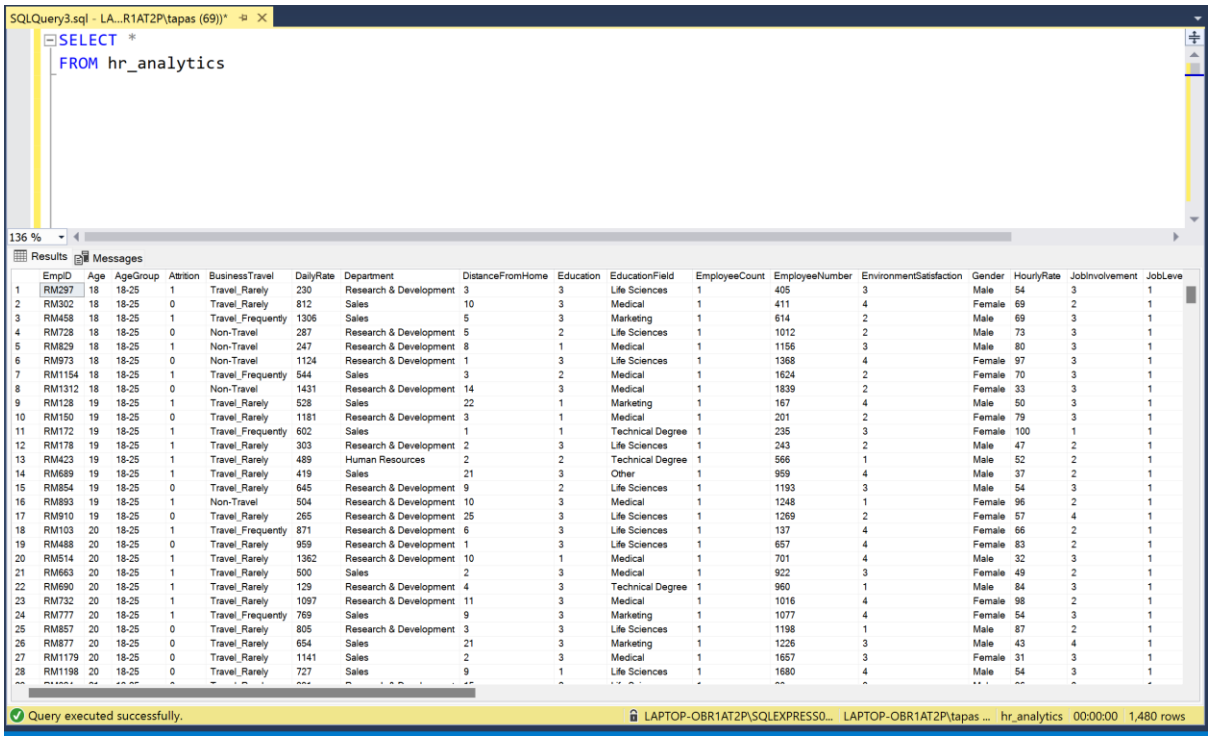
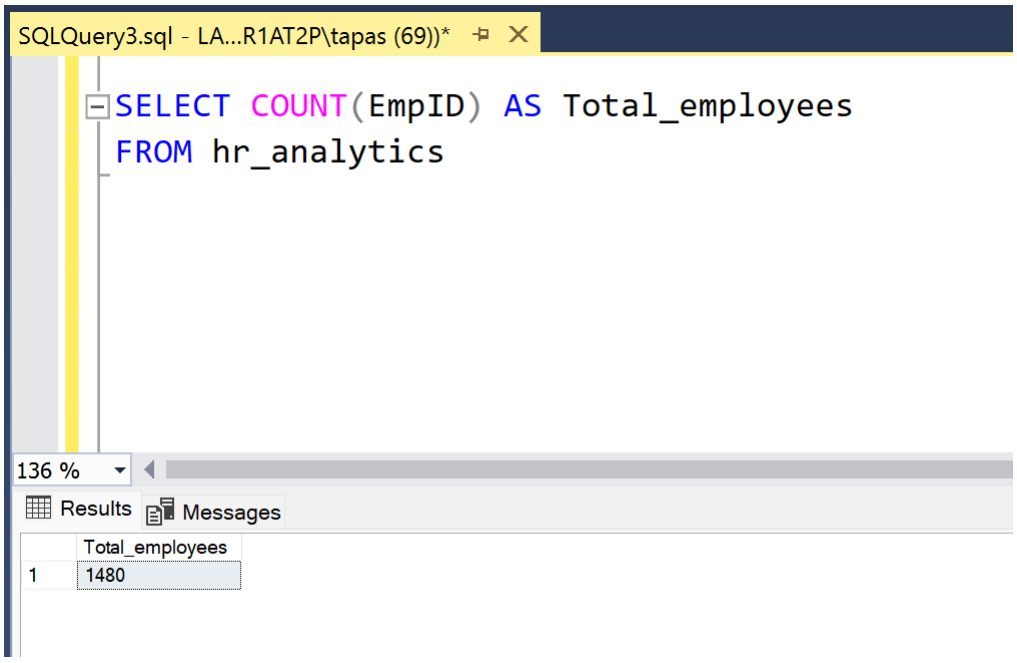
HR DATA ANALYTICS

