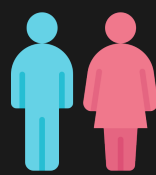


Employee Analytics: Insights on Diversity

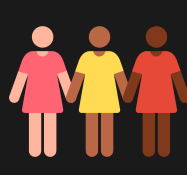
In this dashboard, I analyzed a Human Resource dataset to explore the diversity and inclusion based on the employee count and average salary across locations and departments.



Overall Company Analysis:
Provides an overview of the Company's employees and their salary and hiring trends.



Analysis by Gender:
Analyzes the employee metrics by gender



Analysis by Race:
Analyzes the employee metrics by race

Overall Company Analysis

4831
Total Employee Count

3980
Total Active Employees

\$82.57K
Average Salary of Active Employees

Female

Male

African American

Asian

Caucasian

Hispanic

Native American

Other

Location (city)

All

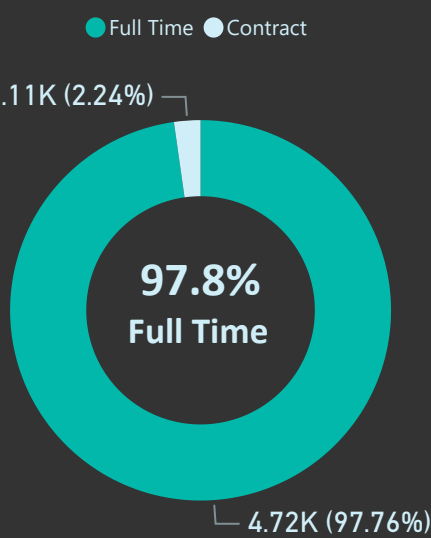
Department

All

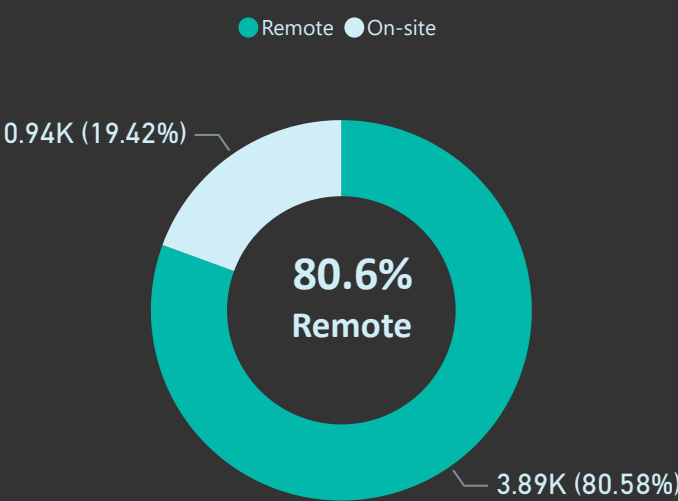
Job Level

All

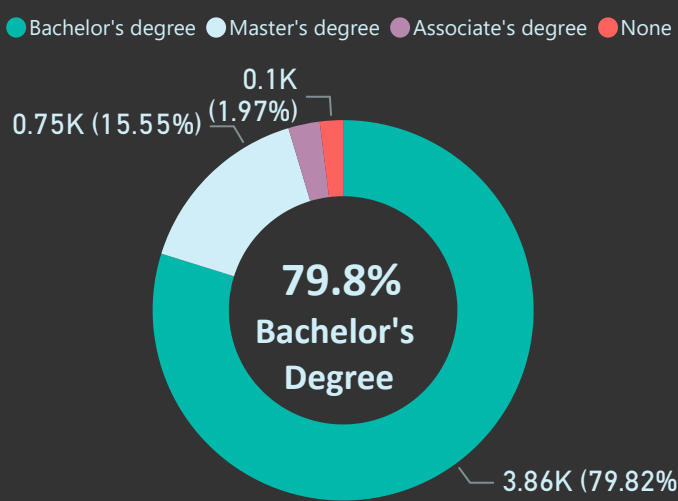
Full time vs. Contract Employees



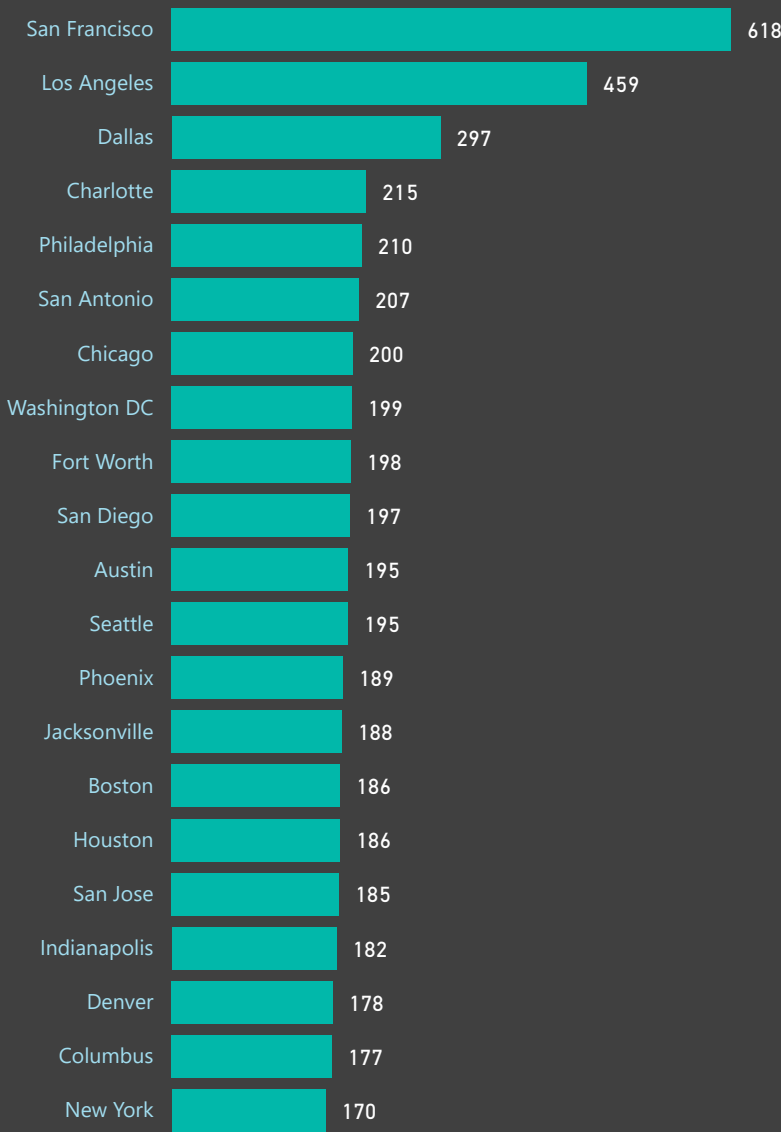
Remote vs. Onsite Employees



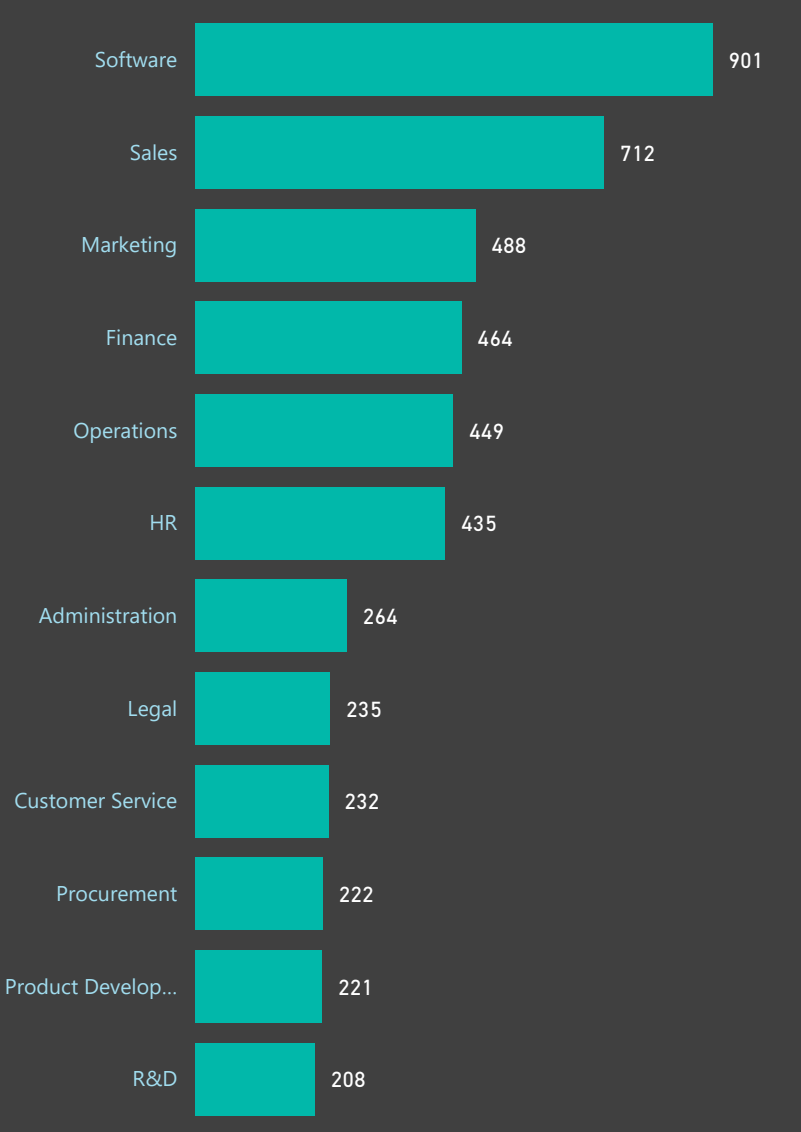
Educational Qualifications



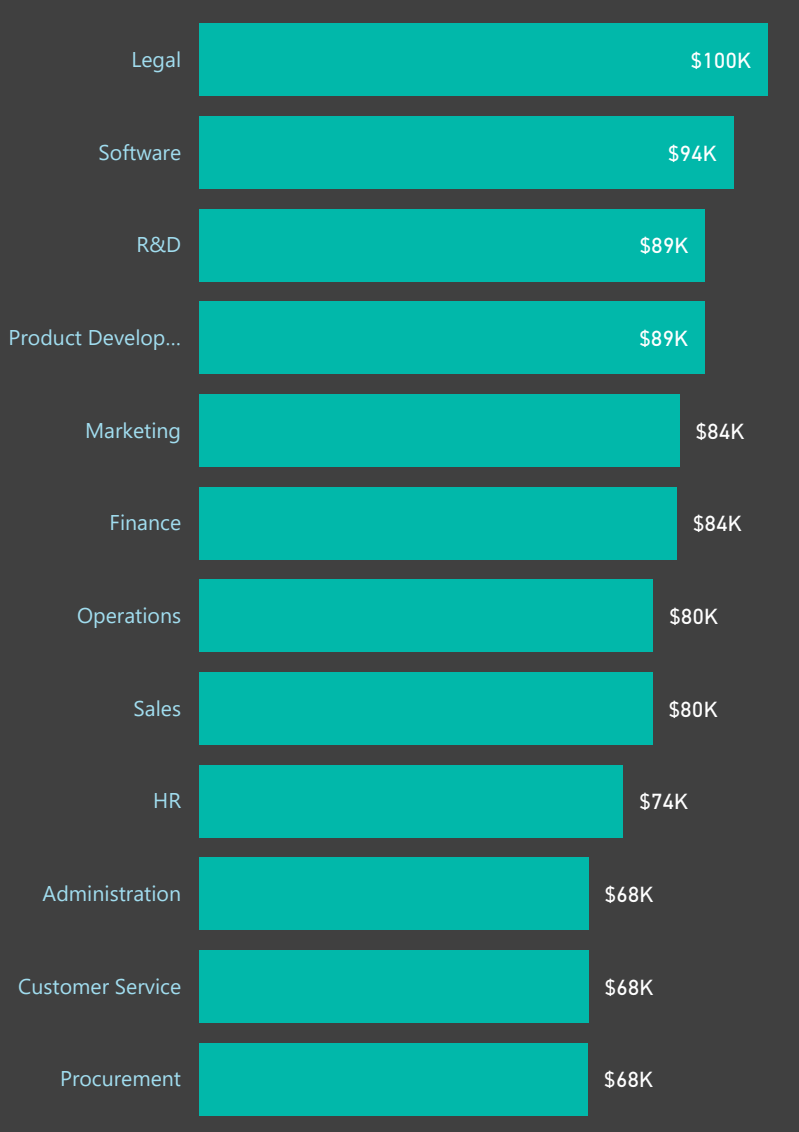
Employee Count by Location



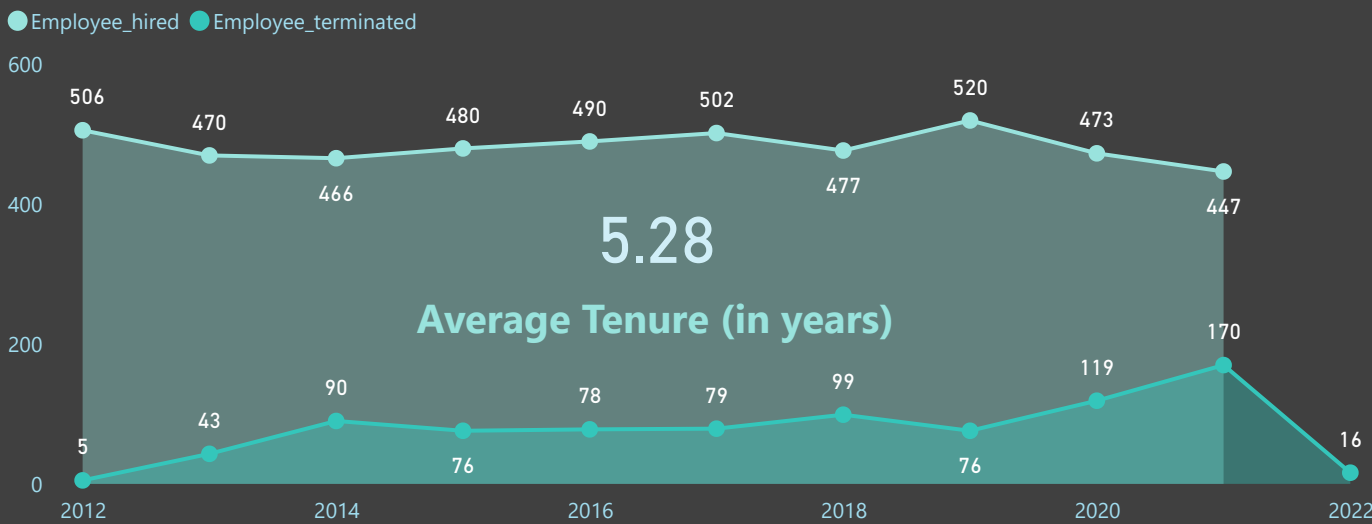
Employee Count by Department



Employee Avg. Salary by Department



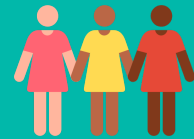
Hiring and Termination Trend by Year



Main Insights

- The **San Francisco office** has the highest employee count at 618, followed by Los Angeles. While **Denver, Columbus, and New York Offices** have the lowest count.
- **Software Dept** has the highest employee count at 901, while R&D has the lowest count.
- **Legal Dept.** has the highest avg. salary for employees.
- **80.6% of the employees work remotely** as of now.
- **2021** has the lowest hire and the highest termination count till date.

Analysis by Gender



2420
Active Male
Employees

1559
Active Female
Employees

\$83.22K
Avg Salary
(Male)

\$81.55K
Avg Salary
(Female)

African American

Asian

Caucasian

Hispanic

Native American

Other

Location (city)

