

HR Analysis

Good Afternoon,

I'm Sharada Prasanna Rout, and I am excited to share some insights about the respective data. I hope you find this analysis compelling and helpful in taking corrective decisions.

First off, I want to inform you that the data is cleaned before the analysis.

As for the first question, the HR Manager might ask for general human resource structure of the organization.

As per the analysis the total number of employee are 1470, which is further categorized in three age groups i.e. young adult (18-30 yrs.), middle aged adult (31-45 yrs.) and old aged adult (45+ yrs.). Majority of our employees around 55% are middle aged adult.

Now, Departmental analysis:

- Research & Development

There is a total of 961 employees in this department which consist of 39.4% female and 60.6% male employees. As per the reports 45.8% of total have selected Life Science as primary education field, 37.8% have selected Medical as primary education field, 9.8% have technical degrees and rest have other field of education.

Departmental Configuration – 292 Research Scientist, 259 Laboratory Technician, 145 Manufacturing Director, 131 Healthcare Representative, 80 Research Director and 54 Manager.

Out of which 271 also do overtime. Attrition rate in R&D department is about 9% of total. About 19% of employees are frequent business travelers. Average Salary on the basis of experience level are-

1. 0-15 yrs. – 4.40k
2. 16-25 yrs. – 10.07k
3. 25+ yrs. – 15.45k

Average Job satisfaction in this department is about 2.73 out of 4.

- Sales

There is a total of 446 employees in this department which consist of 42.4% female and 57.6% male employees. As per the reports 35.8% have selected marketing as education field, 33.6% have selected Life Science as primary education field, 19.8% have selected Medical as education field, 7.6% have technical degrees and rest 3.2% have general field education.

Departmental Configuration – 326 Sales Executives, 83 Sales Representative & 37 Manager.

Out of which 128 also do overtime. Attrition rate in Sales department is about 6.3% of total. About 18.8% of the employees of this department are frequent business travelers. Average salary on the basis of experience level are –

1. 0-15 yrs. – 5.64k
2. 16-25 yrs. – 9.90k
3. 25+ yrs. – 15.75k

Average Job satisfaction in this department is about 2.75 out of 4.

- Human Resource

There is a total of 63 employees in this department which consist of 31.7% female and 68.3% male employees. As per the reports 42.9% have selected Human Resources as education field, 25.4% have selected Life Science as primary education field, 20.6% have selected Medical as education field, 6.3% have technical degrees and rest 4.8% have general field education.

Departmental Configuration – 52 Jr. Human Resource Manager & 11 Manager

Out of which 17 also do overtime. Attrition rate in Sales department is about 0.8% of total. About 17.5% of the employees of this department are frequent business travelers. Average salary on the basis of experience level are –

1. 0-15 yrs. – 3.96k
2. 16-25 yrs. – 13.24k
3. 25+ yrs. – 18.35k

Average Job satisfaction in this department is about 2.6 out of 4.

Personnel Report

Experience Level

As per the analysis about 58.8% of our employees are rookie in corporate experience means this have worked for 2 or less companies. On the other hand, 24.5% of our employees are intermediate in experience who have worked with 3-5 companies and rest 16.7% are expert who have worked with more than 6 companies.

Expertise Analysis

For the expertise analysis number of year spend in current job role is considered and categorized in 5 different levels i.e. novice(0-3 yrs.), advance beginner(4-7 yrs.), competent(8-11 yrs.), professional(12-15 yrs.) & expert(16+ yrs.).

Majority of our employees about 55% are novice or are newly introduced in current job role. About 27.1% of employees are advanced beginners who are efficient in their job roles. 14% of the total employees are competent who tends to refine their skills on periodic basis. 3% are professionals who work with greater efficiency and provide high value to the company.

And at last we have experts about 0.9% who tends to have highest degree of skillset and expertise in their current job roles and have great potential to delegate their skillset & knowledge among their subordinate. They are the most important asset to the company in form of human resource.

Promotion Report

As for the promotion analysis employees are categorized in three different categories on the basis of their efficiency and skills. Employees who are efficient could easily get promoted or are recently promoted under 3yrs. Employee who are competent and developing skillset are moderately efficient have slow but steady promotion report and are promoted in 4-10 yrs. At last we have those employees who tends to have obsolete skills which results into low in efficiency which affect their chances of getting promoted. Now, as per the analysis about 78.2% of employees are efficient and got recently promoted in 0-3 years, 17.3% of employees have average skillset & tends to have a moderate promotional streak aged from 4-10-year gap and at last we have those employees who have obsolete skillset and have low chance of getting promotion due to lack of efficiency.

Thanks so much for your time.