HR DATAANALYSIS

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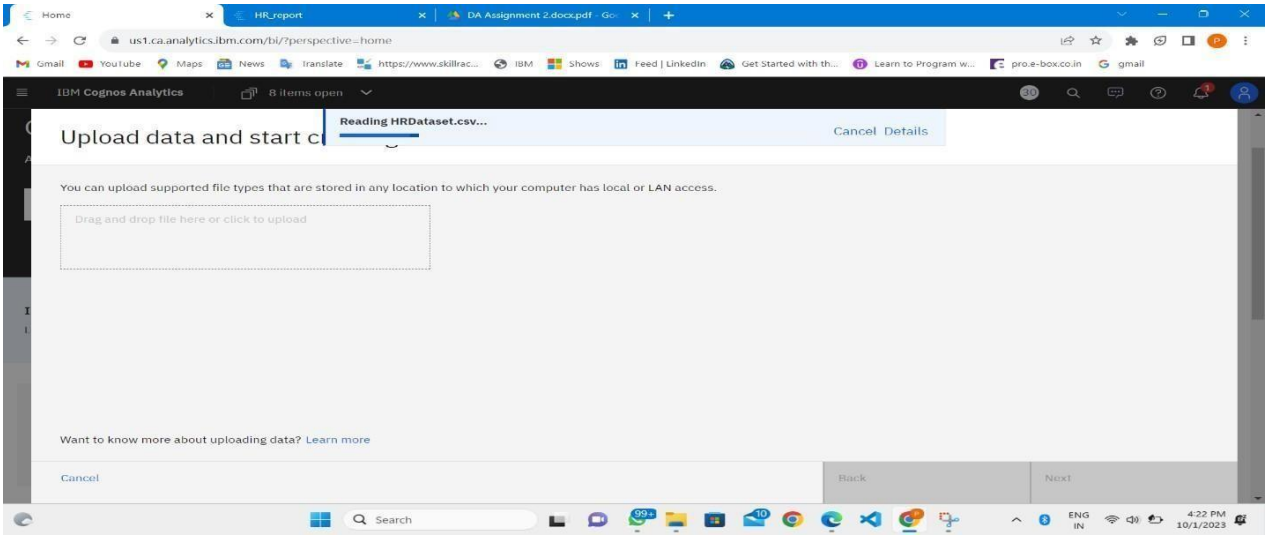
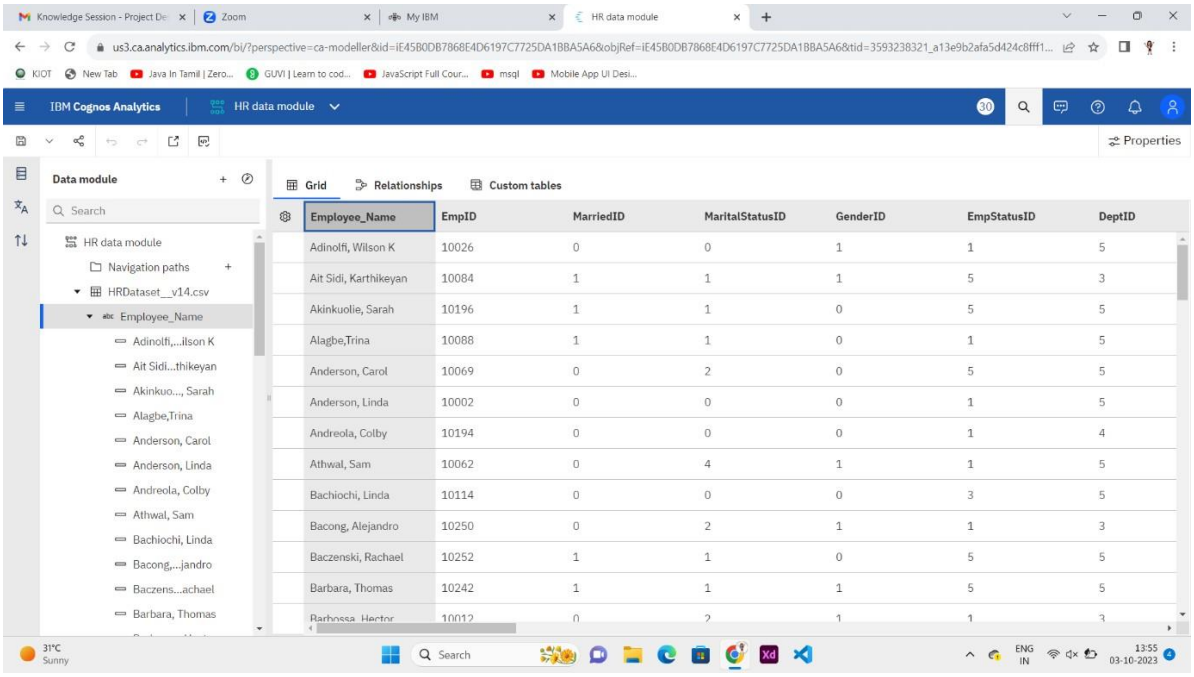
NAME: KAVINRAAJHAN A

TASK:

