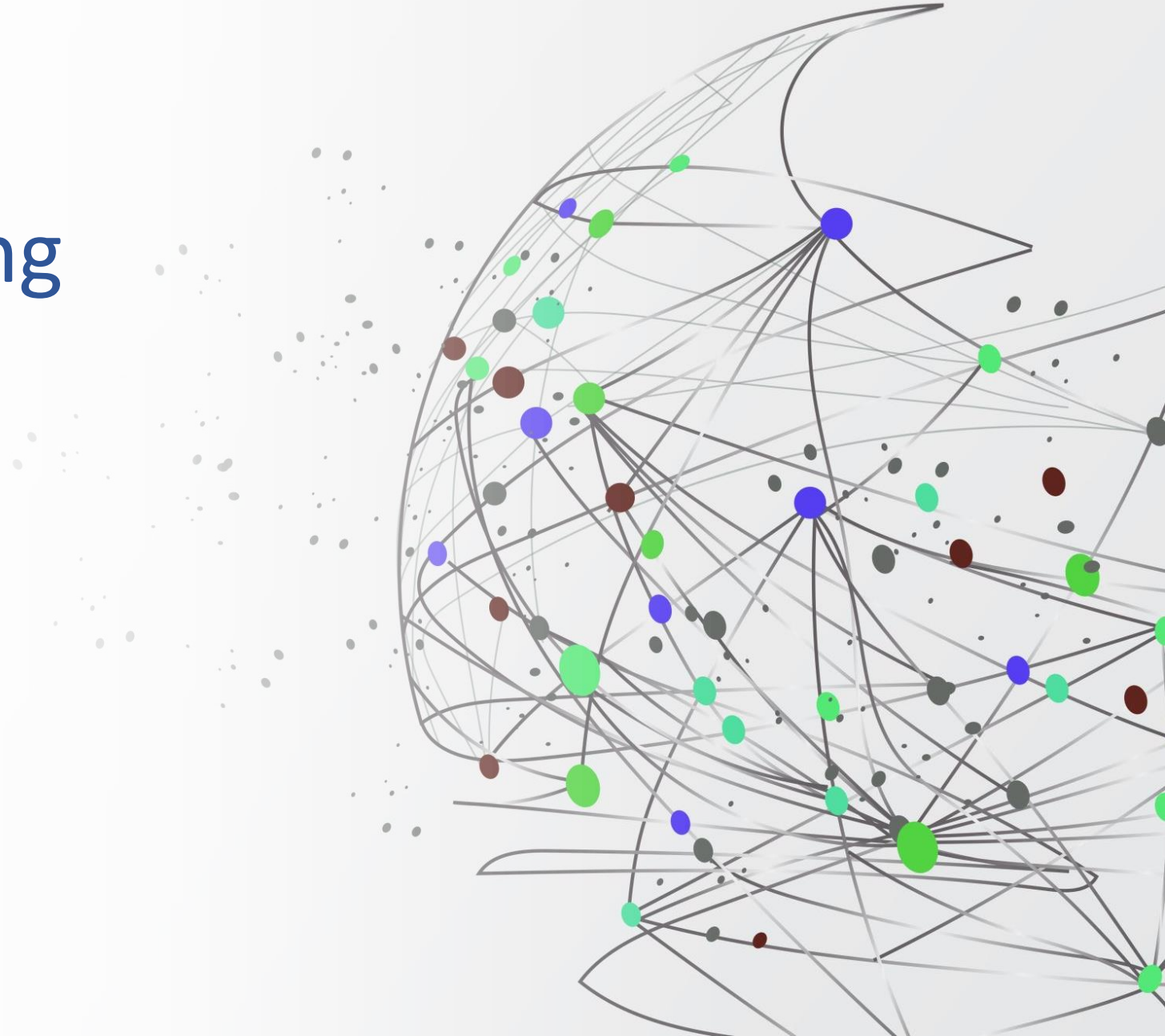# Personnel Onboarding and Resignation Trends (2015 – 2019)

Author: Diep Ngoc Chau

Introduction: Data table (sample)

