PEOPLE ANALYTICS

Overview | Correlation

Job Satisfaction

Averge

3.38
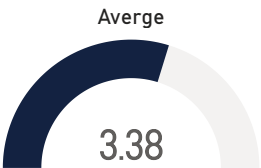
Department	Avg. Job Satisfaction
Customer Service	3.34
Finance	3.42
HR	3.40
IT	3.29
Legal	3.38
Marketing	3.34
Operations	3.46
Sales	3.48

Job Workload

Averge

2.98
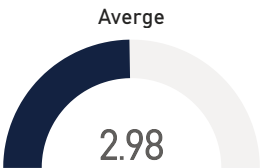
Department	Avg. Workload
Customer Service	2.88
Finance	3.00
HR	2.81
IT	2.99
Legal	3.02
Marketing	3.12
Operations	2.94
Sales	2.91

Work Life Balance

Averge

3.05
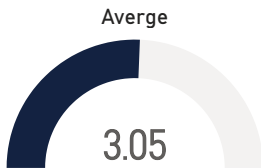
Department	Avg. Work Life Bal.
Customer Service	2.77
Finance	3.08
HR	2.81
IT	3.04
Legal	3.06
Marketing	3.12
Operations	3.05
Sales	3.17

Total Employee

2766

Total Employee by Job Level

job_level	
Senior	979
Mid	696
Junior	557
Lead	350
Intern/Fresher	184

Level of Stress

Averge

1.74
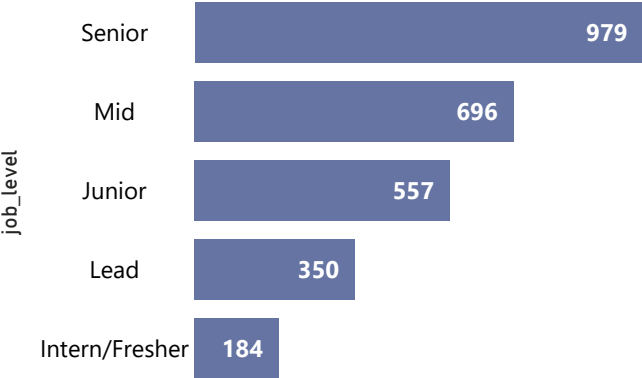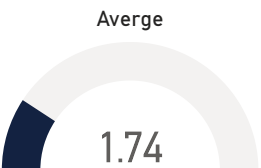
Department	Average of stress
Customer Service	1.70
Finance	1.83
HR	1.72
IT	1.66
Legal	1.80
Marketing	1.76
Operations	1.69
Sales	1.77

Work Environment

Averge

3.03
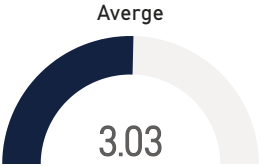
Department	Avg. Work Environment
Customer Service	2.94
Finance	3.02
HR	3.10
IT	3.12
Legal	3.02
Marketing	2.75
Operations	3.10
Sales	3.03