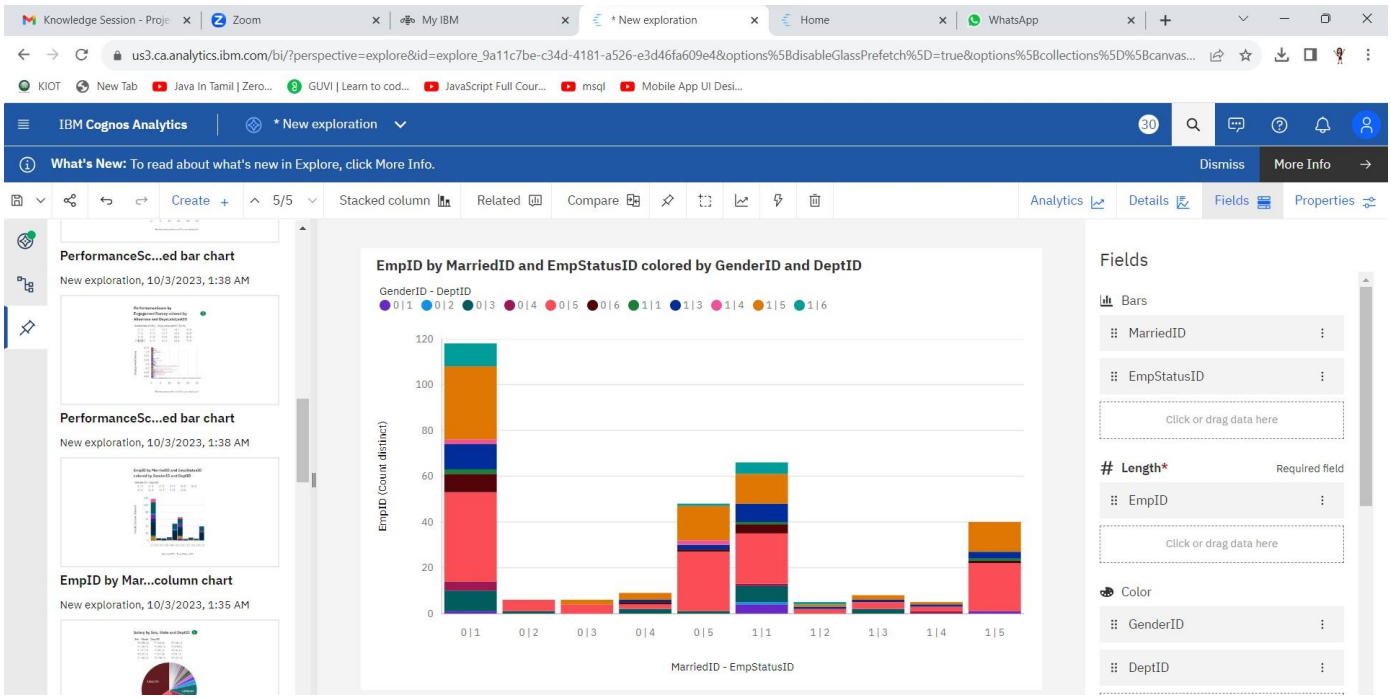
1: UPLOADING DATA SET



2: CREATING DATA MODULE

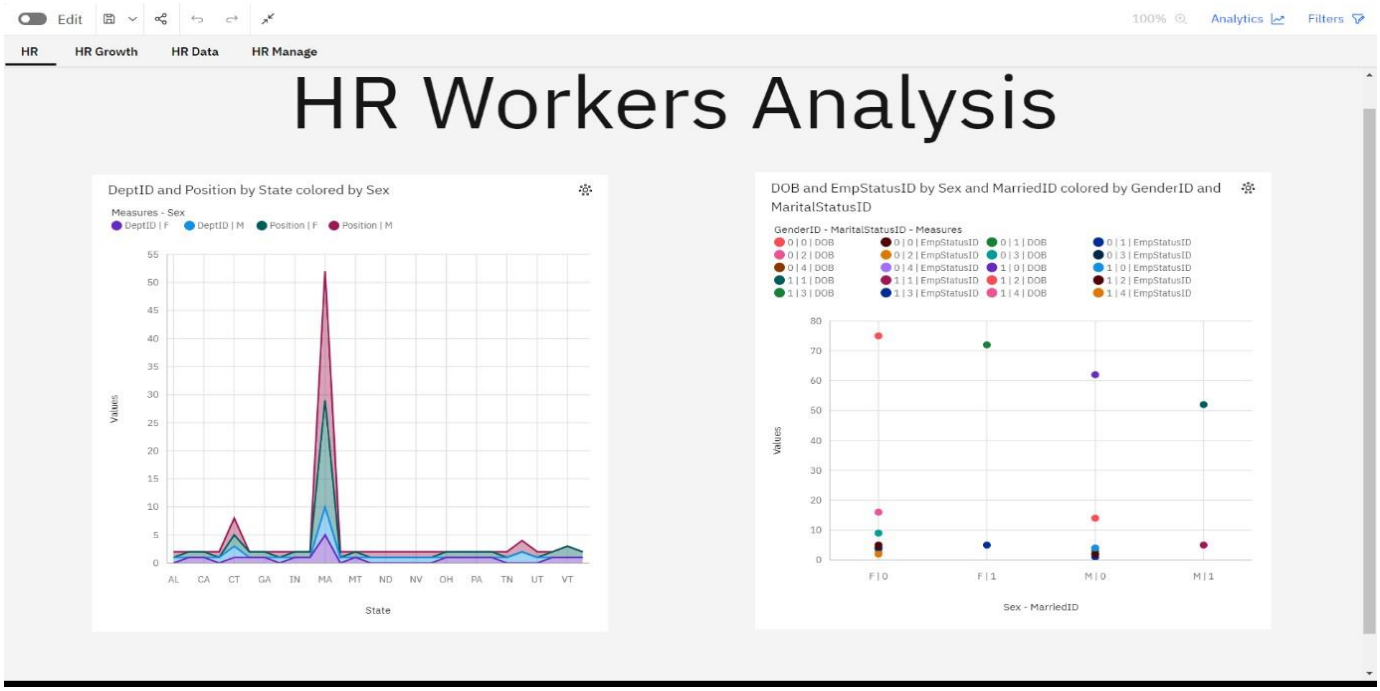


