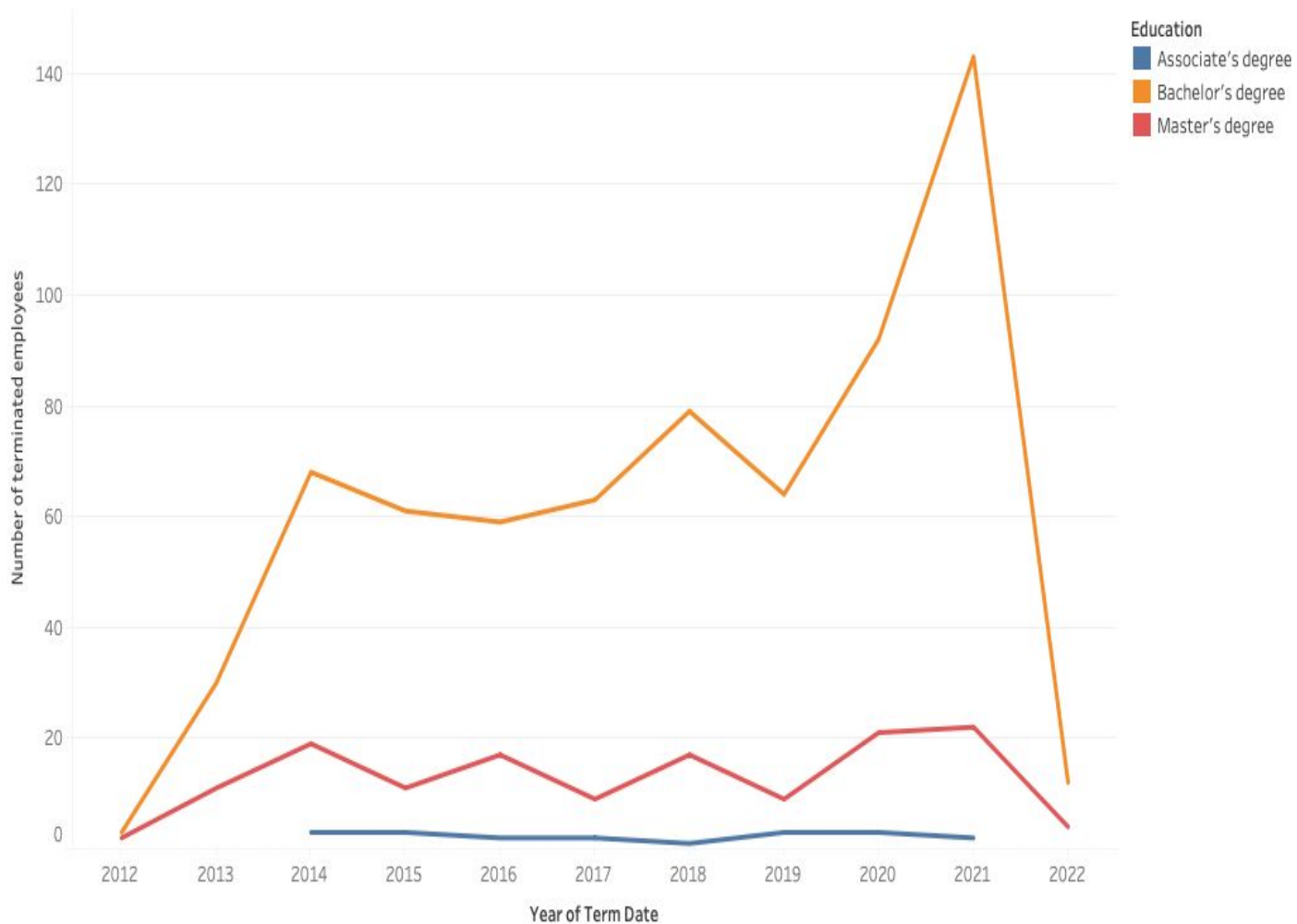


VISUALIZATION 7:
Employee hiring has always been around the 500 mark for this company. As for the departmental breakdown of new hires, the top place has traded hands between the sales department and the software department with software department coming on top in recent years.