1. Show all employee records:



	EmpID	Age	AgeGroup	Attrition	BusinessTravel	DailyRate	Department	DistanceFromHome	Education	EducationField	EmployeeCount	EmployeeNumber	EnvironmentSatisfaction	Gender	HourlyRate	JobInvolvement	JobLeve
1	RM297	18	18-25	1	Travel_Rarely	230	Research & Development	3	3	Life Sciences	1	405	3	Male	54	3	1
2	RM302	18	18-25	0	Travel_Rarely	812	Sales	10	3	Medical	1	411	4	Female	69	2	1
3	RM458	18	18-25	1	Travel_Frequently	1306	Sales	5	3	Marketing	1	614	2	Male	69	3	1
4	RM728	18	18-25	0	Non-Travel	287	Research & Development	5	2	Life Sciences	1	1012	2	Male	73	3	1
5	RM829	18	18-25	1	Non-Travel	247	Research & Development	8	1	Medical	1	1156	3	Male	80	3	1
6	RM973	18	18-25	0	Non-Travel	1124	Research & Development	1	3	Life Sciences	1	1368	4	Female	97	3	1
7	RM1154	18	18-25	1	Travel_Frequently	544	Sales	3	2	Medical	1	1624	2	Female	70	3	1
8	RM1312	18	18-25	0	Non-Travel	1431	Research & Development	14	3	Medical	1	1839	2	Female	33	3	1
9	RM128	19	18-25	1	Travel_Rarely	528	Sales	22	1	Marketing	1	167	4	Male	50	3	1
10	RM150	19	18-25	0	Travel_Rarely	1181	Research & Development	3	1	Medical	1	201	2	Female	79	3	1
11	RM172	19	18-25	1	Travel_Frequently	602	Sales	1	1	Technical Degree	1	235	3	Female	100	1	1
12	RM178	19	18-25	1	Travel_Rarely	303	Research & Development	2	3	Life Sciences	1	243	2	Male	47	2	1
13	RM423	19	18-25	1	Travel_Rarely	489	Human Resources	2	2	Technical Degree	1	566	1	Male	52	2	1
14	RM689	19	18-25	1	Travel_Rarely	419	Sales	21	3	Other	1	959	4	Male	37	2	1
15	RM854	19	18-25	0	Travel_Rarely	645	Research & Development	9	2	Life Sciences	1	1193	3	Male	54	3	1
16	RM893	19	18-25	1	Non-Travel	504	Research & Development	10	3	Medical	1	1248	1	Female	96	2	1
17	RM910	19	18-25	0	Travel_Rarely	265	Research & Development	25	3	Life Sciences	1	1269	2	Female	57	4	1
18	RM103	20	18-25	1	Travel_Frequently	871	Research & Development	6	3	Life Sciences	1	137	4	Female	66	2	1
19	RM488	20	18-25	0	Travel_Rarely	959	Research & Development	1	3	Life Sciences	1	657	4	Female	83	2	1
20	RM514	20	18-25	1	Travel_Rarely	1362	Research & Development	10	1	Medical	1	701	4	Male	32	3	1
21	RM663	20	18-25	1	Travel_Rarely	500	Sales	2	3	Medical	1	922	3	Female	49	2	1
22	RM690	20	18-25	1	Travel_Rarely	129	Research & Development	4	3	Technical Degree	1	960	1	Male	84	3	1
23	RM732	20	18-25	1	Travel_Rarely	1097	Research & Development	11	3	Medical	1	1016	4	Female	98	2	1
24	RM777	20	18-25	1	Travel_Frequently	769	Sales	9	3	Marketing	1	1077	4	Female	54	3	1
25	RM857	20	18-25	0	Travel_Rarely	805	Research & Development	3	3	Life Sciences	1	1198	1	Male	87	2	1
26	RM877	20	18-25	0	Travel_Rarely	654	Sales	21	3	Marketing	1	1226	3	Male	43	4	1
27	RM1179	20	18-25	0	Travel_Rarely	1141	Sales	2	3	Medical	1	1657	3	Female	31	3	1
28	RM1198	20	18-25	0	Travel_Rarely	727	Sales	9	1	Life Sciences	1	1680	4	Male	54	3	1

