SCREENSHOT OF CHARTS & QUERIES
BLM CORP WORKFORCE HR ANALYTICS

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TOTAL SALARY EXPENSE

4,850,000.00

```
108  -- 1 What is the total salary expense for the company?
109  SELECT TO_CHAR(SUM(salary_amount), 'FM999,999,999.00') AS total_salary_expense
110  FROM salary;
111
```

Data Output | Messages | Notifications

Showing rows: 1 to 1

	total_salary_expense text
1	4,850,000.00

NO OF EMPLOYEES SALARY ABOVE 80K

26

```
120  --3 How many employees earn above 80,000?
121  SELECT COUNT(salary_amount) AS salary_above_80k
122  FROM salary
123  WHERE salary_amount > 80000;
124
```

Data Output | Messages | Notifications

	salary_above_80k bigint
1	26

OVERALL TURNOVER RATE

46.67%

```
31
32  -- company over all turnover rate
33  SELECT  ROUND( (SELECT COUNT(turnover_id) FROM turnover) * 100.0 /
34  NULLIF((SELECT COUNT(employee_id) FROM employee), 0), 2)AS overall_turnover_rate;
35
```

Data Output Messages Notifications

Showing rows: 1 to 1 Page

	overall_turnover_rate numeric
1	46.67

TOTAL EMPLOYEE EXIT

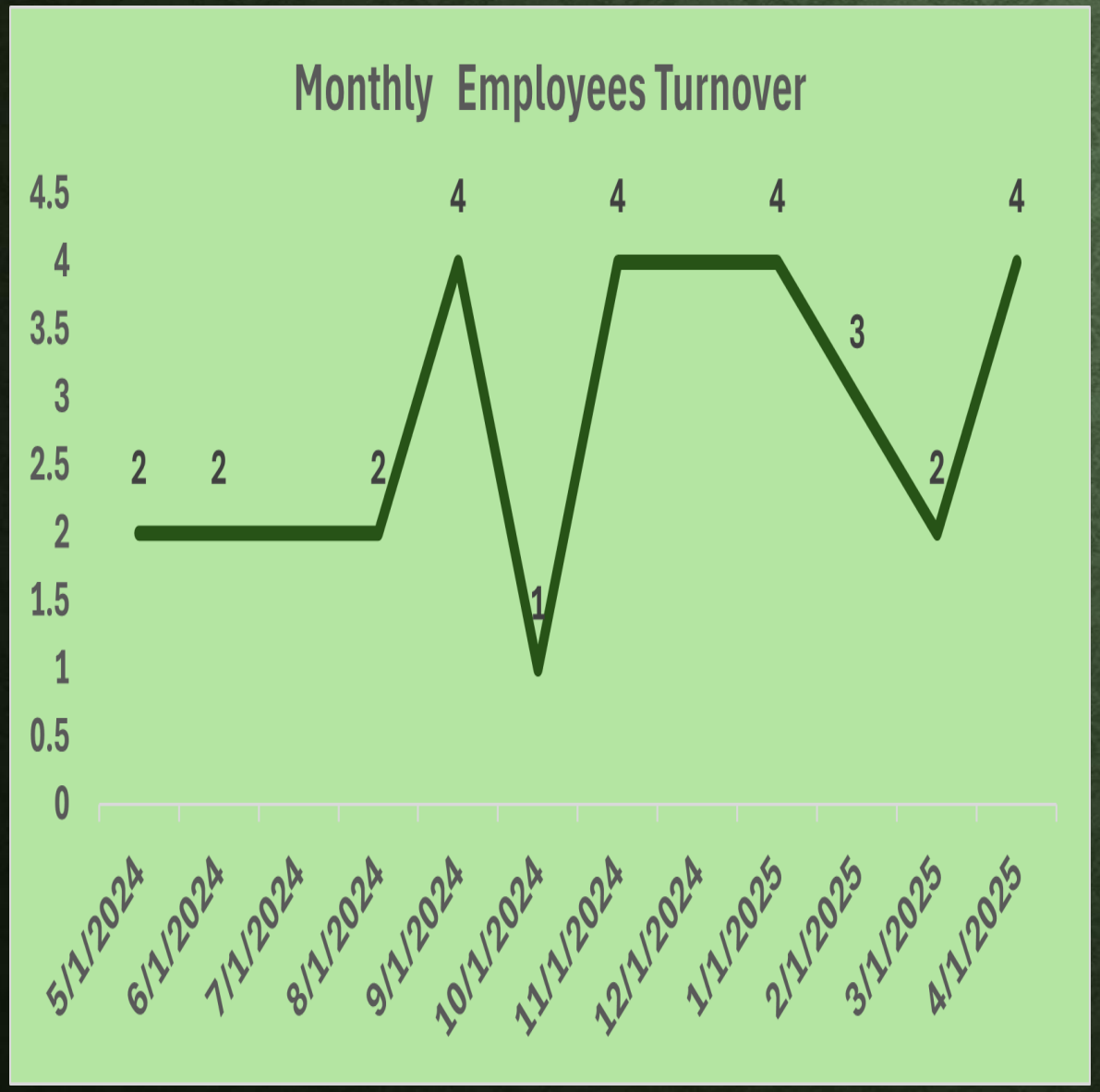
28

```
68  --1 How many employees has left the company?
69  SELECT COUNT(employee_id) AS total_employees_exist
70  FROM turnover;
```