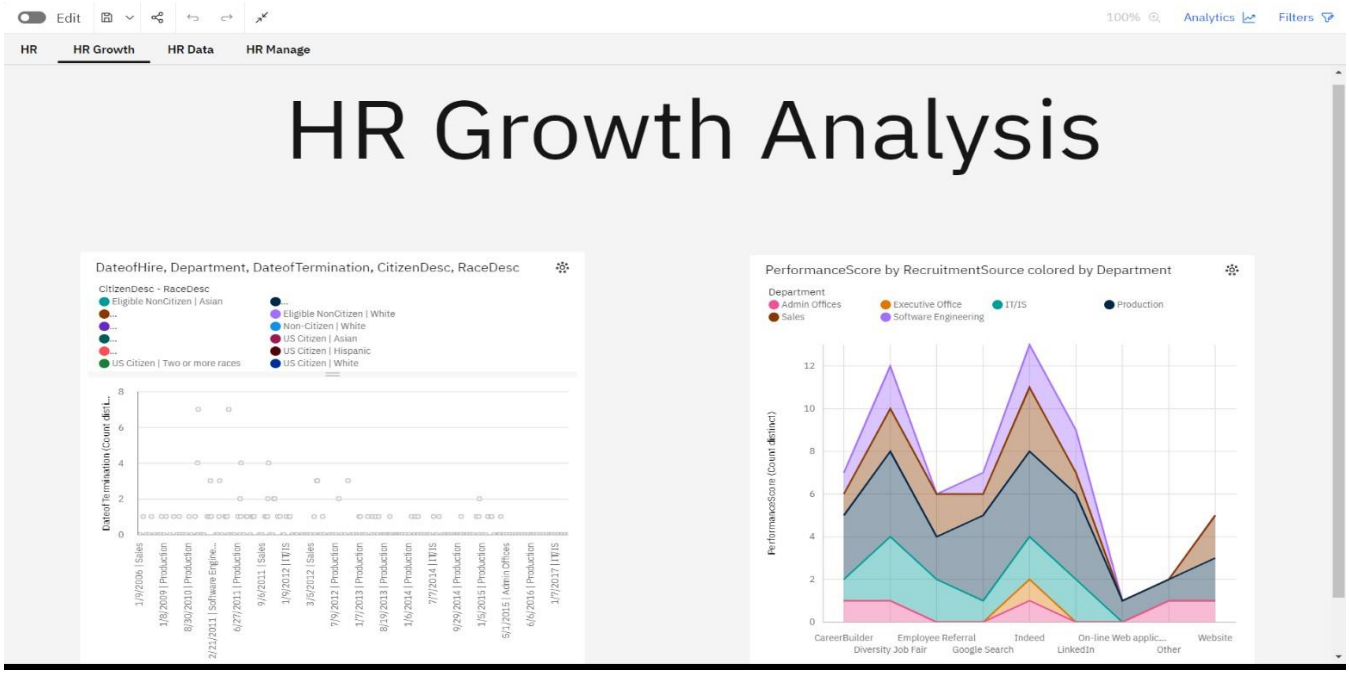
3:DATA EXPLORATION



4:DATA VISUALIZATION

A) DASHBOARD:

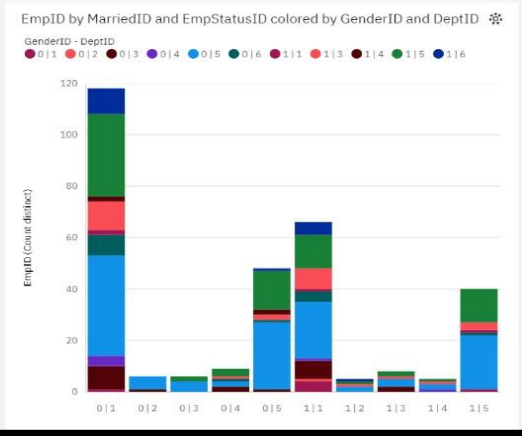


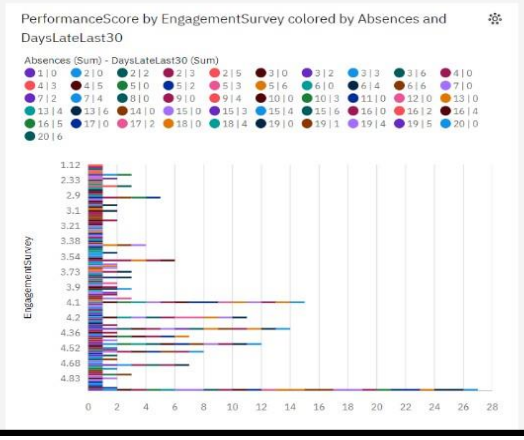


Edit 100% Analytics Filters

HR | HR Growth | HR Data | HR Manage

HR Dataset

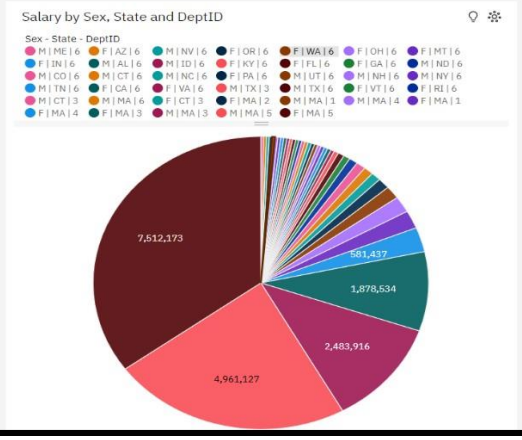


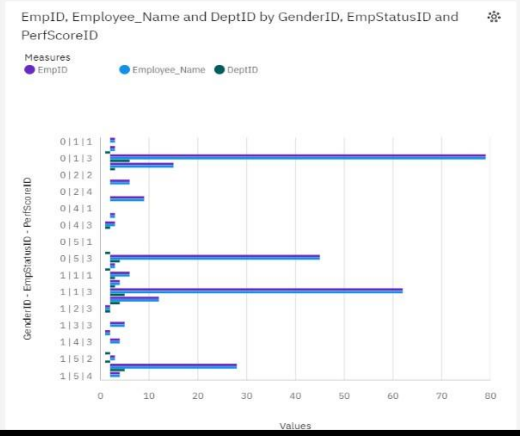