Distribusion of Employee
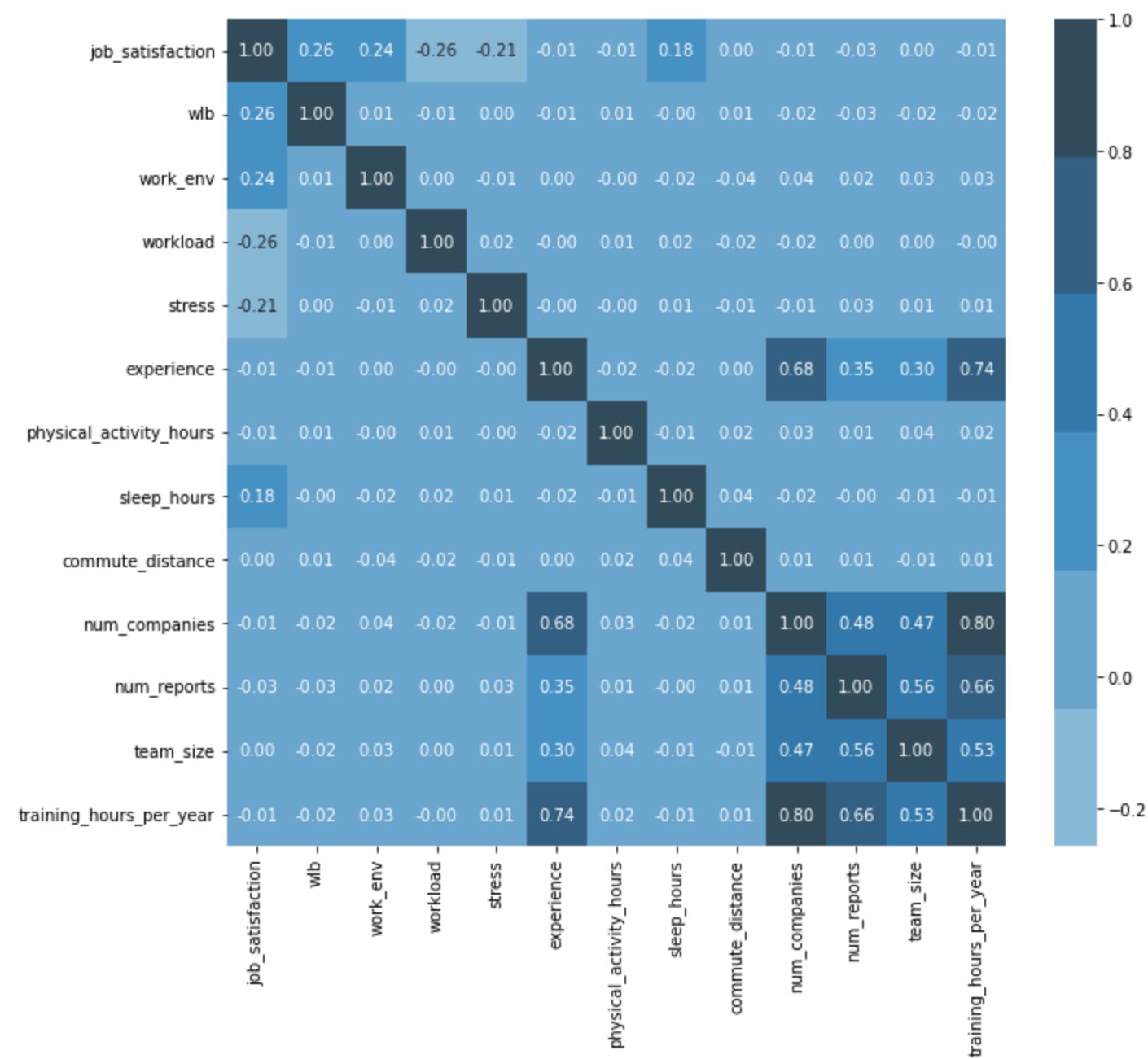
(Histogram: Total Employee by Age, ranging roughly from 25 to 60)

PEOPLE ANALYTICS

Matrix Correlation

This Correlation Matrix is based on **Pearson correlation**, with values ranging from **-1 to 1**. The closer the value is to **1 or -1**, the stronger the linear relationship between the variables. A **positive sign** indicates a direct (or positive) relationship, meaning that as one variable increases, the other tends to increase. Conversely, a **negative sign** indicates an inverse (or negative) relationship, meaning that as one variable increases, the other tends to decrease.

Table Employee

emp_id	edu_level	job_level	experience	Training hour (in year)	total report	satisfaction
1119	Bachelor	Lead	29	64.50	4	1.00
1449	Bachelor	Senior	29	54.50	1	5.00
1790	Bachelor	Lead	29	64.50	4	1.00
2124	Bachelor	Senior	29	54.50	1	4.00
2734	Bachelor	Senior	29	54.50	6	4.00
447	Bachelor	Lead	29	64.50	5	4.00
787	Bachelor	Senior	29	54.50	5	3.00
836	Master	Lead	29	64.50	6	3.00
973	Master	Lead	29	64.50	4	3.00
1197	Bachelor	Senior	28	54.00	2	2.00
1269	Bachelor	Lead	28	64.00	8	1.00
146	Master	Lead	28	64.00	2	5.00
1821	Bachelor	Lead	28	64.00	6	4.00
2136	Bachelor	Lead	28	64.00	9	4.00
2250	Bachelor	Lead	28	64.00	8	4.00
2311	PhD	Lead	28	64.00	3	4.00
2729	PhD	Lead	28	64.00	3	4.00
Total/Avg.				**102,952.00**		**3.38**