2. Show total number of employees:



	Total_employees
1	1480

3. Identify high performance employees:

SQLQuery3.sql - LA...R1AT2P\tapas (69))*

```
--Identify High-Performing Employees:
--Find employees with the highest performance ratings.
SELECT TOP 10 EmpID, PerformanceRating
FROM hr_analytics
ORDER BY PerformanceRating DESC
```

136 %

Results | Messages

	EmpID	PerformanceRating
1	RM172	4
2	RM178	4
3	RM854	4
4	RM893	4
5	RM363	4
6	RM916	4
7	RM161	4
8	RM499	4
9	RM631	4
10	RM1340	4

4. Attrition by Gender:

SQLQuery3.sql - LA...R1AT2P\tapas (69))*

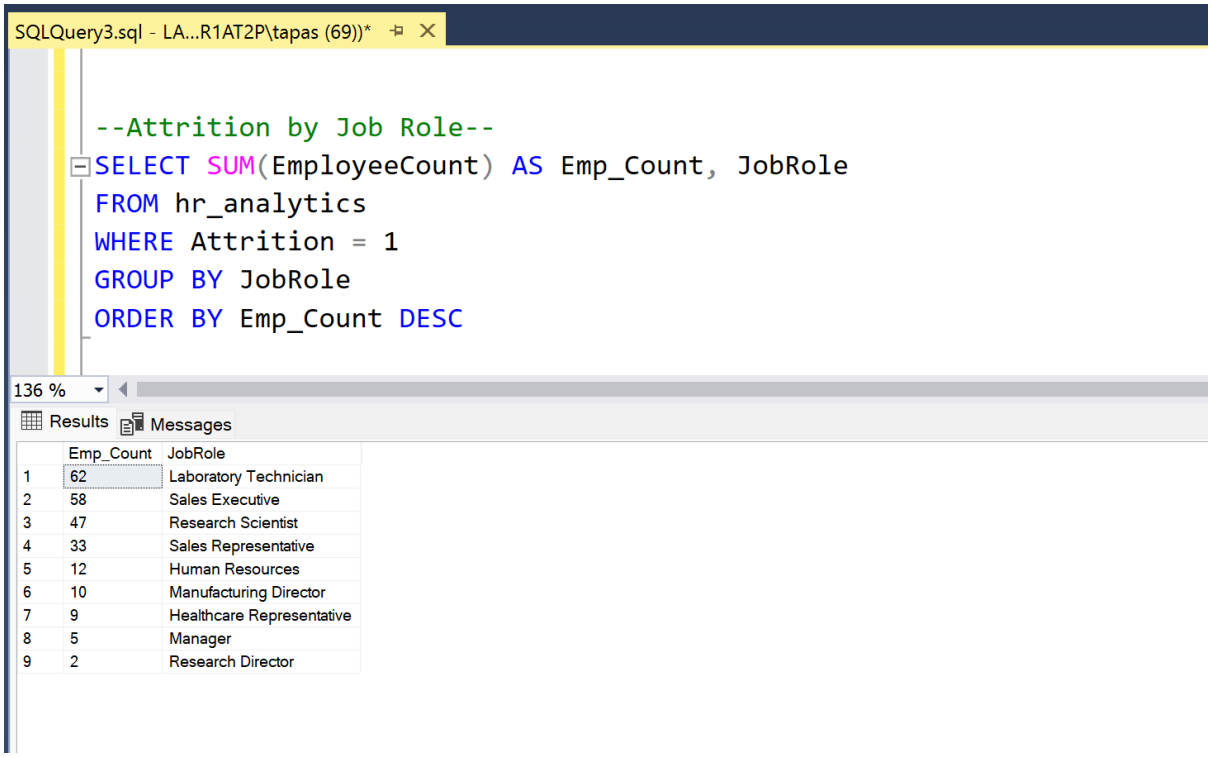
```
--Attrition by Gender--
SELECT SUM(EmployeeCount) AS Emp_Count, Gender
FROM hr_analytics
WHERE Attrition = 1
GROUP BY Gender
```