Edit 100% Analytics Filters

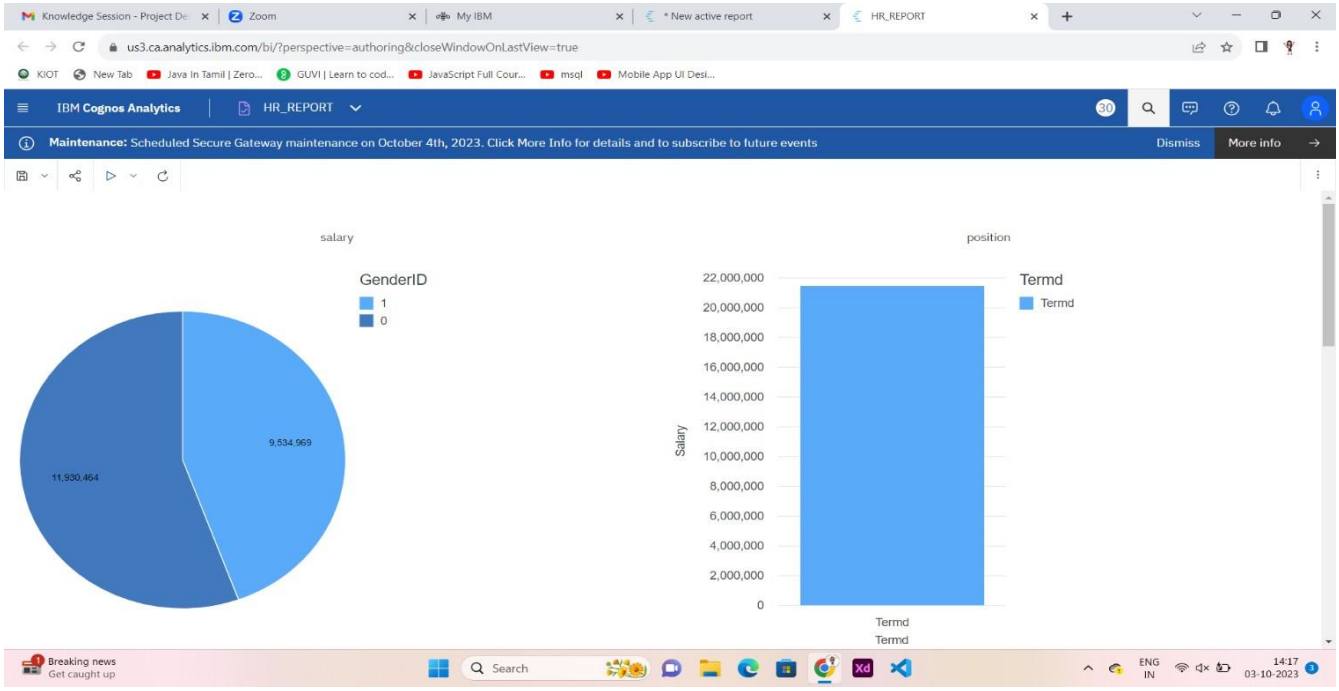
HR | HR Growth | HR Data | HR Manage

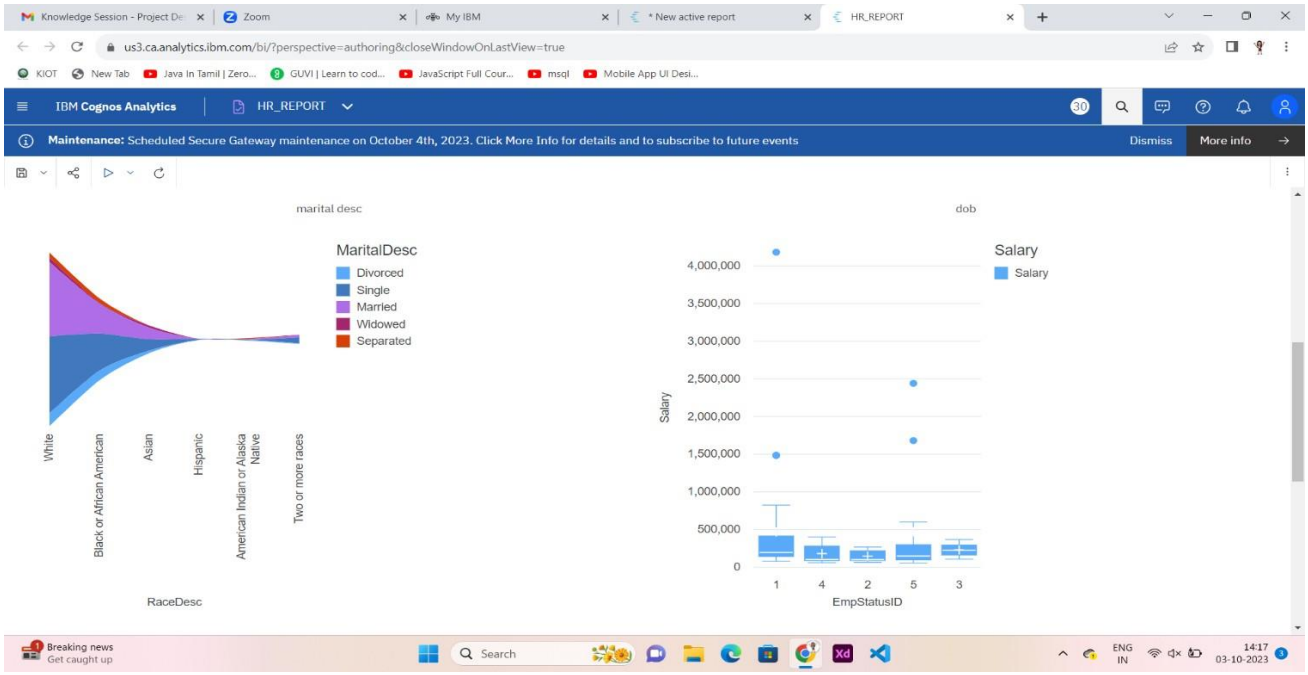
HR Resource

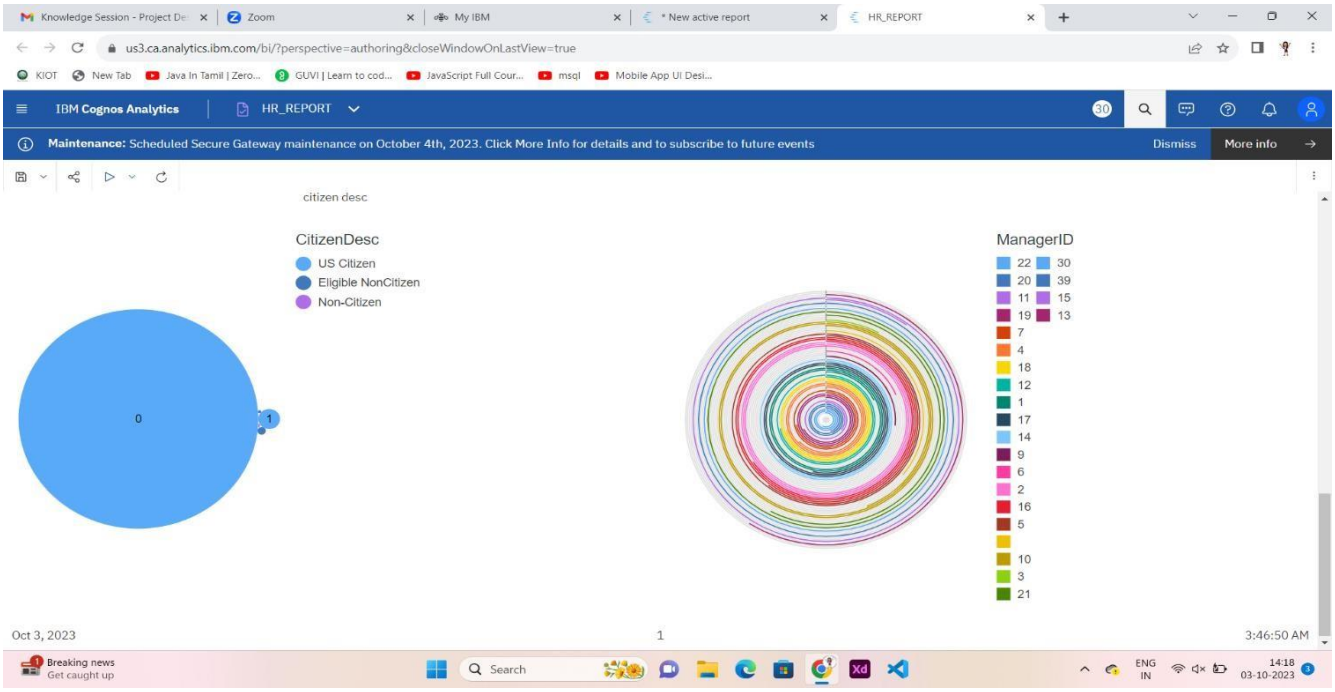




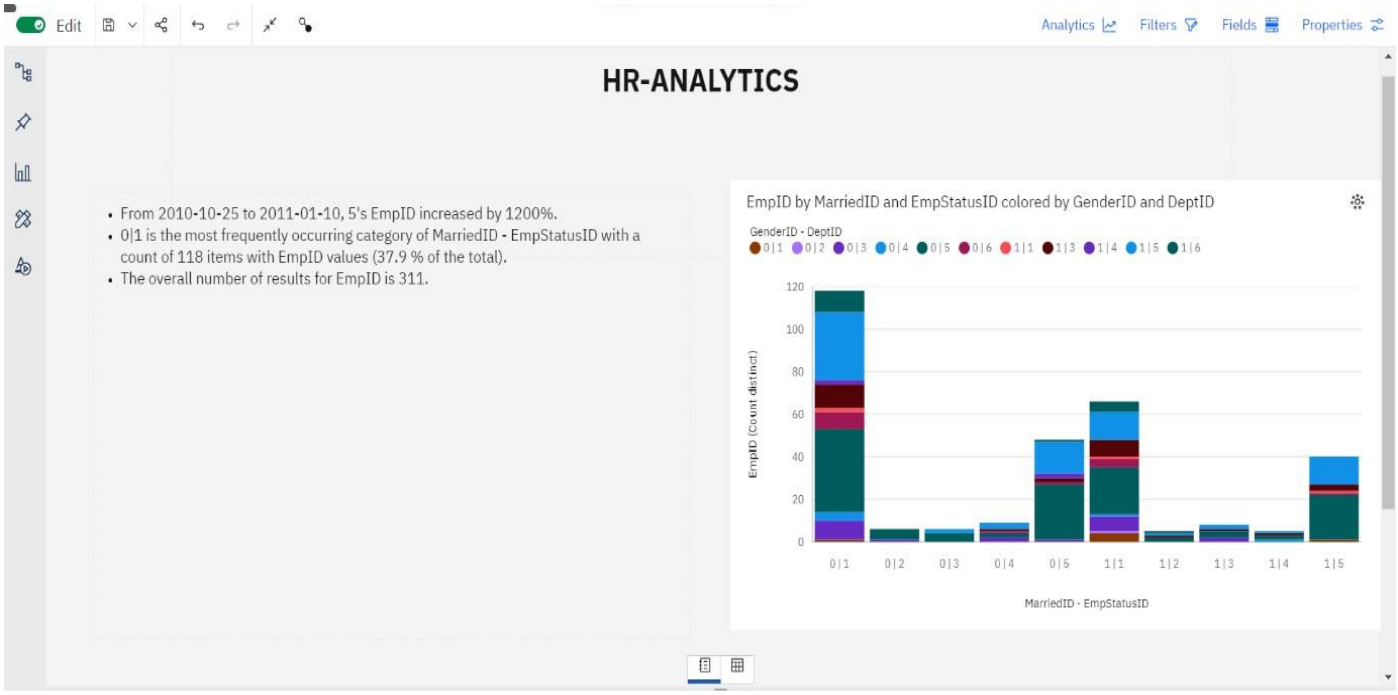
B) REPORT GENERATION:

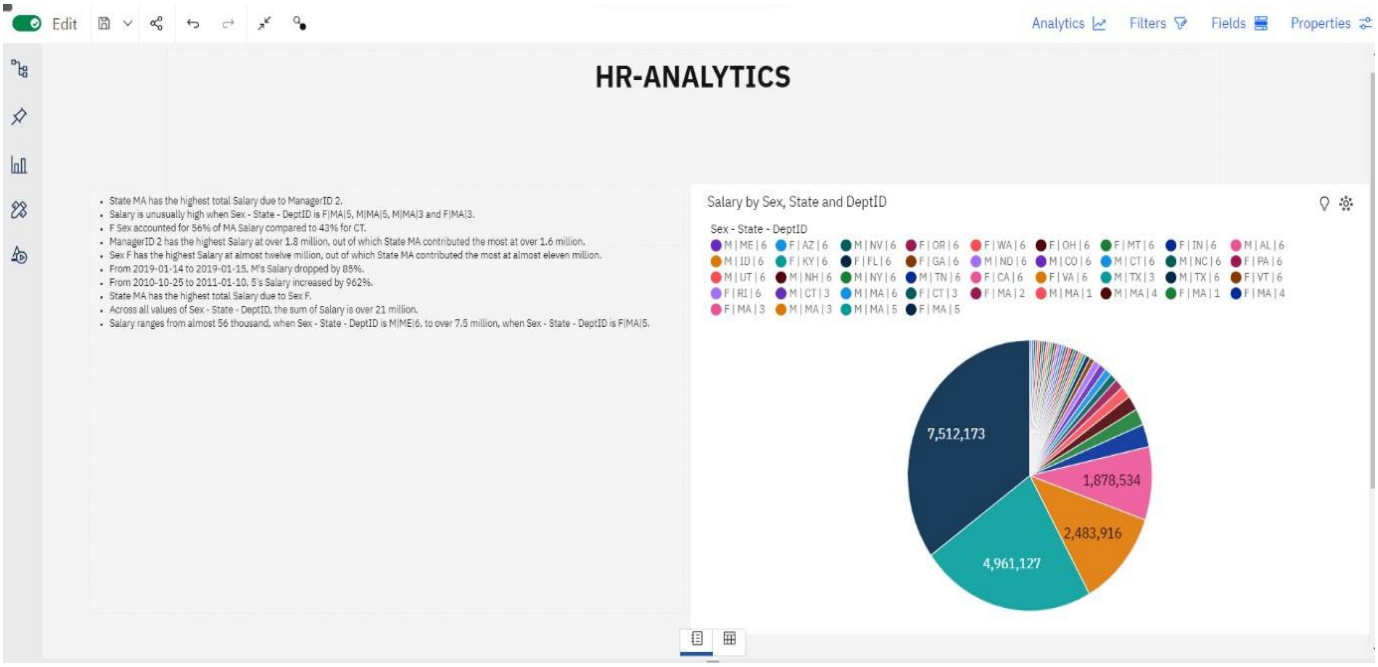




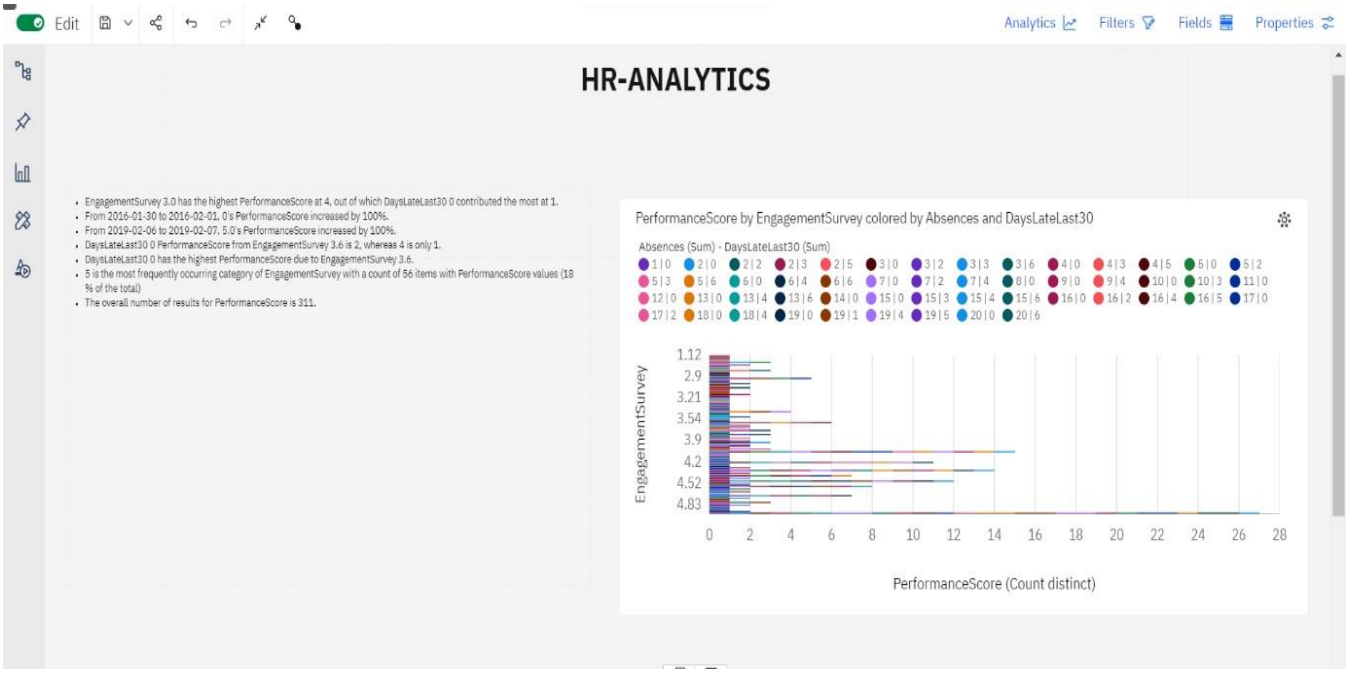


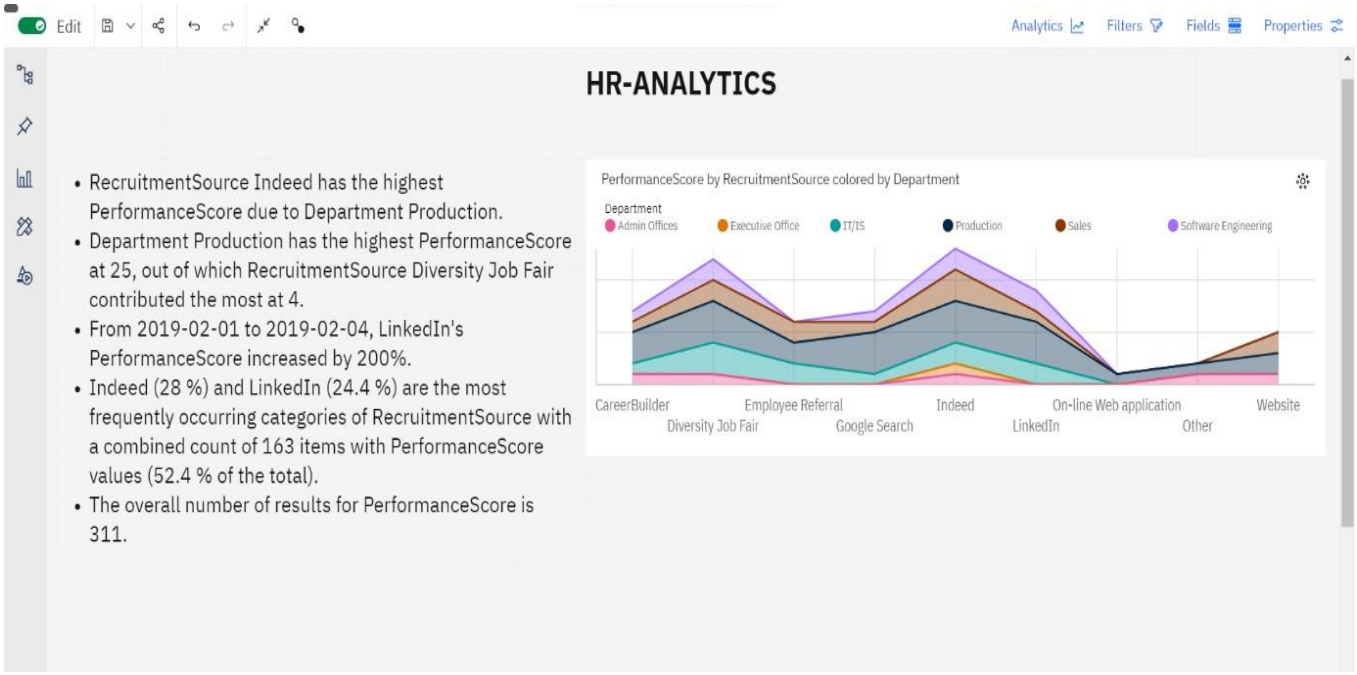
C) STORY GENERATION:




Edit
Analytics
Filters
Fields
Properties
HR-ANALYTICS
State MA has the highest total Salary due to ManagerID 2.
Salary is unusually high when Sex - State - DeptID is F|MA|5, M|MA|5, M|MA|3 and F|MA|3.
F Sex accounted for 56% of MA Salary compared to 43% for CT.
ManagerID 2 has the highest Salary at over 1.8 million, out of which State MA contributed the most at over 1.6 million.
Sex F has the highest Salary at almost twelve million, out of which State MA contributed the most at almost eleven million.
From 2019-01-14 to 2019-01-15, M's Salary dropped by 85%.
From 2010-10-25 to 2011-01-10, 5's Salary increased by 962%.
State MA has the highest total Salary due to Sex F.
Across all values of Sex - State - DeptID, the sum of Salary is over 21 million.
Salary ranges from almost 56 thousand, when Sex - State - DeptID is M|ME|6, to over 7.5 million, when Sex - State - DeptID is F|MA|5.
Salary by Sex, State and DeptID
Sex - State - DeptID
M | ME | 6
F | AZ | 6
M | NV | 6
F | OR | 6
F | WA | 6
F | OH | 6
F | MT | 6
F | IN | 6
M | AL | 6
M | ID | 6
F | KY | 6
F | FL | 6
F | GA | 6
M | ND | 6
M | CO | 6
M | CT | 6
M | NC | 6
F | PA | 6
M | UT | 6
M | NH | 6
M | NY | 6
M | TN | 6
F | CA | 6
F | VA | 6
M | TX | 3
M | TX | 6
F | VT | 6
F | RI | 6
M | CT | 3
M | MA | 6
F | CT | 3
F | MA | 2
M | MA | 1
M | MA | 4
F | MA | 1
F | MA | 4
F | MA | 3
M | MA | 3
M | MA | 5
F | MA | 5
7,512,173
1,878,534
2,483,916
4,961,127

Edit
Analytics
Filters
Fields
Properties
HR-ANALYTICS
enderID 0 has the highest DeptID due to EmpStatusID 1.
GenderID 0 has the highest DeptID due to ManagerID 2.
EmpStatusID 1 has the highest DeptID at 11, out of which GenderID 0 contributed the most at 6.
ManagerID 2 has the highest DeptID at 5, out of which GenderID 0 contributed the most at 3.
From 2011-11-28 to 2012-01-09, 1's DeptID increased by 200%
From 2019-01-11 to 2019-01-14, 3's DeptID increased by 300%.
The total number of results for DeptID, across all GenderID - EmpStatusID - PerfScoreID, is 311.
The total number of results for EmpID, across all GenderID - EmpStatusID - PerfScoreID, is 311.
The total number of results for Employee_Name, across all GenderID - EmpStatusID - PerfScoreID, is 311.
EmpID, Employee_Name and DeptID by GenderID, EmpStatusID and PerfScoreID
Measures
EmpID
Employee_Name
DeptID
GenderID - EmpStatusID - PerfScoreID
0 | 1 | 1
0 | 1 | 3
0 | 2 | 2
0 | 2 | 4
0 | 4 | 1
0 | 4 | 3
0 | 5 | 1
0 | 5 | 3
1 | 1 | 1
1 | 1 | 3
1 | 2 | 3
1 | 3 | 3
1 | 4 | 3
1 | 5 | 2
1 | 5 | 4
0
10
20
30
40
50
60
70
80
Values


Edit
Analytics
Filters
Fields
Properties
HR-ANALYTICS
EngagementSurvey 3.0 has the highest PerformanceScore at 4, out of which DaysLateLast30 0 contributed the most at 1.
From 2016-01-30 to 2016-02-01, 0's PerformanceScore increased by 100%.
From 2019-02-06 to 2019-02-07, 5.0's PerformanceScore increased by 100%.
DaysLateLast30 0 PerformanceScore from EngagementSurvey 3.6 is 2, whereas 4 is only 1.
DaysLateLast30 0 has the highest PerformanceScore due to EngagementSurvey 3.6.
5 is the most frequently occurring category of EngagementSurvey with a count of 56 items with PerformanceScore values (18 % of the total)
The overall number of results for PerformanceScore is 311.
PerformanceScore by EngagementSurvey colored by Absences and DaysLateLast30
Absences (Sum) - DaysLateLast30 (Sum)
EngagementSurvey
1.12
2.9
3.21
3.54
3.9
4.2
4.52
4.83
0 2 4 6 8 10 12 14 16 18 20 22 24 26 28
PerformanceScore (Count distinct)


Edit
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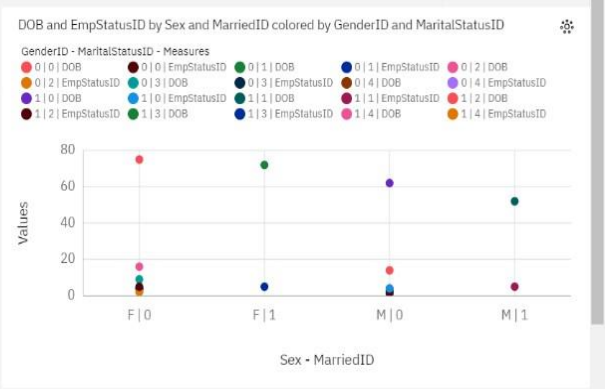
Filters
Fields
Properties
HR-ANALYTICS
RecruitmentSource Indeed has the highest PerformanceScore due to Department Production.
Department Production has the highest PerformanceScore at 25, out of which RecruitmentSource Diversity Job Fair contributed the most at 4.
From 2019-02-01 to 2019-02-04, LinkedIn's PerformanceScore increased by 200%.
Indeed (28 %) and LinkedIn (24.4 %) are the most frequently occurring categories of RecruitmentSource with a combined count of 163 items with PerformanceScore values (52.4 % of the total).
The overall number of results for PerformanceScore is 311.
PerformanceScore by RecruitmentSource colored by Department
Department
Admin Offices
Executive Office
IT/IS
Production
Sales
Software Engineering
CareerBuilder
Diversity Job Fair
Employee Referral
Google Search
Indeed
LinkedIn
On-line Web application
Other
Website

Edit

Analytics Filters Fields Properties

HR-ANALYTICS

- F|0 is the most frequently occurring category of Sex - MarriedID with a count of 104 items with EmpStatusID values (33.4 % of the total).
- The total number of results for DOB, across all Sex - MarriedID, is 311.
- The total number of results for EmpStatusID, across all Sex - MarriedID, is 311.

