

PRDA-03 HR ANALYTICS

❖ INPUTS:

We examine all the data to identify Trends, Patterns and Correlations:

- In which statistical analysis.
- Datamining techniques.
- Identifying relationships between variables are included.

❖ INSIGHTS:

1. Hiring rate changes over Time.
2. Remote work Trends.
3. Age Demographics.
4. Geographic concentrations.

❖ Visualization:

KPIs:

1. Total no of Employees.
2. Percents of workers working Remotely and in HQ.
3. Average Age.

❖ LINE CHART:

- Employees by Year

❖ DONUT CHART:

- Employees By Gender

❖ BAR CHARTS:

- 1) Employees By Department.

- 2) Employees By Race.
- 3) Employees By State.

❖ **SUGGESTIONS:**

- Overall performance of employees by year is good but organization needs to increase marketing strategy so it can help to increase sales of organization.
- In department the no. of engineers are more than other departments, so Organization must increase employees in other departments like Research & Development and Sales.
- Organization needs to increase employees from other states also, there are less no. of employees from other state than Ohio.
- If organization increases employees from other state, then it can help to get information from other states and also provide information about organization it leads to growth of sales in other states.