Column name	Explain	Examples
Employee_code	Unique code to identify each employee	20123, 56032, 10000087,…
Company	The branch of the corporation	TE – Công ty CP giáo dục T English, TS – T Singapore PTE.LTD, …
Employee_first_name	The first name of employee	Phạm Thị Anh
Employee_last_name	The last name of employee	Thư
Employee_work_date	The date employee started working	2015-12-23
Level	The closest job position of employee	OX2 – Chuyên viên, PM1 - Trưởng Phòng
Statement_type	The type of the nearest employment statement	ZG – Chấm dứt HĐLĐ, ZF – Gia hạn hợp đồng
Statement_name	The detail/ reason for the nearest employment statement	GE – Người lao động đơn phương chấm dứt
Statement_valid_date	The date the nearest statement became valid	2016-11-15
Title	The job title of employee	WMT - Chuyên gia chạy số
Work_location	Where the employees carried out their work duties	Hà Nội, Thái Lan

HR_resigned : the table stores only data on employees having the nearest statement - resignations

employee_code	employee_work_date	statement_valid_date	work_days	work_year	Title
10000067	Sunday, December 8, 2019	Saturday, March 9, 2019	274	1	WSS-Chuyên gia Tư vấn tuyển sinh
10000073	Sunday, December 8, 2019	Saturday, March 9, 2019	274	1	WSS-Chuyên gia Tư vấn tuyển sinh
10000084	Sunday, December 8, 2019	Thursday, January 10, 2019	332	1	WSS-Chuyên gia Tư vấn tuyển sinh
10000087	Sunday, December 8, 2019	Thursday, January 10, 2019	332	1	WSS-Chuyên gia Tư vấn tuyển sinh
10000114	Wednesday, August 21, 2019	Wednesday, January 9, 2019	224	1	WSS-Chuyên gia Tư vấn tuyển sinh
10000115	Wednesday, August 21, 2019	Wednesday, January 9, 2019	224	1	WSS-Chuyên gia Tư vấn tuyển sinh

HR_resigned : the table stores only data on employees still working

employee_code	employee_work_date	working_days	work_years
10000019	Tuesday, January 8, 2019	335	1
10000028	Tuesday, January 8, 2019	335	1
10000030	Tuesday, January 8, 2019	335	1
10000031	Tuesday, January 8, 2019	335	1
10000032	Tuesday, January 8, 2019	335	1

- Power BI: transform data (changing data type, removing null, table breakdown, grouping), Descriptive analysis, Statistics, Diagnostic analysis.

- Power Point: report presentation.

The company's recruitment demand over the years in the period of 2015-2019:

- Recruitment demand surged after 2015.
- The shift in primary recruitment focus on Consultancy Specialists indicates a transition towards product sales concentration since 2018.

Delayed HR activities:

- Despite the consistent annual increase in onboarded staff post-2015, comprehensive employee assessment and benefits systems were only established from 2018.
- The inefficiency of recently introduced activities may be a contributing factor to the mass resignation of highly experienced personnel.

Ineffective employee management:

- Inefficient employee management, resulting from managers overseeing too many personnel, may elevate the resignation rate.