Gender

Department

Job Level

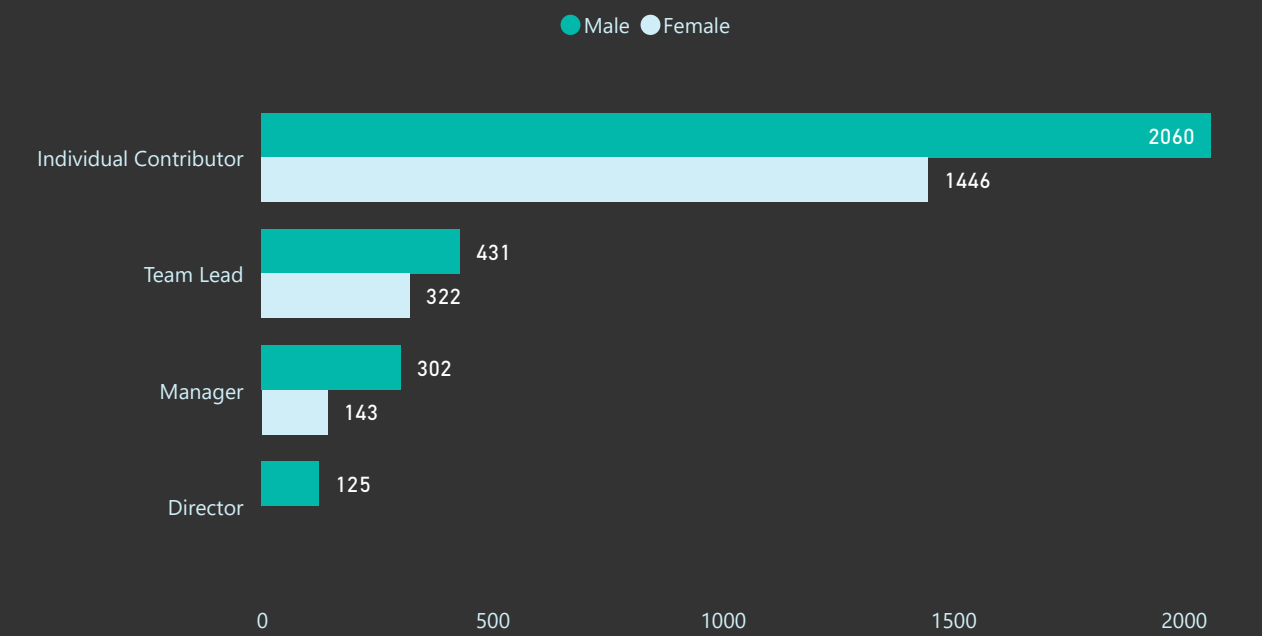
All

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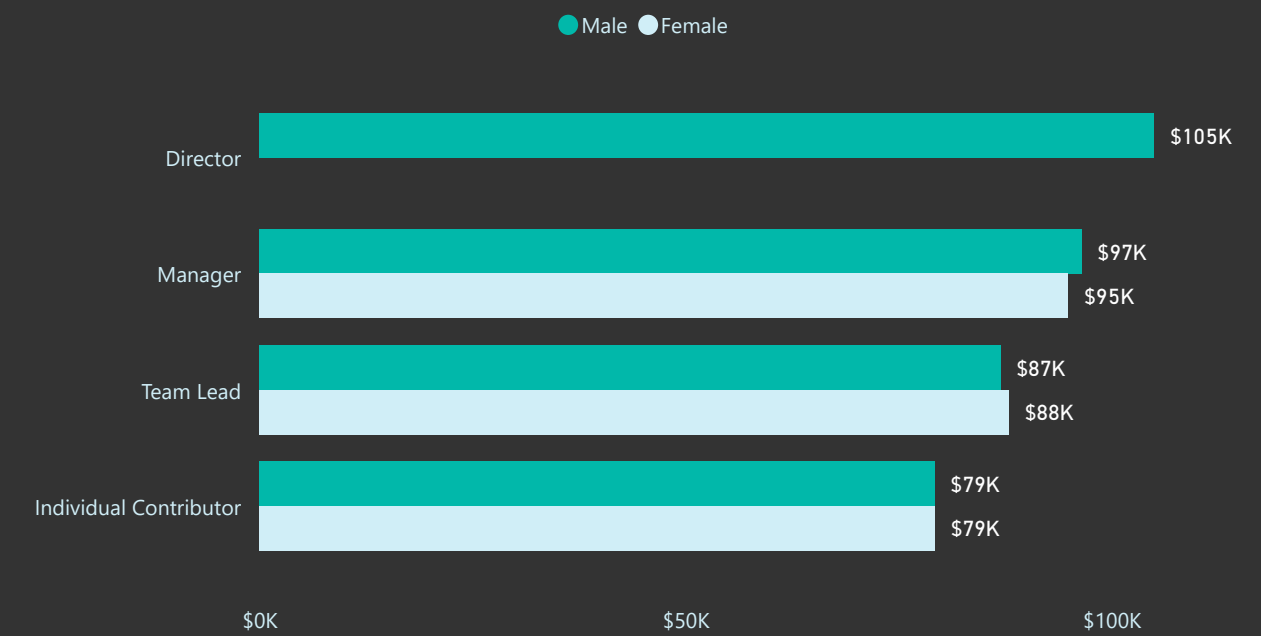
All