VISUALIZATION 8:

Bachelor's degree holders have always had the highest number of terminations, but one key data point to observe is the year 2021 when over 140 Bachelor's degree holders were terminated, which was a spike as compared to the normal trend of around 70.

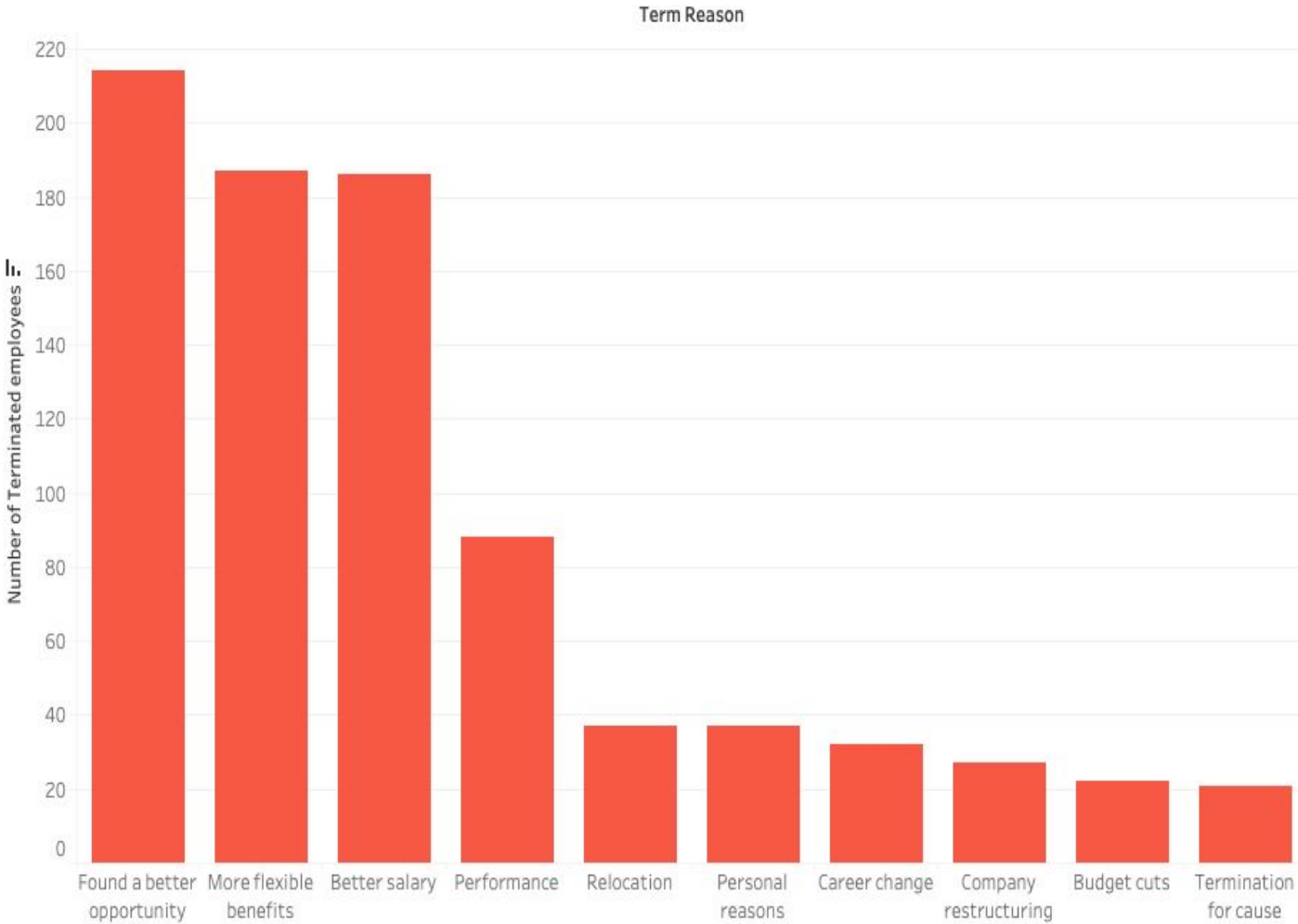
Number of terminated employees over the years for various Education levels