The demand for recruiting employees has consistently increased since 2015

Then slightly decreased in 2019

| 2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
6	18	8	6	18	41	47	136	261	424	841	776
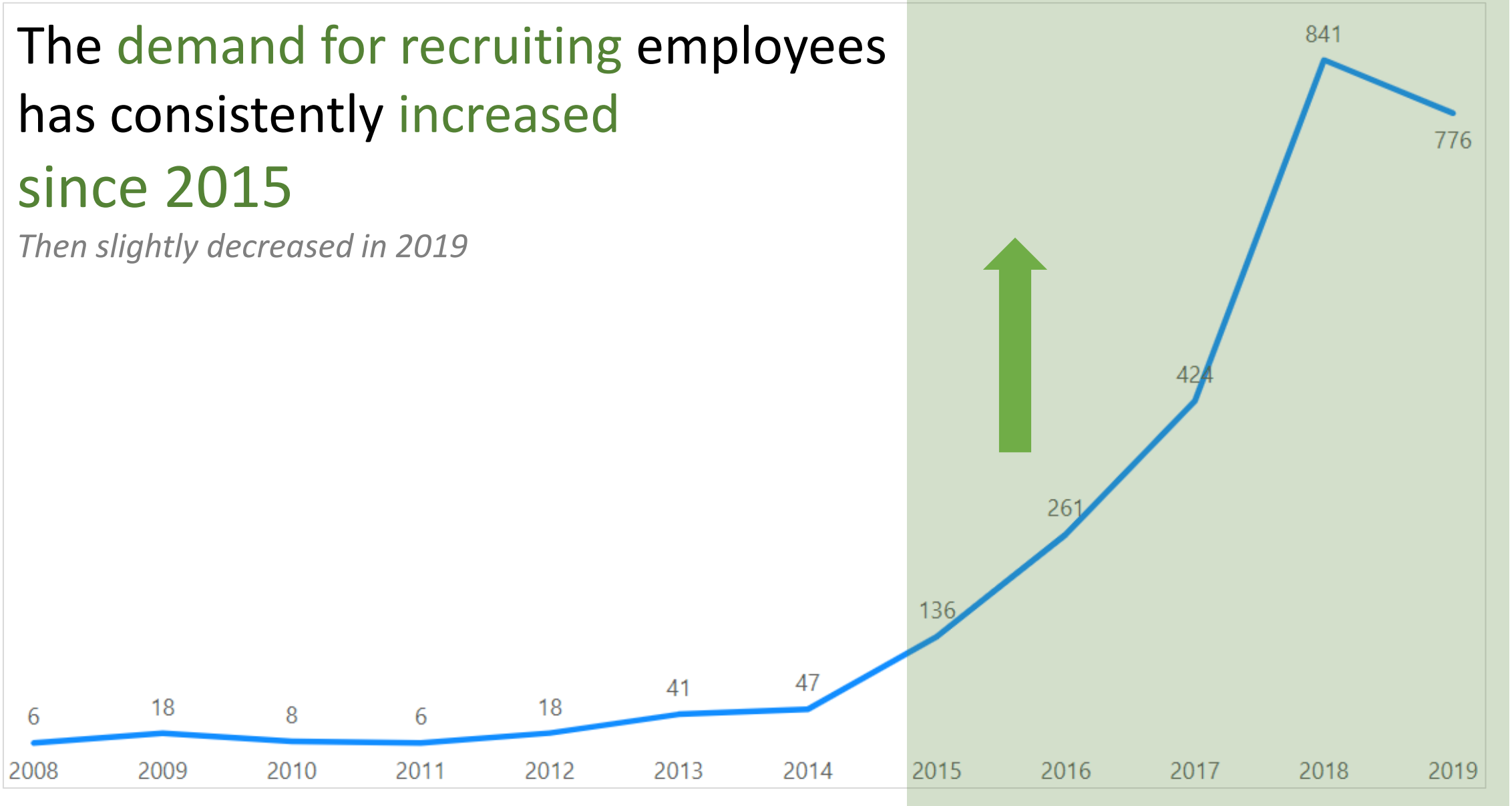