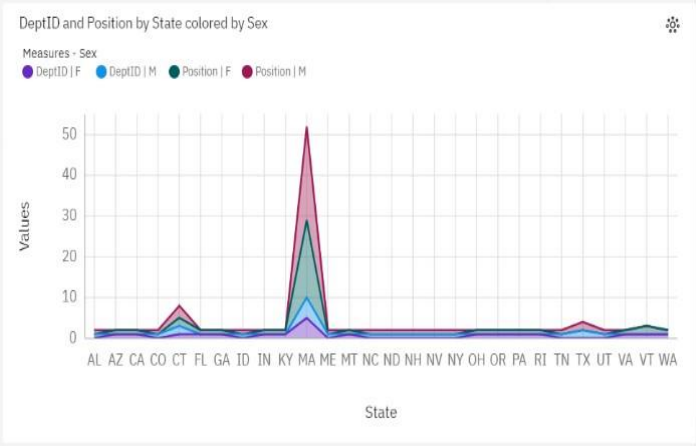


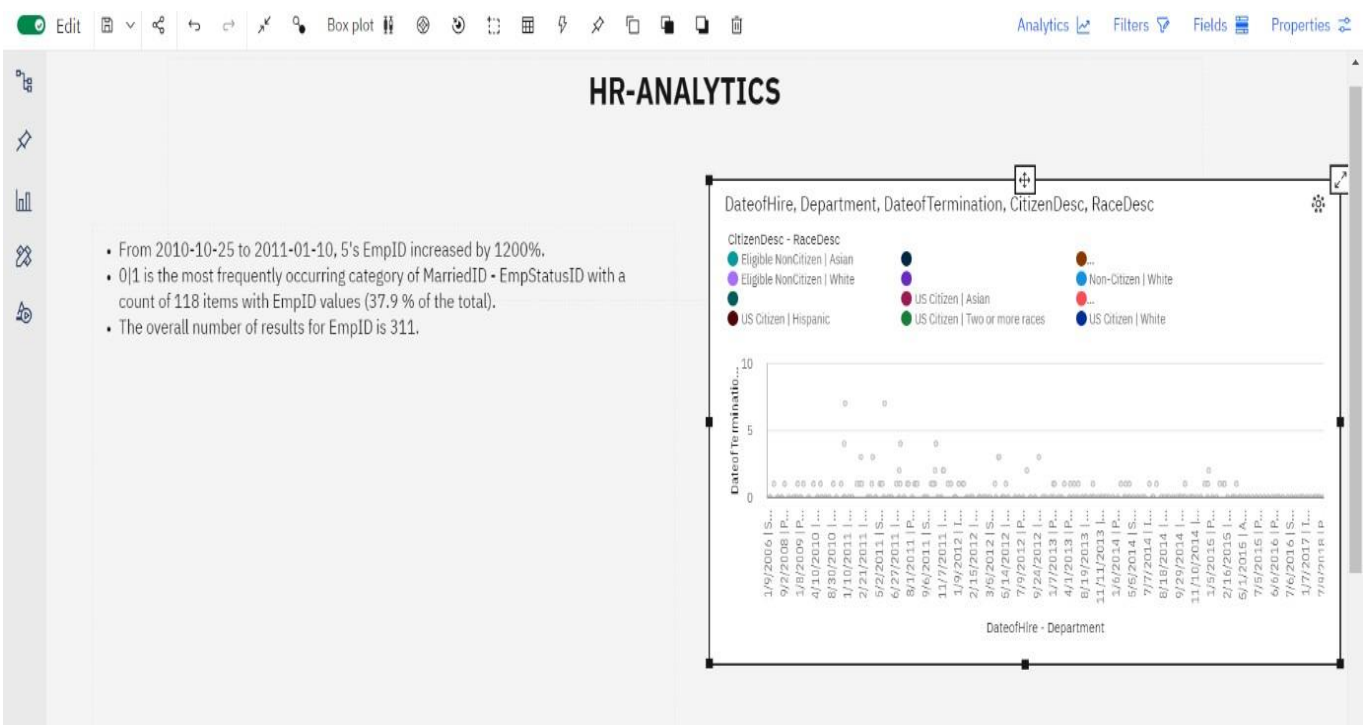
Edit

Analytics Filters Fields Properties

HR-ANALYTICS

- State MA has the highest DeptID due to ManagerID 2.
- Sex F has the highest values of both DeptID and Salary.
- ManagerID 17 has the highest DeptID at 14, out of which State AL contributed the most at 1.
- Sex M has the highest DeptID at 20, out of which State MA contributed the most at 5.
- State MA DeptID from Sex F is 5, whereas CT is only 1.
- State MA has the highest DeptID due to Sex F.
- The total number of results for DeptID, across all states, is 311.
- The total number of results for Position, across all states, is 311.




Edit
Box plot
Analytics
Filters
Fields
Properties
HR-ANALYTICS
• From 2010-10-25 to 2011-01-10, 5's EmpID increased by 1200%.
• 0|1 is the most frequently occurring category of MarriedID - EmpStatusID with a count of 118 items with EmpID values (37.9 % of the total).
• The overall number of results for EmpID is 311.
DateofHire, Department, DateofTermination, CitizenDesc, RaceDesc
CitizenDesc - RaceDesc
Eligible NonCitizen | Asian
Eligible NonCitizen | White
US Citizen | Hispanic
US Citizen | Asian
US Citizen | Two or more races
Non-Citizen | White
US Citizen | White
DateofTerminatio...
10
5
0
DateofHire - Department