136 %

Results | Messages

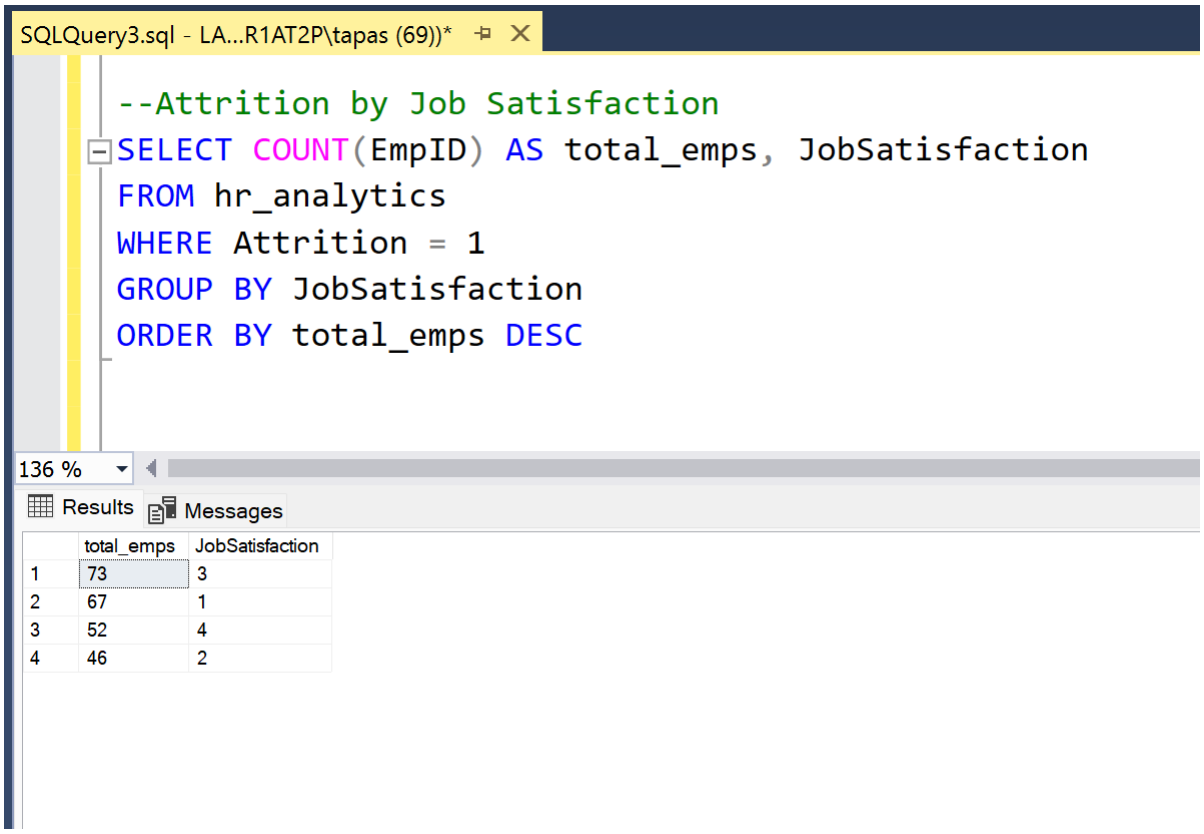
	Emp_Count	Gender
1	87	Female
2	151	Male

5. Attrition by Job Role:



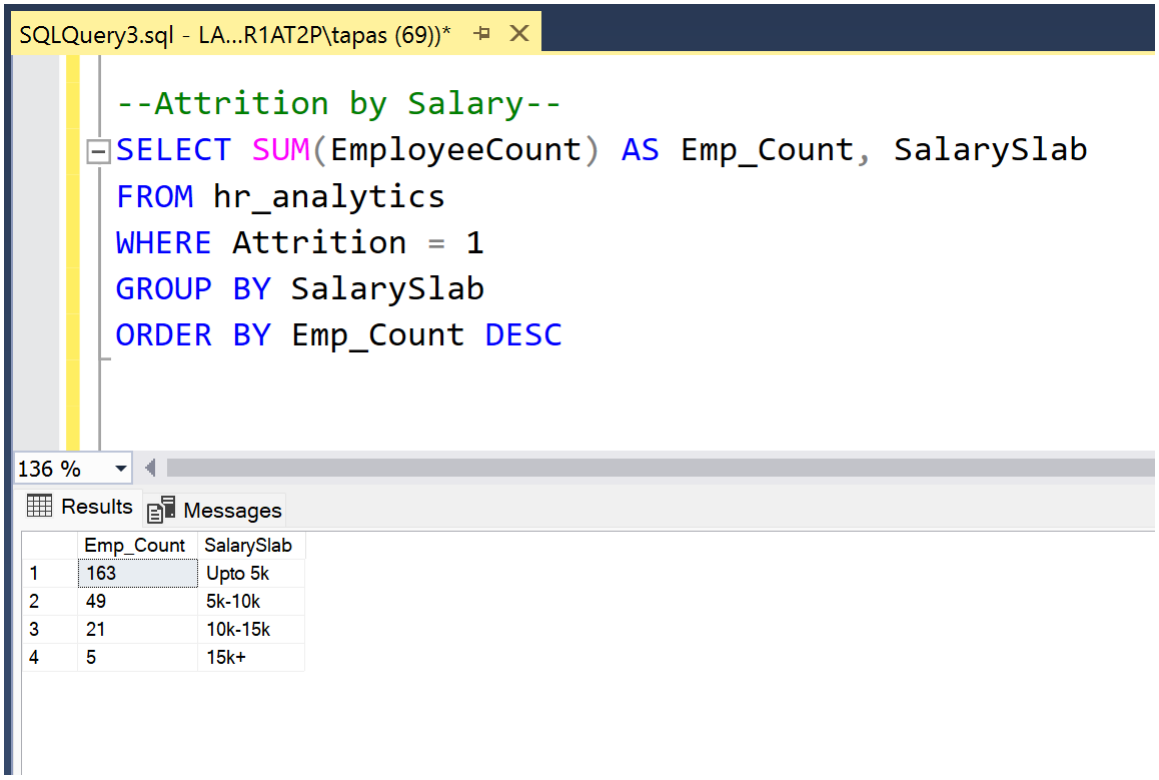
	Emp_Count	JobRole
1	62	Laboratory Technician
2	58	Sales Executive
3	47	Research Scientist
4	33	Sales Representative
5	12	Human Resources
6	10	Manufacturing Director
7	9	Healthcare Representative
8	5	Manager
9	2	Research Director