All

Number of Male vs. Female at Different Job Levels



Avg Salary of Male vs. Female at Different Job Levels



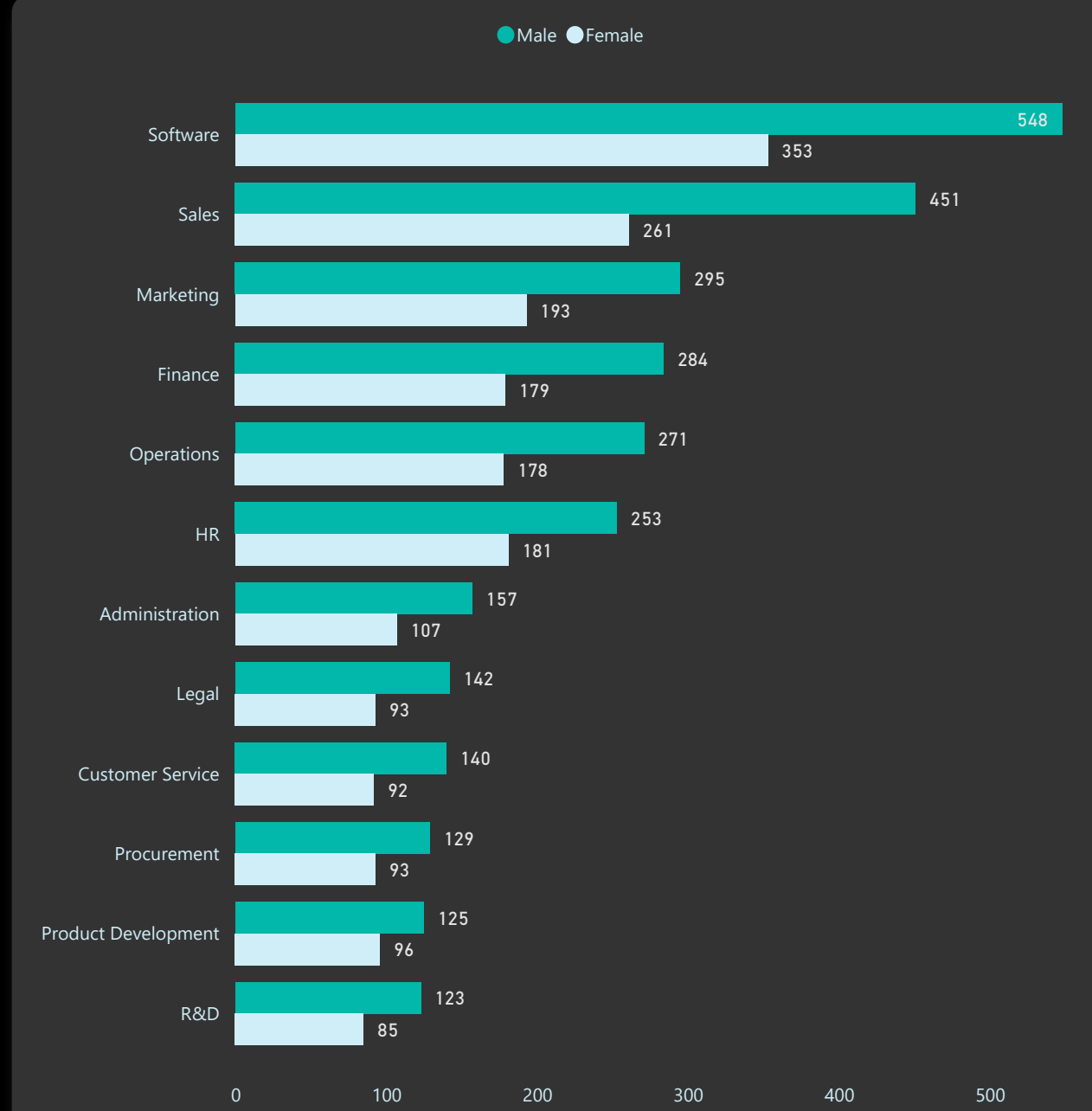
Number of Male vs. Female at Different Locations

location_city	Employee count (Male)	Employee count (Female)	Difference (Female-Male)
New York	87	83	-4
Jacksonville	102	86	-16
Charlotte	121	94	-27
Indianapolis	106	75	-31
Denver	106	72	-34
Houston	111	75	-36
Fort Worth	118	79	-39
Phoenix	114	75	-39
San Diego	118	79	-39
Chicago	120	80	-40
Columbus	109	68	-41
Seattle	118	77	-41
Philadelphia	128	82	-46
Austin	123	72	-51
San Antonio	129	78	-51
Washington DC	125	74	-51
San Jose	120	65	-55
Dallas	177	120	-57
Boston	122	64	-58
Los Angeles	280	179	-101
San Francisco	384	234	-150

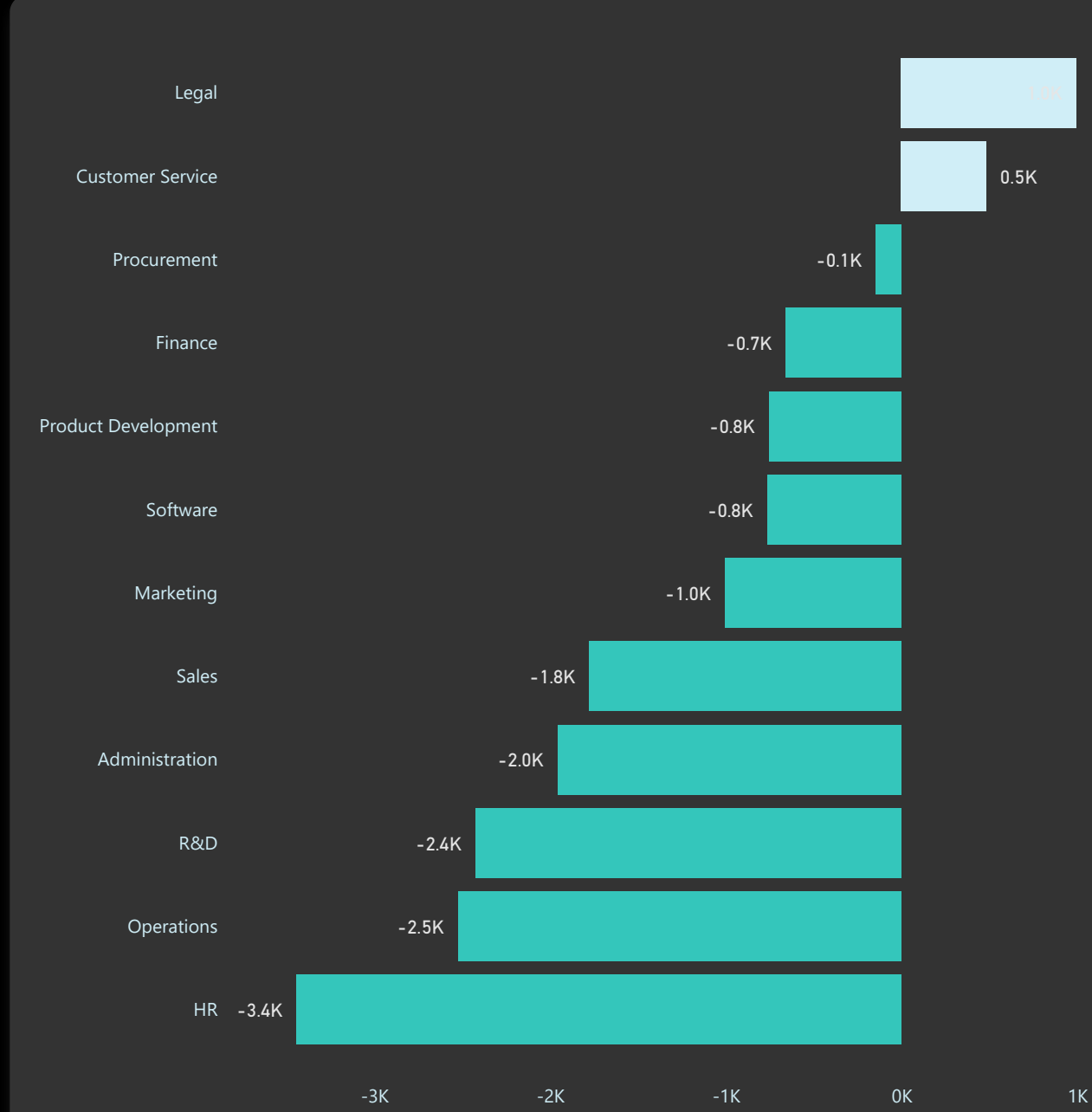
Avg Salary of Male vs. Female at Different Locations