Since 2018, the company has shifted focus significantly towards product sales
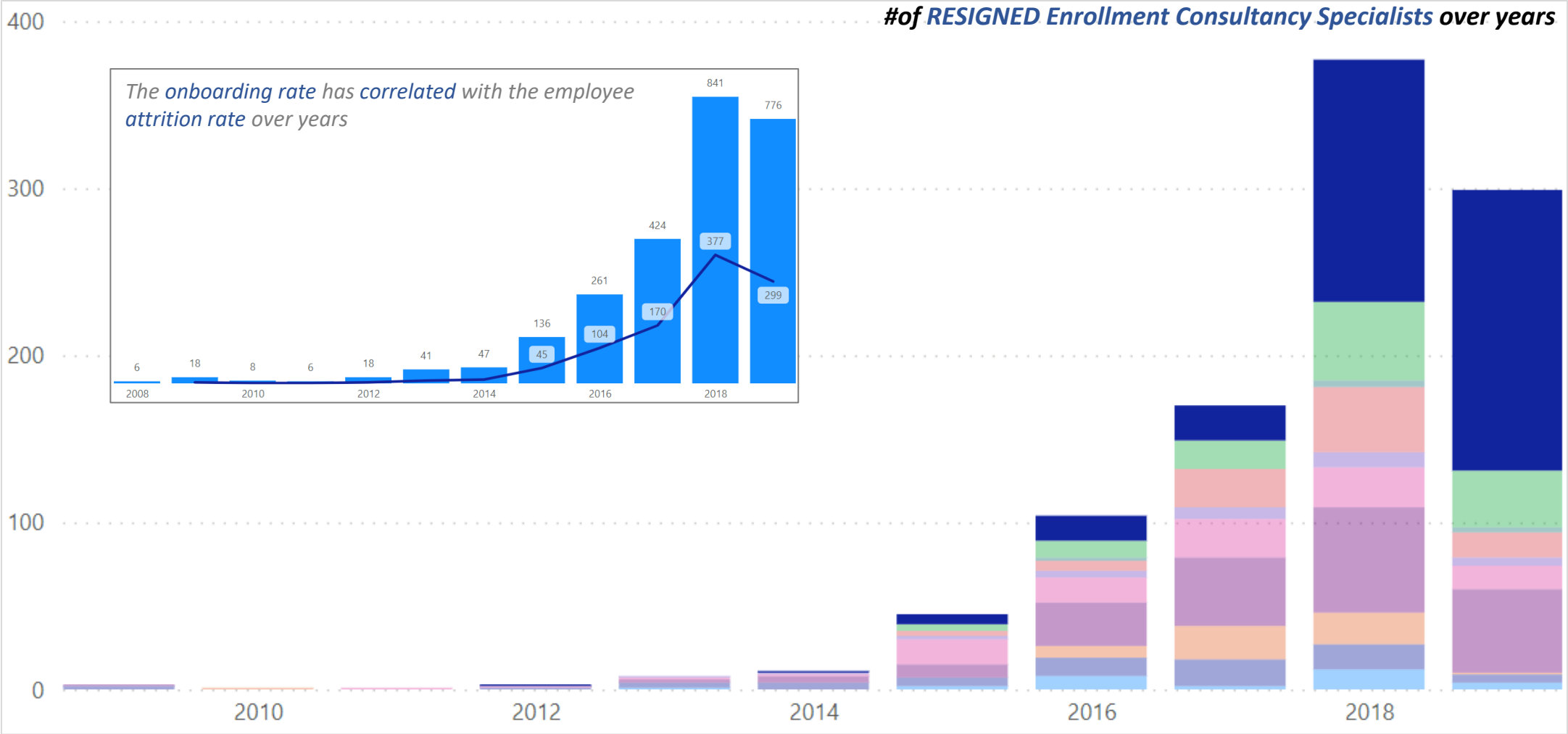
Before 2018, the company primarily focused on developing online course product and build the company infrastructure, leading to the substantial decrease of experts in these domains after 2018.