6. Attrition by Job Satisfaction:



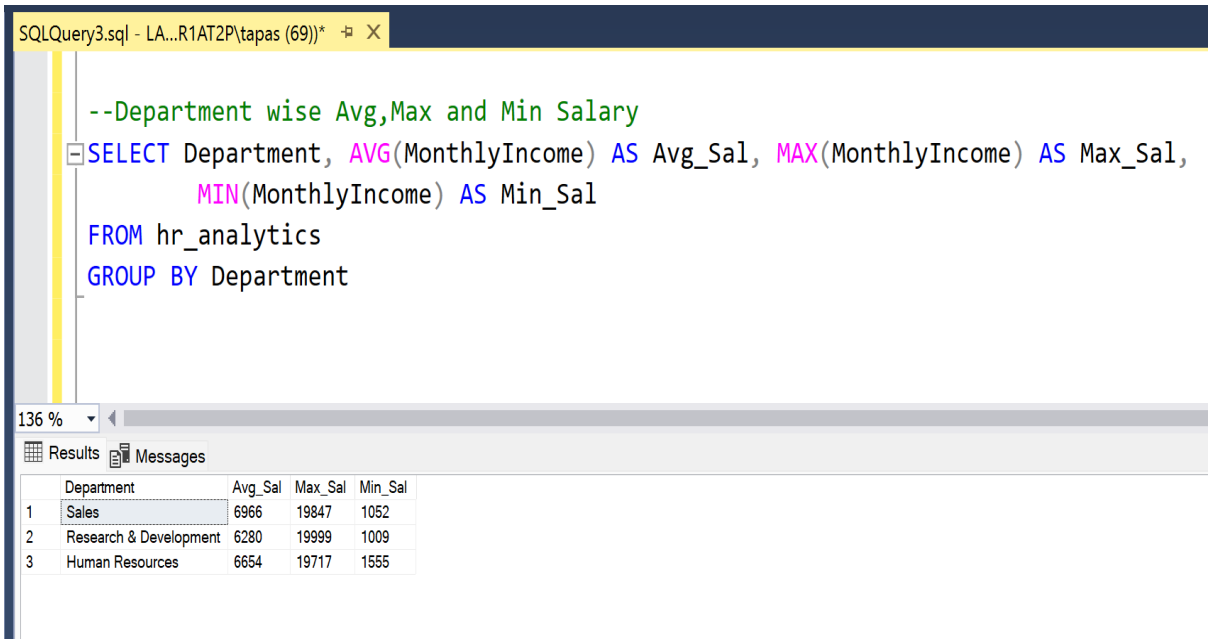
	total_emps	JobSatisfaction
1	73	3
2	67	1
3	52	4
4	46	2