Data Output | Messages | Notifications

	total_employees_exist bigint
1	28

MONTHLY EMPLOYEES' TURNOVER



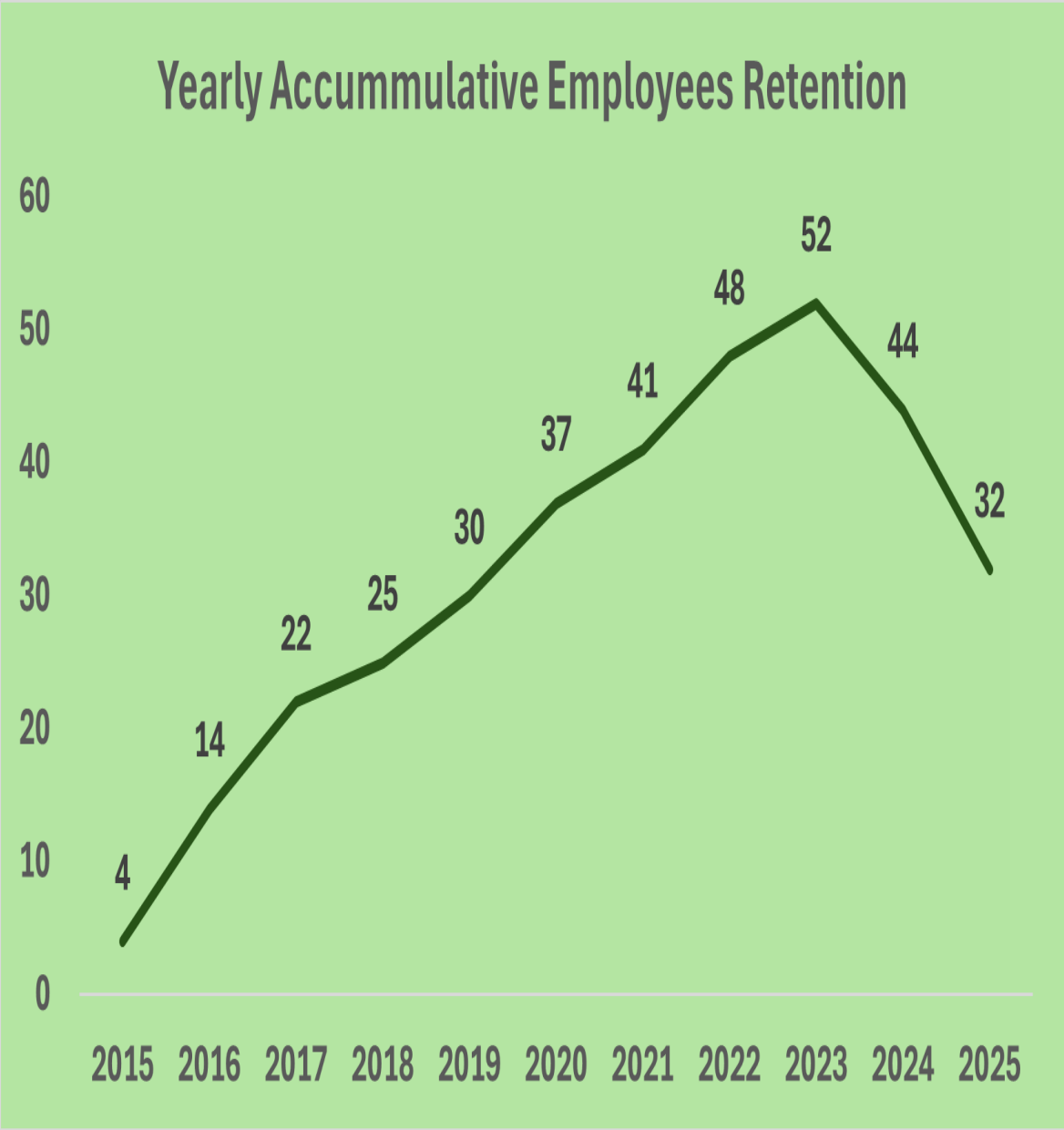

```
143  --monthly  count of employee turnover
144  SELECT TO_CHAR(DATE_TRUNC('month', turnover_date), 'YYYY-MM') AS month, COUNT(turnover_id) AS turnover_count
145  FROM  turnover
146  WHERE turnover_date IS NOT NULL
147  GROUP BY DATE_TRUNC('month', turnover_date)
148  ORDER BY month;
149
```

