

HR Data Analyst Interview Assignment

*Created By:
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Employee Number

306

Date Of Joining

111

Leaving Date

12

Department

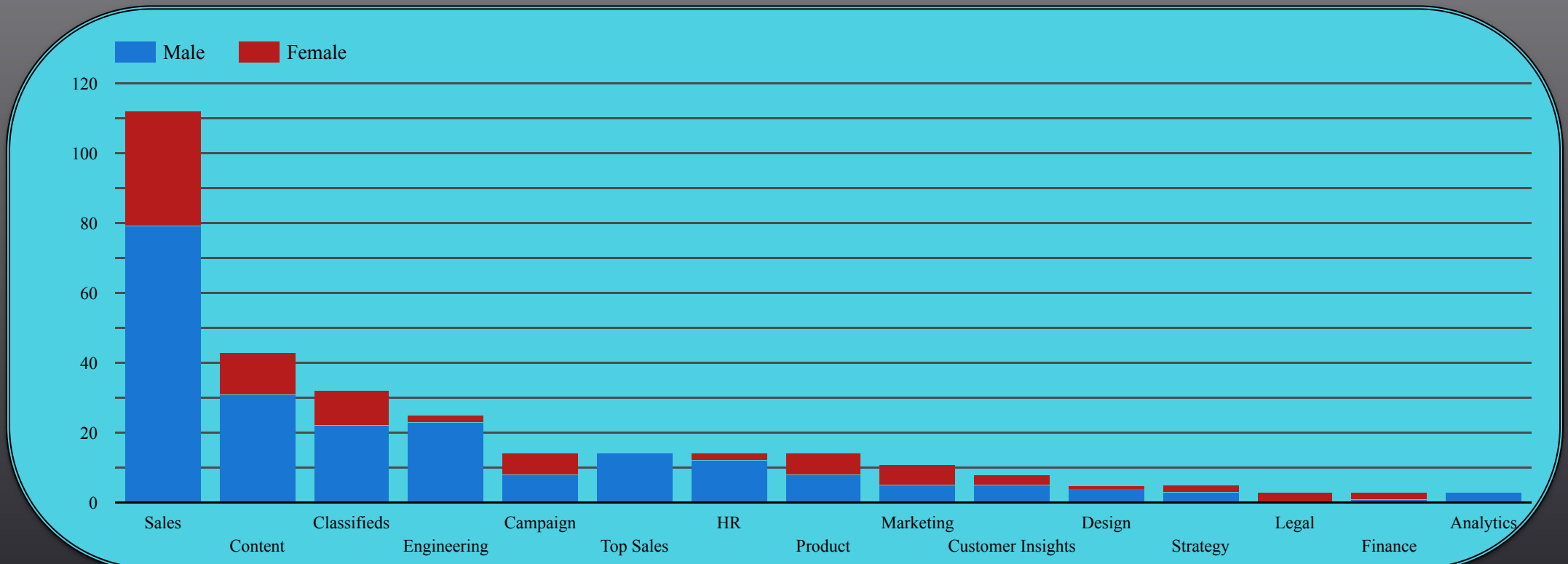
15

Record Count

306

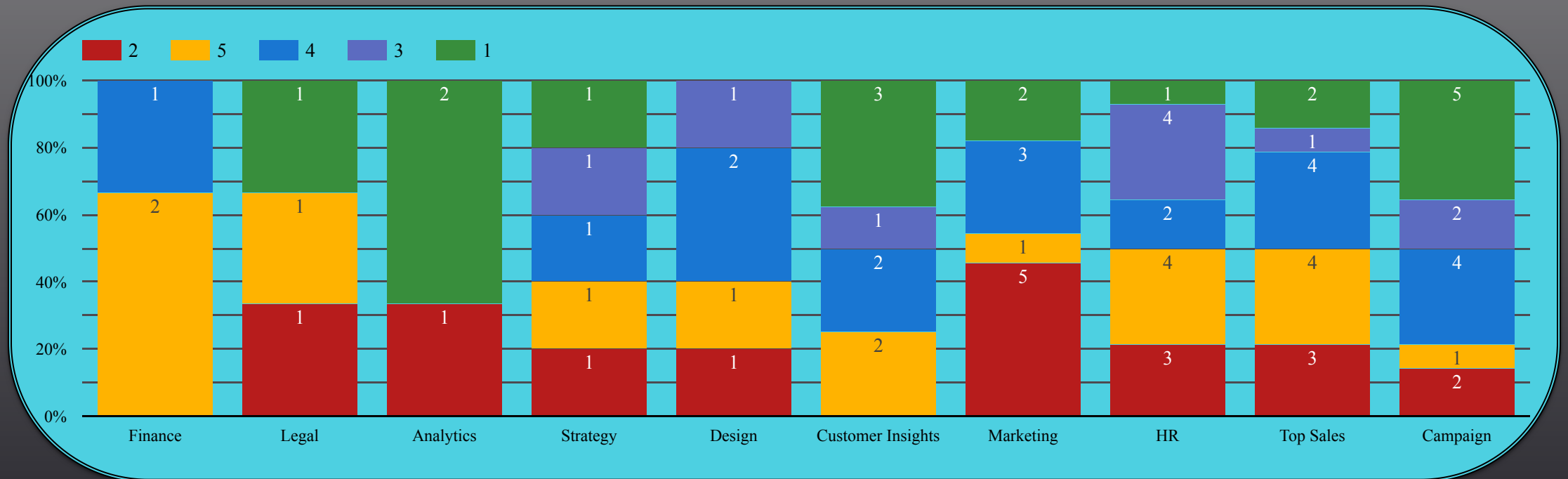
***1. Group by the
'Department' column
and count the number
of employees in each
department***