7. Attrition by Salary:



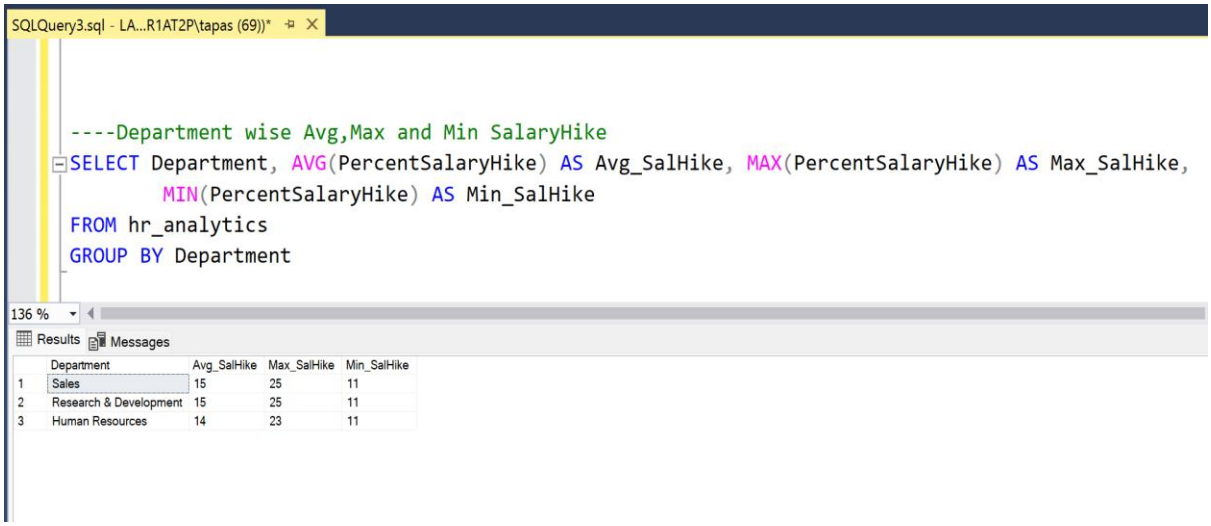
	Emp_Count	SalarySlab
1	163	Upto 5k
2	49	5k-10k
3	21	10k-15k
4	5	15k+

8. Department wise Avg, Min and Max Salary:

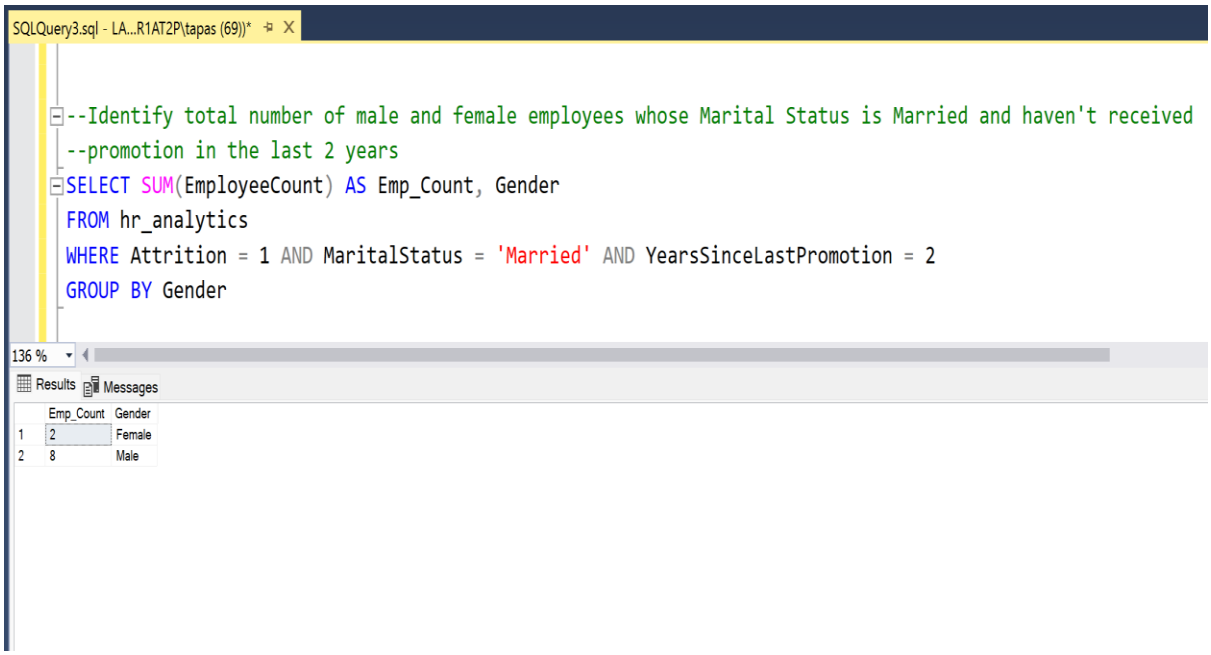


	Department	Avg_Sal	Max_Sal	Min_Sal
1	Sales	6966	19847	1052
2	Research & Development	6280	19999	1009
3	Human Resources	6654	19717	1555