City	Average Salary (Male)	Average Salary (Female)	Difference (Female-Male) in \$
Houston	\$82.2K	\$84.7K	2.49K
Columbus	\$82.7K	\$84.0K	1.28K
Chicago	\$81.4K	\$82.1K	0.67K
San Jose	\$81.9K	\$82.2K	0.35K
Denver	\$84.2K	\$84.2K	-0.02K
San Antonio	\$83.8K	\$83.6K	-0.12K
Fort Worth	\$83.8K	\$83.6K	-0.19K
Los Angeles	\$81.8K	\$81.5K	-0.31K
Indianapolis	\$80.5K	\$80.1K	-0.37K
Dallas	\$83.1K	\$82.4K	-0.70K
San Francisco	\$83.0K	\$82.3K	-0.71K
Jacksonville	\$81.7K	\$80.3K	-1.40K
Charlotte	\$83.1K	\$81.5K	-1.55K
Austin	\$85.0K	\$83.3K	-1.64K
Seattle	\$83.9K	\$82.1K	-1.82K
San Diego	\$83.9K	\$82.0K	-1.90K
Washington DC	\$83.6K	\$81.4K	-2.16K
New York	\$86.8K	\$81.6K	-5.17K
Phoenix	\$86.5K	\$80.9K	-5.57K
Boston	\$84.5K	\$78.9K	-5.60K
Philadelphia	\$84.9K	\$77.3K	-7.62K

Number of Male vs. Female in Different Departments



Avg Salary Diff (in \$) in Different Departments (Female - Male)



Main Insights

- There are **861 more male employees** than female employees, and there is more male employees than female employees across all departments.
- The **salary difference** between male and female employee is **\$ 1.67K**, and the **pay difference is not that stark** across different job levels, locations, and departments.
- The **highest difference in male and female employee count is in San Francisco** office while the **lowest difference is in New York**.
- Philadelphia, Boston, Phoenix, and New York have high pay disparities (Male > Female). Houston, Columbus, Chicago, and San Jose have higher avg. salary for female than male (but the difference is not that large).
- There is **no female in the "Director" position**.

Analysis by Race



2999
Active
Employees
(Caucasian)

981
Active
Employees
(Minority)

\$84.18K
Avg Salary
(Caucasian)

\$77.64K
Avg Salary
(Minority)

African American

Asian

Caucasian

Hispanic

Native American

Other

Location (city)