Department	Male	Female
Sales	79	33
Content	31	12
Classifieds	22	10
Engineering	23	2
Top Sales	14	0
HR	12	2
Product	8	6
Campaign	8	6
Marketing	5	6
Customer Insights	5	3



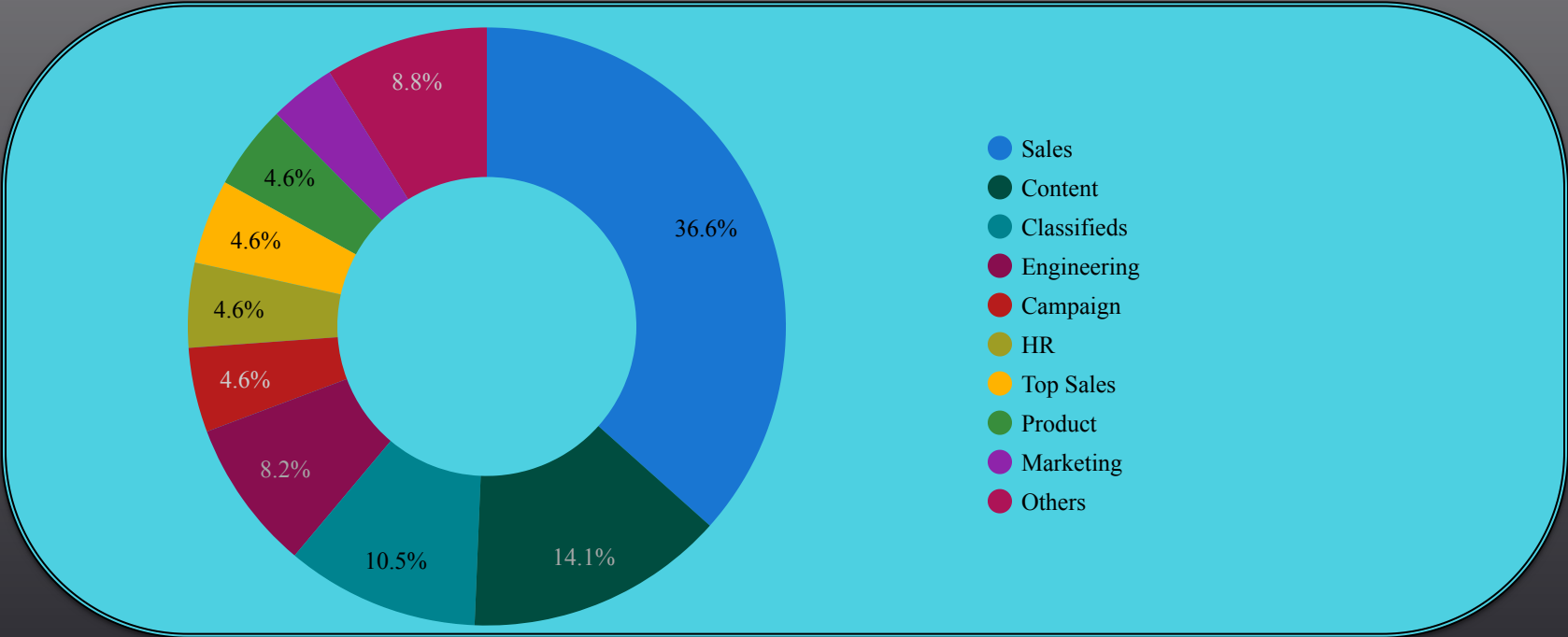
2. Group by 'Department' and 'Annual Performance Rating (1-5)' and count the number of employees in each group

Department	2	5	4	3	1
Sales	27	28	21	18	18
Content	16	9	7	6	5
Classifieds	6	7	7	6	6
Engineering	6	6	2	9	2
Top Sales	3	4	4	1	2
HR	3	4	2	4	1
Product	5	3	2	2	2
Campaign	2	1	4	2	5
Marketing	5	1	3	0	2
Customer Insi...	0	2	2	1	3
Strategy	1	1	1	1	1
Design	1	1	2	1	0
Analytics	1	0	0	0	2
Finance	0	2	1	0	0
Legal	1	1	0	0	1



3. Group by 'Department' and find the maximum salary in each department

1.	Sales	112	3,500,004
2.	Content	43	3,500,004
3.	Classifieds	32	3,500,004
4.	Engineering	25	4,600,000
5.	Campaign	14	4,600,000
6.	Top Sales	14	4,600,000
7.	HR	14	4,600,000
8.	Product	14	6,099,996
9.	Marketing	11	6,099,996
10.	Customer Insights	8	6,099,996
11.	Design	5	6,099,996
12.	Strategy	5	6,099,996
13.	Legal	3	6,099,996
14.	Finance	3	6,099,996
15.	Analytics	3	6,099,996
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Conclusion: The HR data analysis revealed salary disparities by department and a correlation between performance ratings and compensation. Recommendations include revising compensation structures and enhancing retention strategies to improve employee satisfaction and reduce turnover.