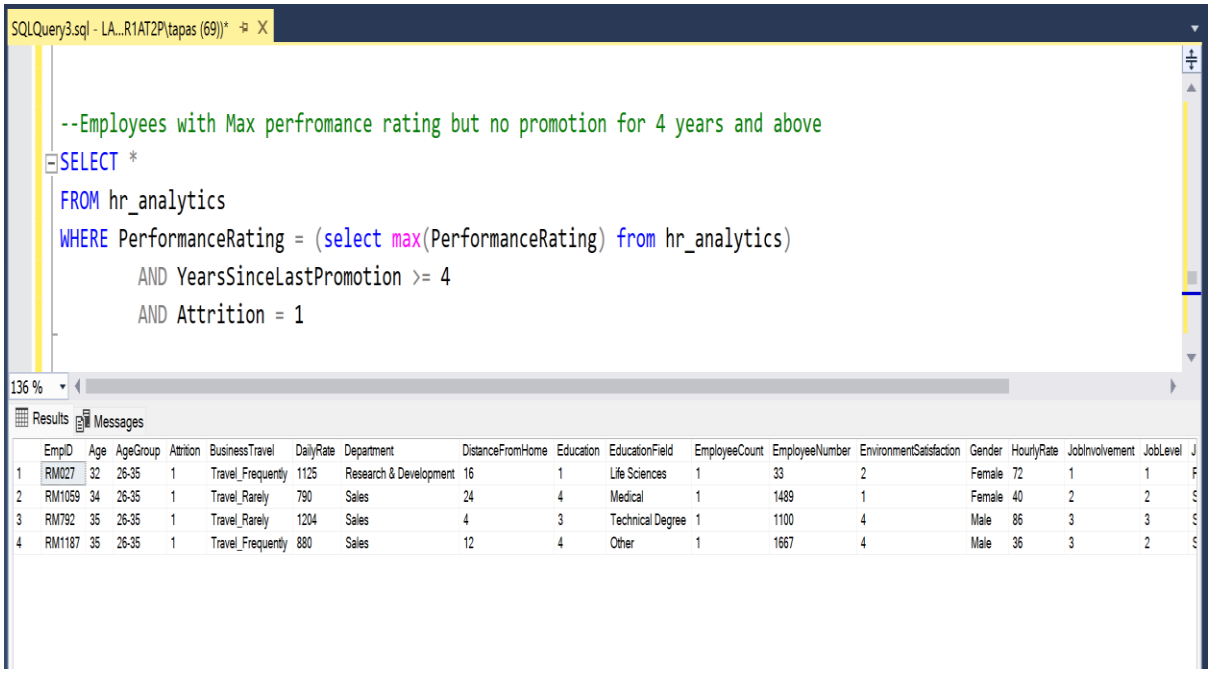
9. Department wise Avg, Min and Max Salary:



10. Identify total number of male and female employees whose marital status is married and haven't received promotion in last 2 years:

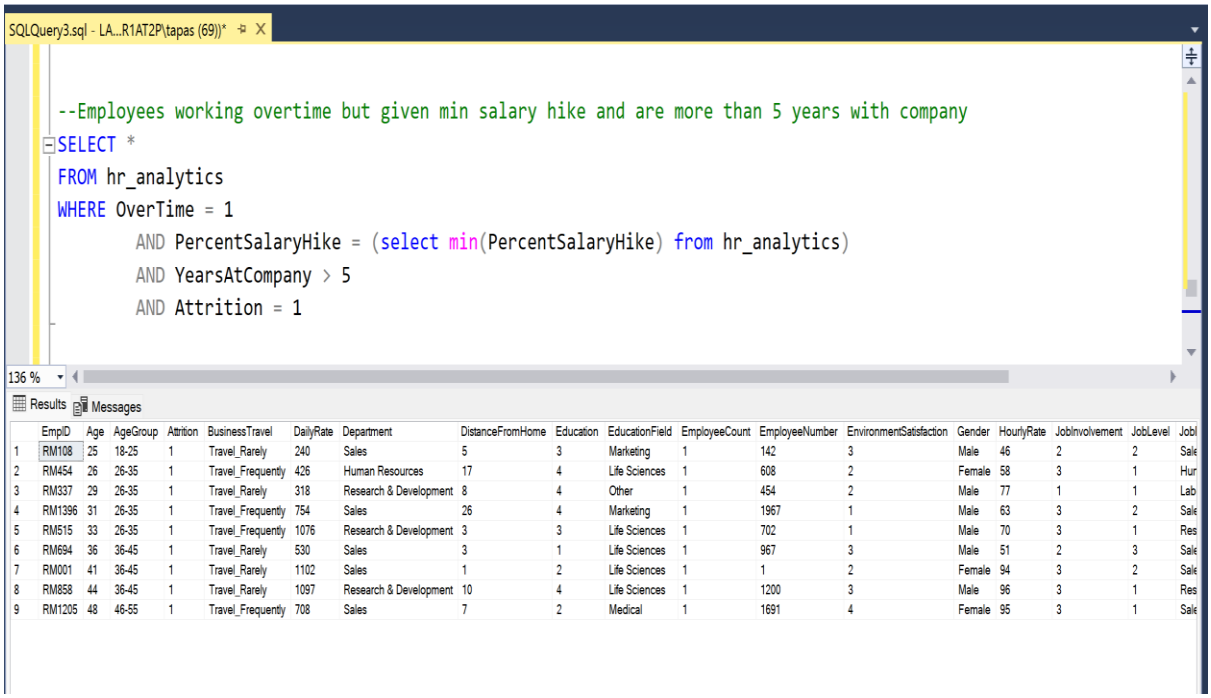


11. Employees with maximum performance rating but no promotion for 4 years and above:



	EmpID	Age	AgeGroup	Attrition	BusinessTravel	DailyRate	Department	DistanceFromHome	Education	EducationField	EmployeeCount	EmployeeNumber	EnvironmentSatisfaction	Gender	HourlyRate	JobInvolvement	JobLevel	J
1	RM027	32	26-35	1	Travel_Frequently	1125	Research & Development	16	1	Life Sciences	1	33	2	Female	72	1	1	F
2	RM1059	34	26-35	1	Travel_Rarely	790	Sales	24	4	Medical	1	1489	1	Female	40	2	2	S
3	RM792	35	26-35	1	Travel_Rarely	1204	Sales	4	3	Technical Degree	1	1100	4	Male	86	3	3	S
4	RM1187	35	26-35	1	Travel_Frequently	880	Sales	12	4	Other	1	1667	4	Male	36	3	2	S

12. Employees working overtime but given minimum salary hike and are more than 5 years with company:



	EmpID	Age	AgeGroup	Attrition	BusinessTravel	DailyRate	Department	DistanceFromHome	Education	EducationField	EmployeeCount	EmployeeNumber	EnvironmentSatisfaction	Gender	HourlyRate	JobInvolvement	JobLevel	Jobl
1	RM108	25	18-25	1	Travel_Rarely	240	Sales	5	3	Marketing	1	142	3	Male	46	2	2	Sale
2	RM454	26	26-35	1	Travel_Frequently	426	Human Resources	17	4	Life Sciences	1	608	2	Female	58	3	1	Hur
3	RM337	29	26-35	1	Travel_Rarely	318	Research & Development	8	4	Other	1	454	2	Male	77	1	1	Lab
4	RM1396	31	26-35	1	Travel_Frequently	754	Sales	26	4	Marketing	1	1967	1	Male	63	3	2	Sale
5	RM515	33	26-35	1	Travel_Frequently	1076	Research & Development	3	3	Life Sciences	1	702	1	Male	70	3	1	Res
6	RM694	36	36-45	1	Travel_Rarely	530	Sales	3	1	Life Sciences	1	967	3	Male	51	2	3	Sale
7	RM001	41	36-45	1	Travel_Rarely	1102	Sales	1	2	Life Sciences	1	1	2	Female	94	3	2	Sale
8	RM858	44	36-45	1	Travel_Rarely	1097	Research & Development	10	4	Life Sciences	1	1200	3	Male	96	3	1	Res
9	RM1205	48	46-55	1	Travel_Frequently	708	Sales	7	2	Medical	1	1691	4	Female	95	3	1	Sale

13.Employee attrition count by years at company:

SQLQuery3.sql - LA...R1AT2P\tapas (69))*

```
--Employee attrition count by years at company
SELECT SUM(EmployeeCount) AS Emp_Count, YearsAtCompany
FROM hr_analytics
WHERE Attrition = 1
GROUP BY YearsAtCompany
ORDER BY Emp_Count DESC
```

136 %

Results Messages

	Emp_Count	YearsAtCompany
1	59	1
2	27	2
3	21	3
4	21	5
5	19	4
6	18	10
7	16	0
8	11	7
9	9	8
10	9	6
11	8	9
12	2	11
13	2	13
14	2	14
15	1	15
16	1	16
17	1	17
18	1	18
19	1	19
20	1	20
21	1	21
22	1	22
23	1	23
24	1	24
25	1	31
26	1	32
27	1	33
28	1	40

Query executed successfully.