Title	'15	2016	2017	2018	2019
WSS-Chuyên gia Tư vấn tuyển sinh	20.00%	57.14%	45.45%	322.92%	58.62%
WMT-Chuyên gia Chạy số	50.00%	214.29%	136.36%	123.08%	5.17%
IUU-Chuyên gia Thiết kế UI/ UX hoặc Video	0.00%	700.00%	-50.00%	175.00%	0.00%
ITS-Chuyên gia Phần mềm	00.00%	93.75%	70.97%	177.36%	-48.30%
IBB-Phân tích dữ liệu					100.00%
HHB-Chuyên gia Nhân sự	0.00%	233.33%	120.00%	31.82%	-6.90%
GOO-Chuyên gia Vận hành Online	80.00%	0.00%	41.67%	17.65%	-37.50%
GGO-Chuyên gia Khác	81.25%	88.89%	57.65%	50.75%	-20.79%
GET-Chuyên gia Tuyển dụng và đào tạo Giảng viên			153.85%	-9.09%	-66.67%
GCE-Chuyên gia Chăm sóc khách hàng bên ngoài	70.00%	23.53%	47.62%	22.58%	-73.68%
FFI-Chuyên gia Tài chính	00.00%	600.00%	-7.14%	84.62%	-54.17%

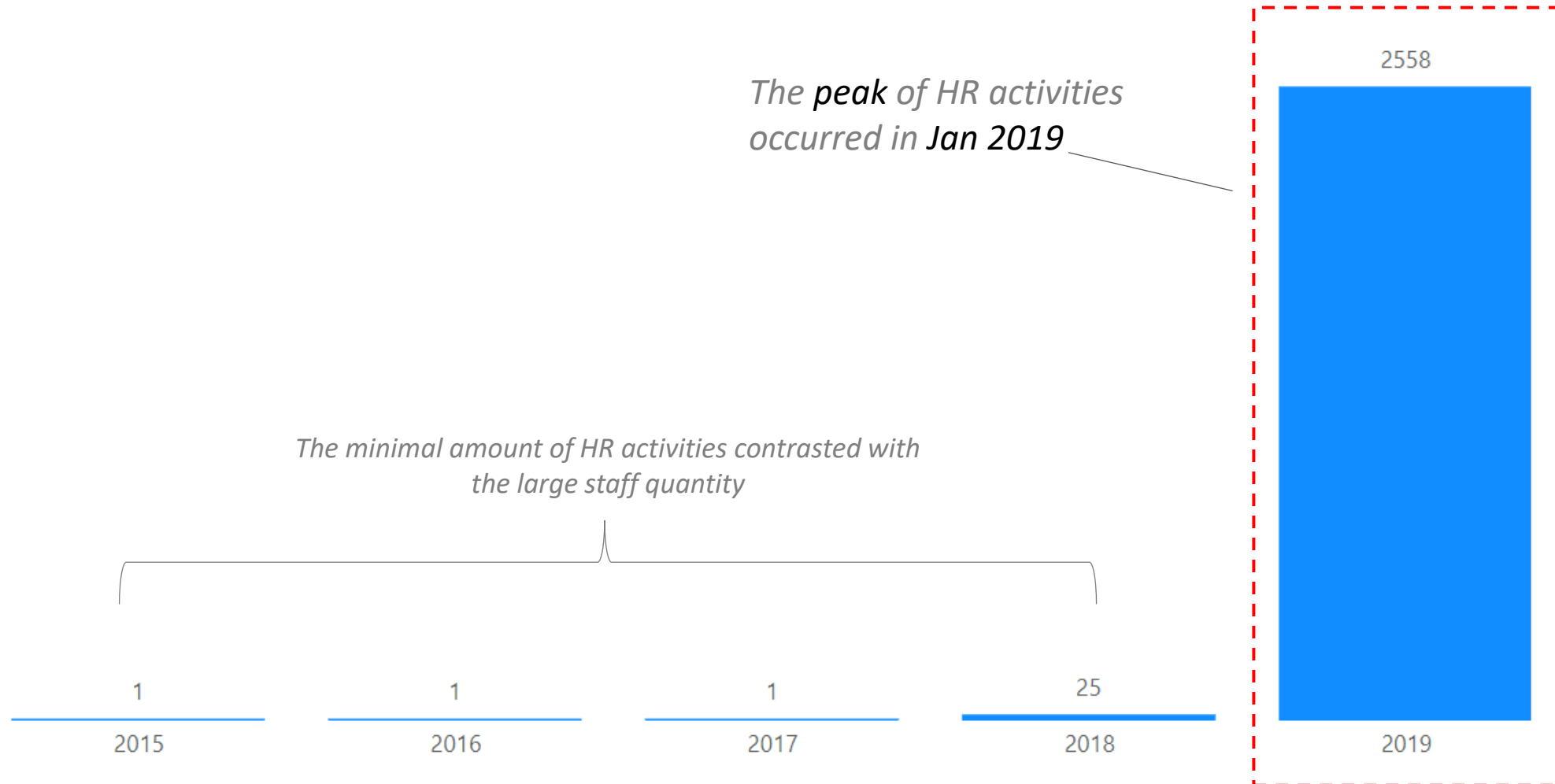*Enrollment consultancy specialists: a large number were recruited during 2018-2019.*

