



# Legacies Group

Human Resources Data Case  
Study

# About Us

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Legacies Group (also known as Legacies Media & Entertainment) is an American media company formed in 2010. It is the owner of the largest commercial radio company in American having expanded through a number of historical acquisitions, including Toyoda Radio, DSwag Media and HED Radio. Legacies Group owns and operates seven core radio brands, all employing a national network strategy. Legacies Group also owns and operates one of the leading out-of-home advertising (OOH) companies in America through its Outdoor Division.



# Problem Overview

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Legacies Group is experiencing employee absenteeism, which is negatively impacting productivity and team performance. Absenteeism not only disrupts workflow and increases workloads for other employees but also affects the overall morale and engagement of the workforce.

You have been hired as a Data Scientist consultant to help Legacies Group better understand the factors contributing to absenteeism and recommend a data-driven strategy for improving employee wellness and overall productivity within the organization.



# Data Dictionary

- **Employee\_Name:** The name of the employee. It represents the full name of the employee.
- **EmpID:** The unique identifier assigned to each employee. It is used to uniquely identify an employee within the system.
- **Position:** The job position or title of the employee. It represents the specific role or position the employee holds within the organization.
- **DOB:** The date of birth of the employee. It indicates the birthdate of the employee.
- **Sex:** The gender of the employee. It represents the gender identity of the employee.
- **MaritalDesc:** The marital status of the employee. It indicates whether the employee is single, married, divorced, or has another marital status.
- **CitizenDesc:** The citizenship status of the employee. It represents whether the employee is a citizen or has a different citizenship status.
- **RaceDesc:** The racial or ethnic background of the employee. It represents the employee's race or ethnicity.
- **DateofHire:** The date on which the employee was hired. It indicates the starting date of the employee's employment with the organization.
- **DateofTermination:** The date on which the employee's employment was terminated (if applicable). It represents the ending date of the employee's employment with the organization.





# Data Dictionary

- **TermReason:** The reason for the employee's termination (if applicable). It provides information about the reason behind the termination of the employee's employment.
- **EmploymentStatus:** The current employment status of the employee. It indicates whether the employee is currently employed, on leave, or no longer working with the organization.
- **Department:** The department or unit within the organization where the employee works. It represents the specific division or department to which the employee belongs.
- **ManagerName:** The name of the employee's manager. It represents the full name of the employee's direct supervisor or manager.
- **ManagerID:** The unique identifier assigned to the employee's manager. It is used to uniquely identify the employee's direct supervisor or manager within the system.
- **RecruitmentSource:** The source or channel through which the employee was recruited. It indicates where the organization found or hired the employee.
- **PerformanceScore:** The performance score or rating assigned to the employee. It represents an evaluation of the employee's job performance.
- **EngagementSurvey:** The result of an engagement survey completed by the employee. It represents the employee's feedback or responses to questions about their level of engagement or satisfaction within the organization.
- **EmpSatisfaction:** The satisfaction level of the employee. It represents the employee's overall satisfaction with their job or the organization.
- **LastPerformanceReview\_Date:** The date of the employee's last performance review. It indicates the most recent date on which the employee's performance was evaluated.
- **Absences:** The number of absences or days the employee has been absent from work. It represents the total count of days the employee has been absent.