Gender

Department

Job Level

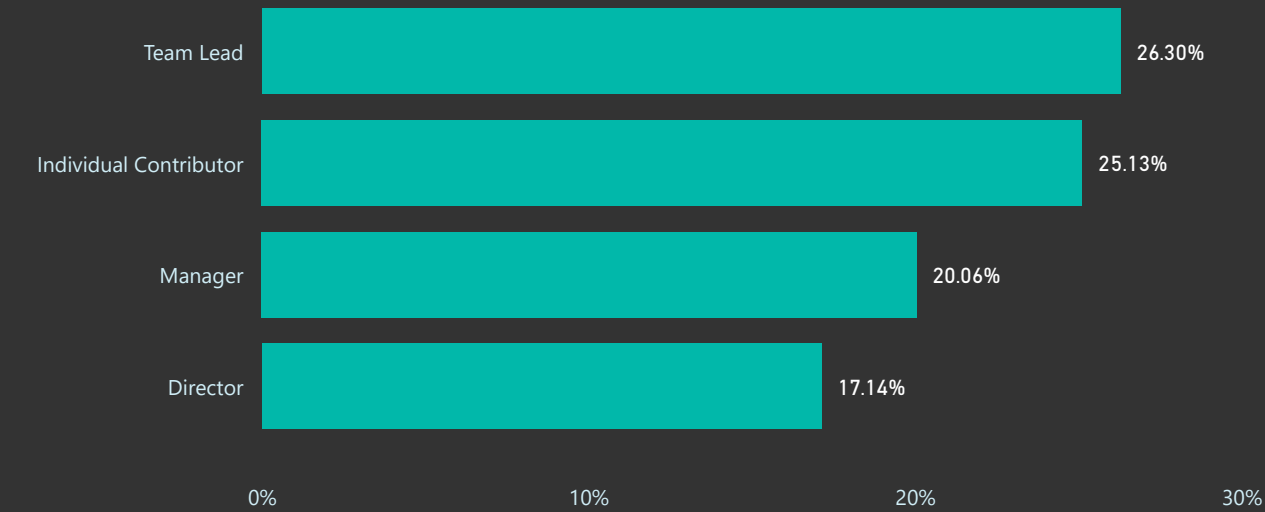
All

All

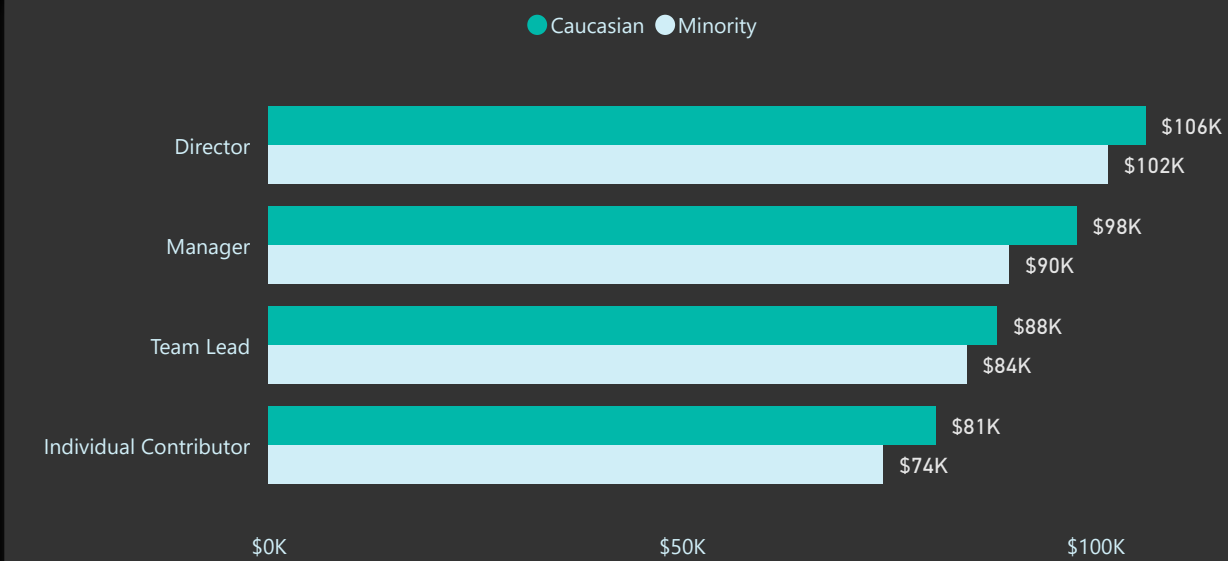
All

All

Percentage of Minority at Different Job Levels



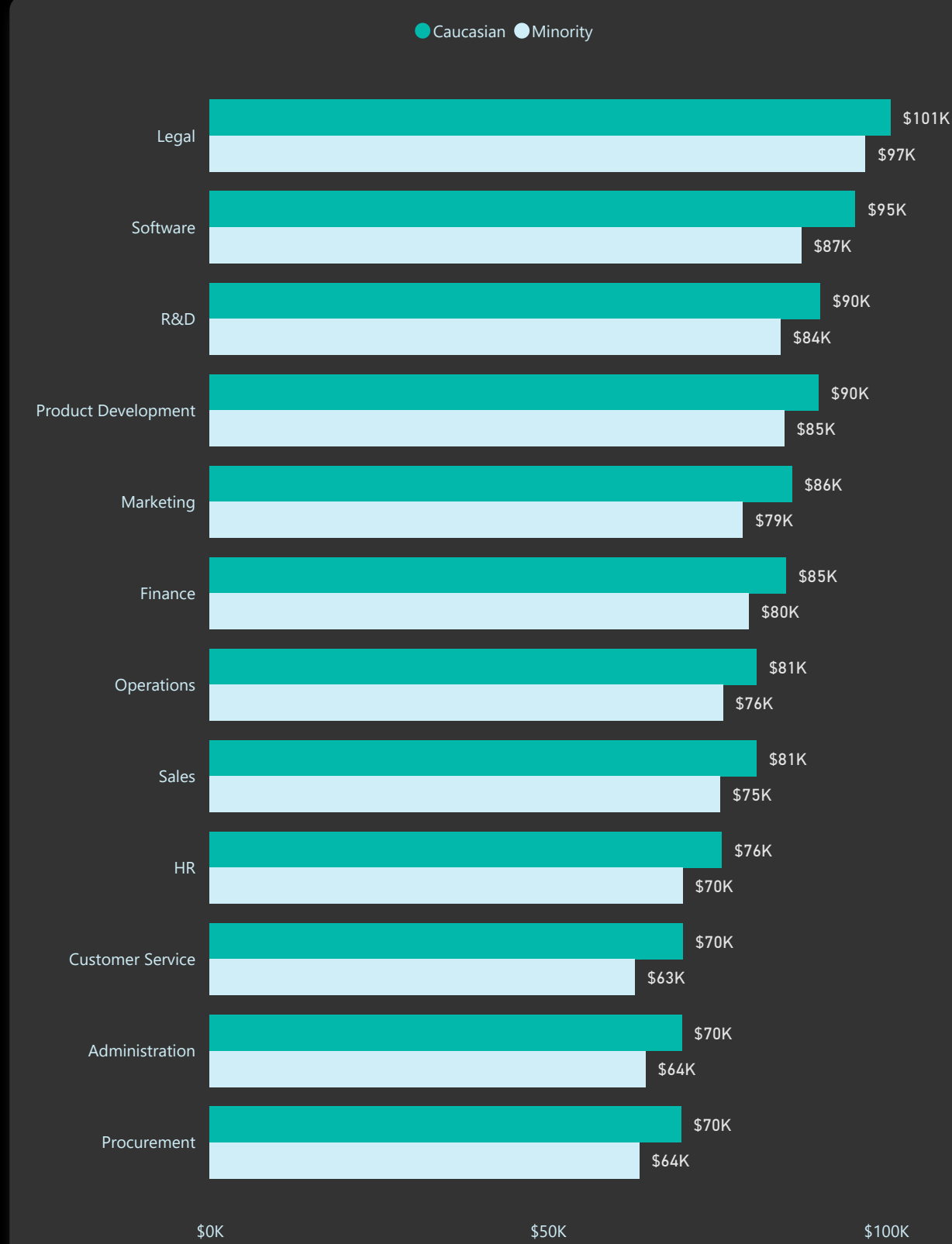
Avg Salary of Caucasian vs. Minority



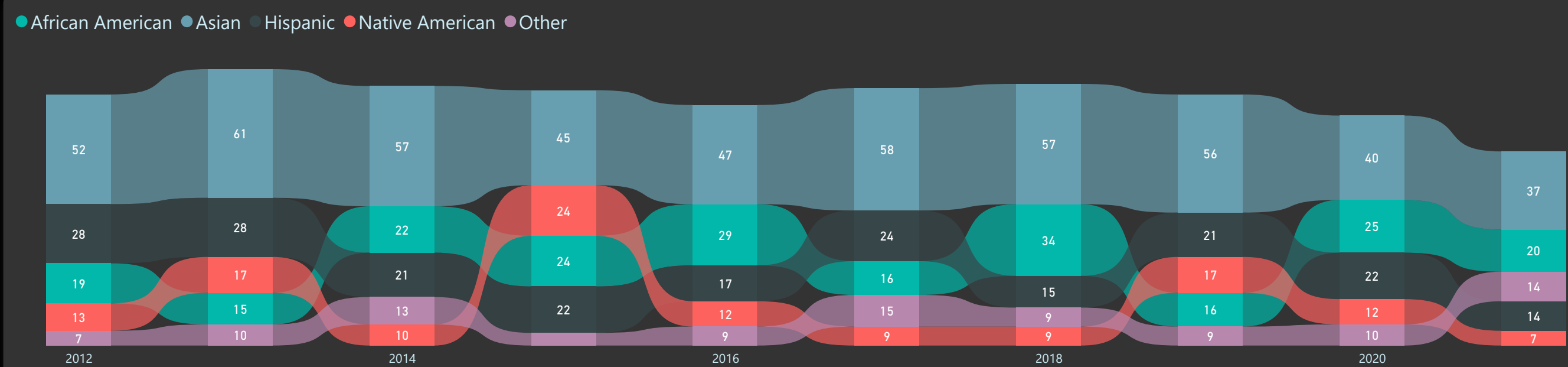
Avg Salary of Caucasians vs. Minority across Cities

City	Average Salary (Caucasian)	Average Salary (Minority)	Difference (Minority - Caucasian) in \$
Phoenix	\$86.8K	\$77.5K	-9,288.1
San Antonio	\$85.7K	\$77.6K	-8,077.1
Denver	\$85.6K	\$80.9K	-4,741.3
Fort Worth	\$85.6K	\$77.4K	-8,152.5
Columbus	\$85.2K	\$76.5K	-8,704.6
Austin	\$85.2K	\$82.0K	-3,212.5
Dallas	\$85.1K	\$76.4K	-8,718.2
Houston	\$84.8K	\$77.7K	-7,164.7
San Francisco	\$84.6K	\$77.1K	-7,590.4
San Diego	\$84.6K	\$78.6K	-6,029.2
Seattle	\$84.4K	\$79.0K	-5,441.9
New York	\$84.3K	\$84.1K	-110.5
Charlotte	\$84.1K	\$76.9K	-7,167.9
Chicago	\$83.8K	\$75.2K	-8,592.6
Washington DC	\$83.7K	\$78.8K	-4,965.0
Boston	\$83.5K	\$79.9K	-3,543.2
Philadelphia	\$83.2K	\$78.5K	-4,659.5
Los Angeles	\$83.2K	\$76.6K	-6,594.6
San Jose	\$82.8K	\$79.2K	-3,598.5
Jacksonville	\$82.2K	\$77.5K	-4,670.3
Indianapolis	\$81.4K	\$76.5K	-4,893.7

Avg Salary of Caucasians vs. Minority across Departments



Hiring Trends of Different Minority groups across Years



Main Insights

- Minorities account for **20-25% of employees** in all Job levels.
- The Average salary of minorities are **\$ 6.5K lesser** than Caucasians overall.
- The **Average salary of minorities are lower than Caucasians** across all **Job levels, departments and cities**, except **New York**.
- **Asians are the most hired** among all minority groups. **Native Americans** were the second-most hired minority group in 2015, but had the **lowest hire** in 2021.
- There are **no employees** from the **African American and Hispanic** group in the **"Director"** position.