2008   2010   2012   2014   2016   2018
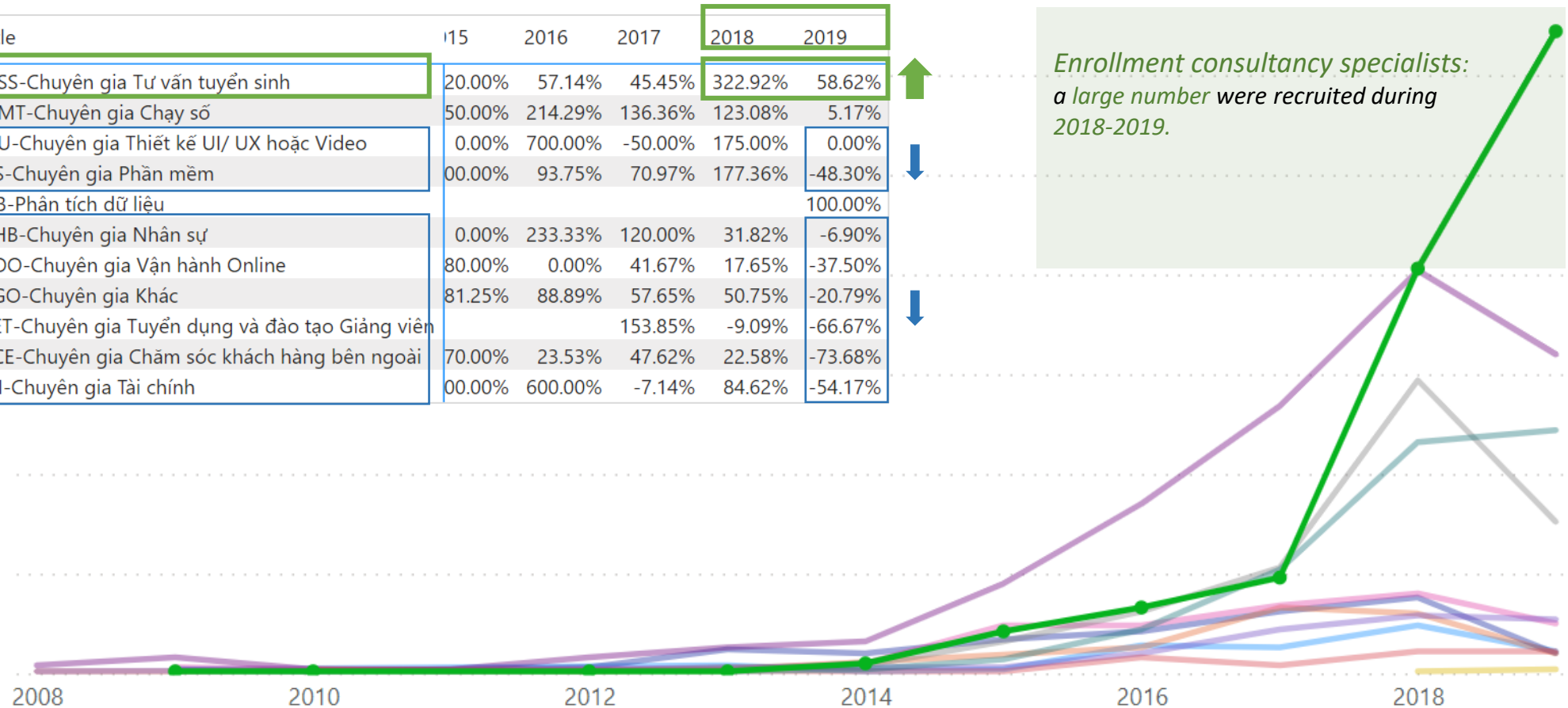
The extensive recruitment of Enrollment Consultancy Specialists has contributed to an overall increase in the resignation rate