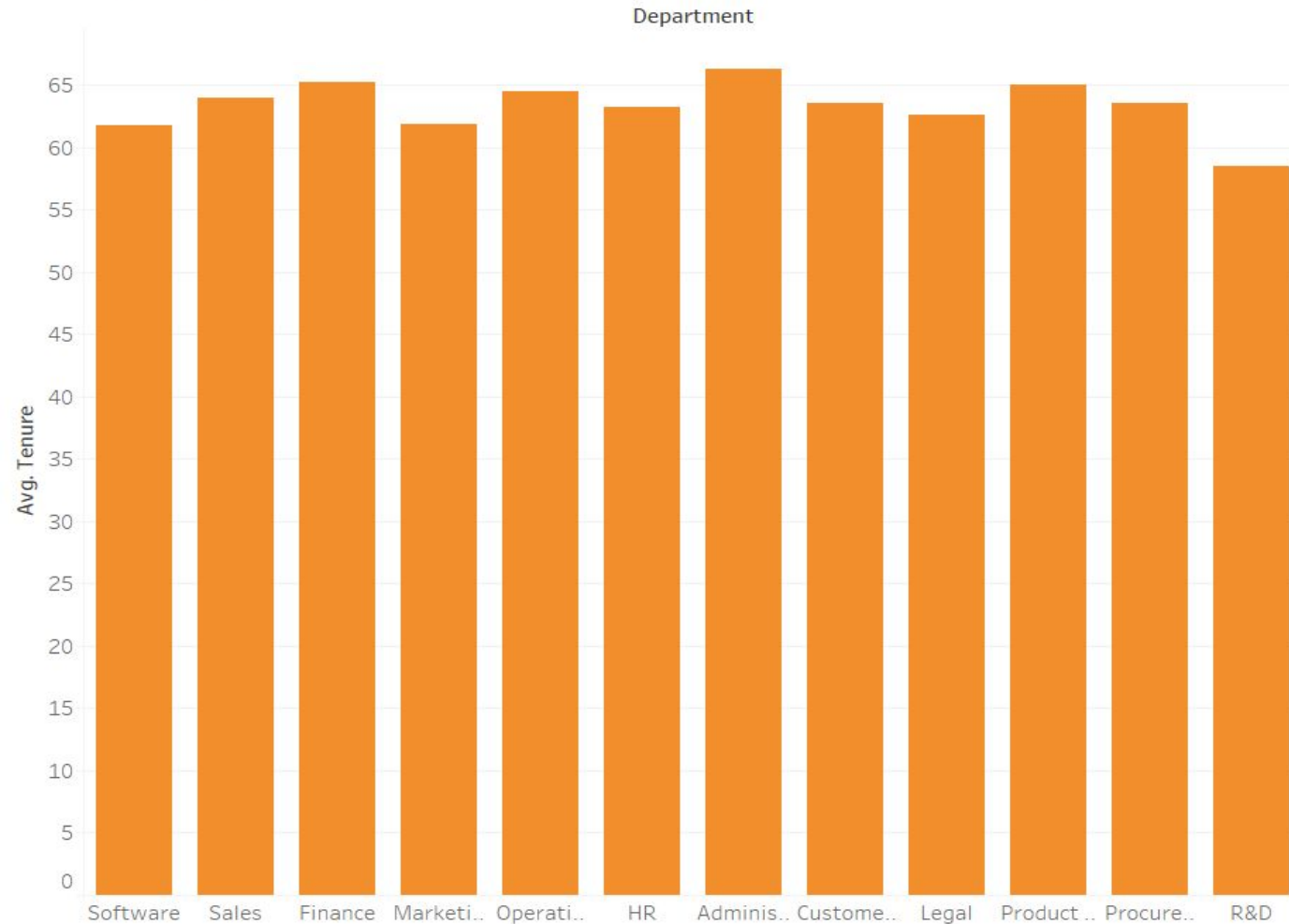
VISUALIZATION 9:

Money and recognition are the two most valued parameters when it comes to an employee making the key decision to switch to a different organization. And as one can see from the graph, the reasons usually revolve around the aforementioned parameters.

Reasons for Workforce Reduction



Tenure per Department



VISUALIZATION 10:

The average employee tenure has always been between 60-65 for this company across various departments with a couple of very slight marginal outliers in the departments of R&D and Administration.