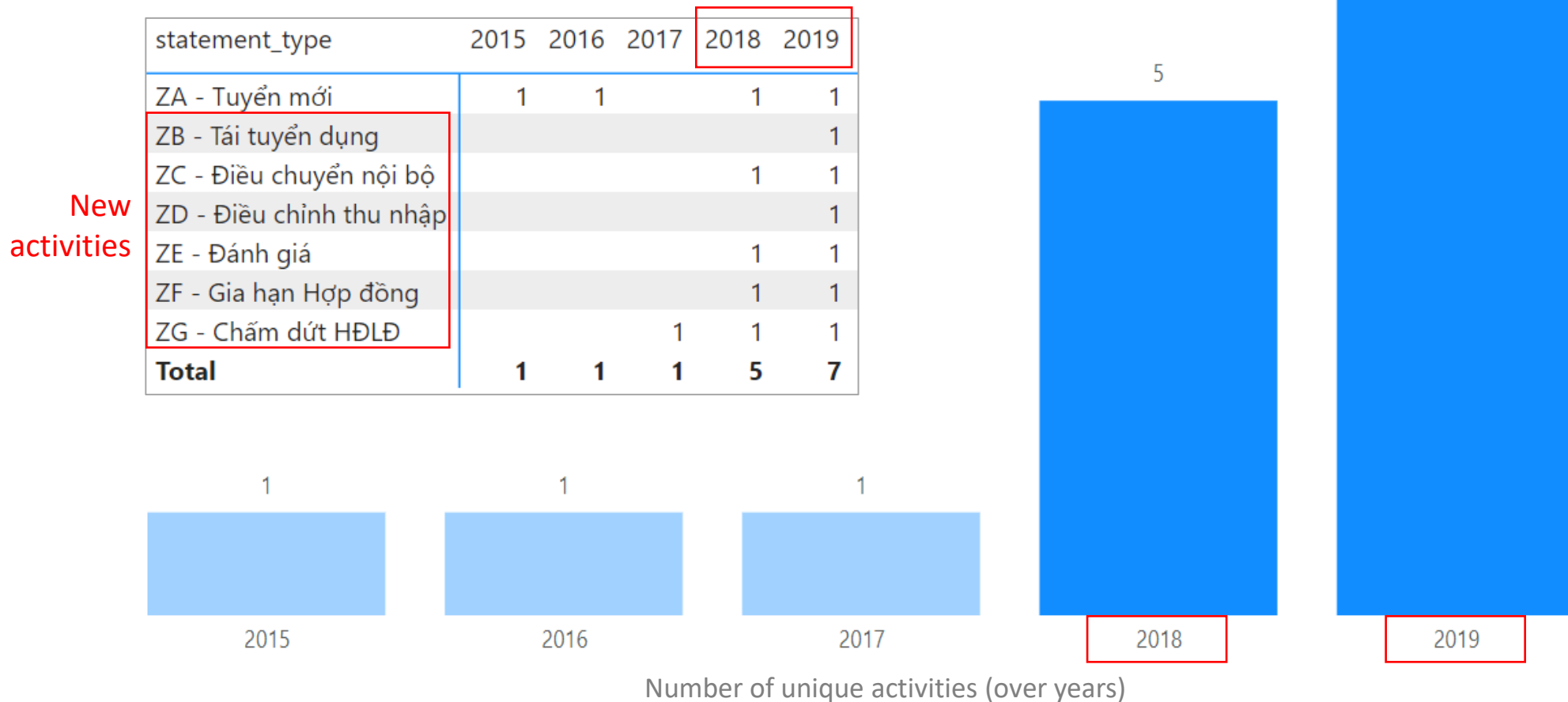**#of RESIGNED Enrollment Consultancy Specialists over years**

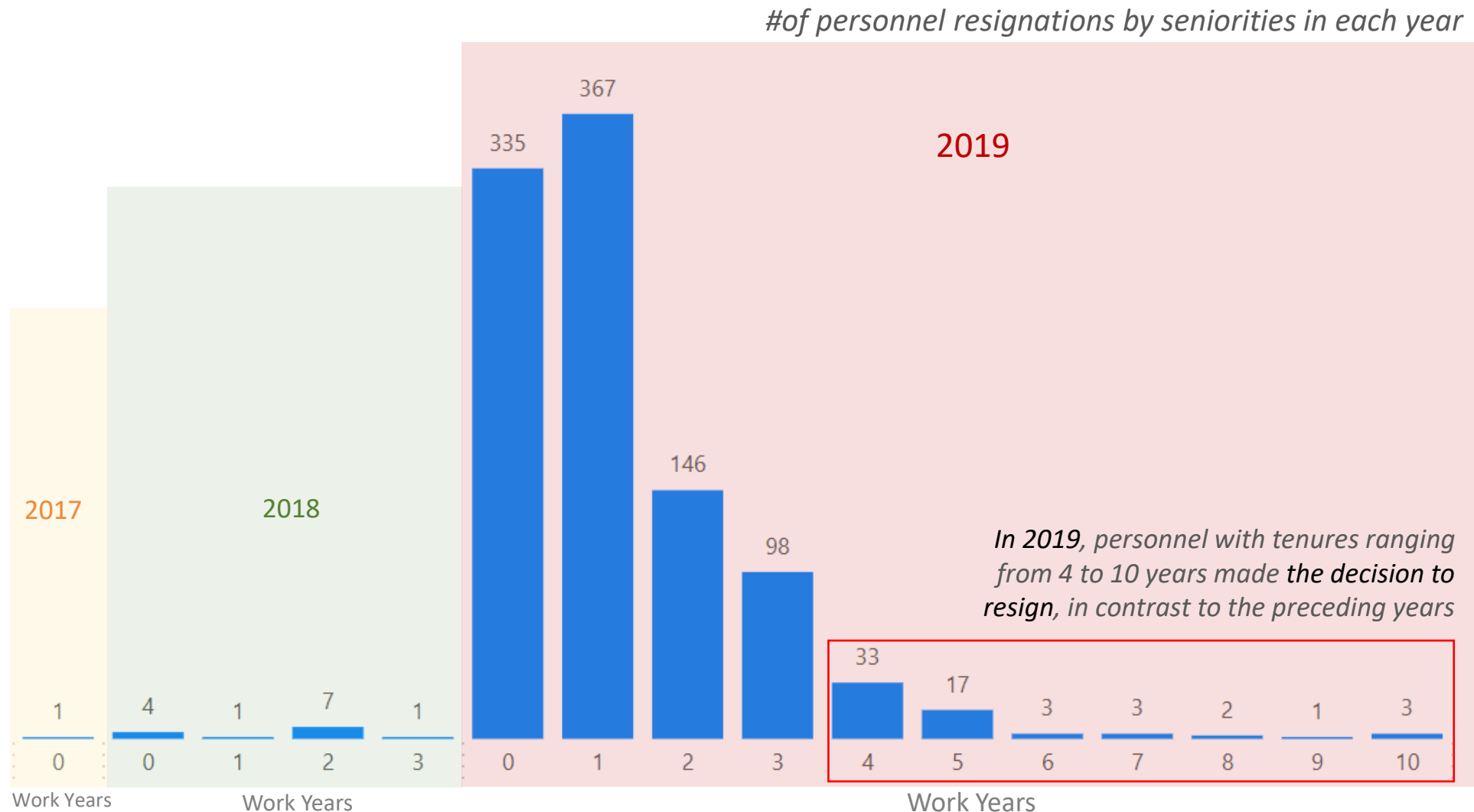*The onboarding rate has correlated with the employee attrition rate over years*

2018-2019: an emergence of additional HR activities

Before that, despite sizable workforce, there were a shortage of personnel evaluation activities

statement_type	2015	2016	2017	2018	2019
ZA - Tuyển mới	1	1		1	1
ZB - Tái tuyển dụng					1
ZC - Điều chuyển nội bộ				1	1
ZD - Điều chỉnh thu nhập					1
ZE - Đánh giá				1	1
ZF - Gia hạn Hợp đồng				1	1
ZG - Chấm dứt HĐLĐ			1	1	1
Total	**1**	**1**	**1**	**5**	**7**

New activities

Number of unique activities (over years)

Suboptimal HR management may result from managers overseeing an excessive number of personnel

Which could lead to an increase in the resignation rate.

#of employees each manager took care over years

#of managers increased over years

18-87 employees per manager