Data Output | Messages | Notifications

Showing rows: 1 to 10 | Page No: 1 of 1

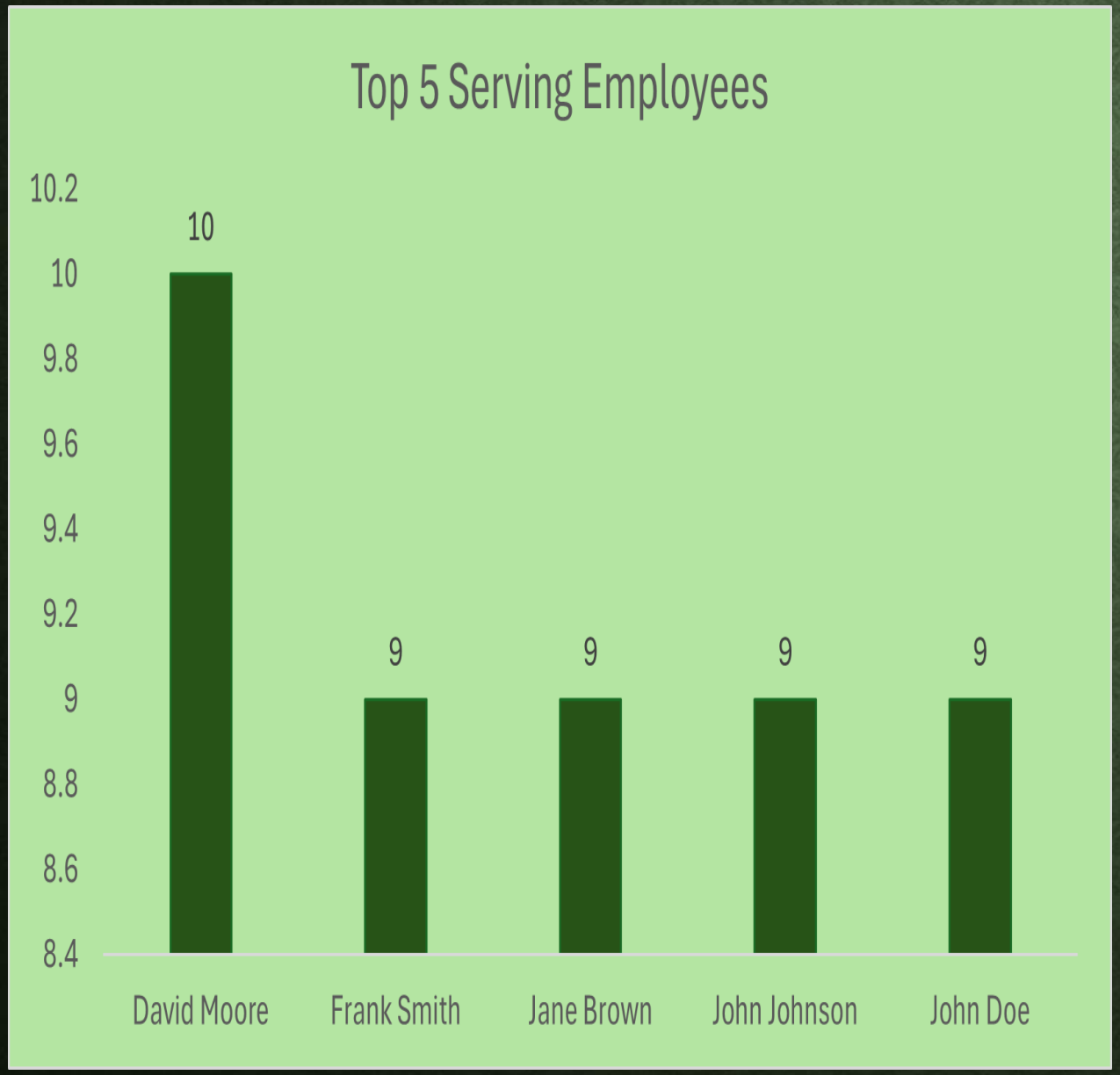
	month text	turnover_count bigint
1	2024-05	2
2	2024-06	2
3	2024-08	2
4	2024-09	4
5	2024-10	1
6	2024-11	4
7	2025-01	4

YEARLY ACCUMULATIVE EMPLOYEES' RETENTION




```sql
--yearly retained employees
SELECT
    year_series.year AS year,
    COUNT(e.employee_id) AS retained_employees
FROM (
    SELECT generate_series(
        EXTRACT(YEAR FROM MIN(e.hire_date))::int,
        EXTRACT(YEAR FROM CURRENT_DATE)::int
    ) AS year
    FROM employee e
) AS year_series
LEFT JOIN employee e ON EXTRACT(YEAR FROM e.hire_date) <= year_series.year
LEFT JOIN turnover t ON e.employee_id = t.employee_id
    AND EXTRACT(YEAR FROM t.turnover_date) <= year_series.year
WHERE t.turnover_date IS NULL OR EXTRACT(YEAR FROM t.turnover_date) > year_series.year
GROUP BY year_series.year
ORDER BY year_series.year;
```

TOP 5 SERVING EMPLOYEES



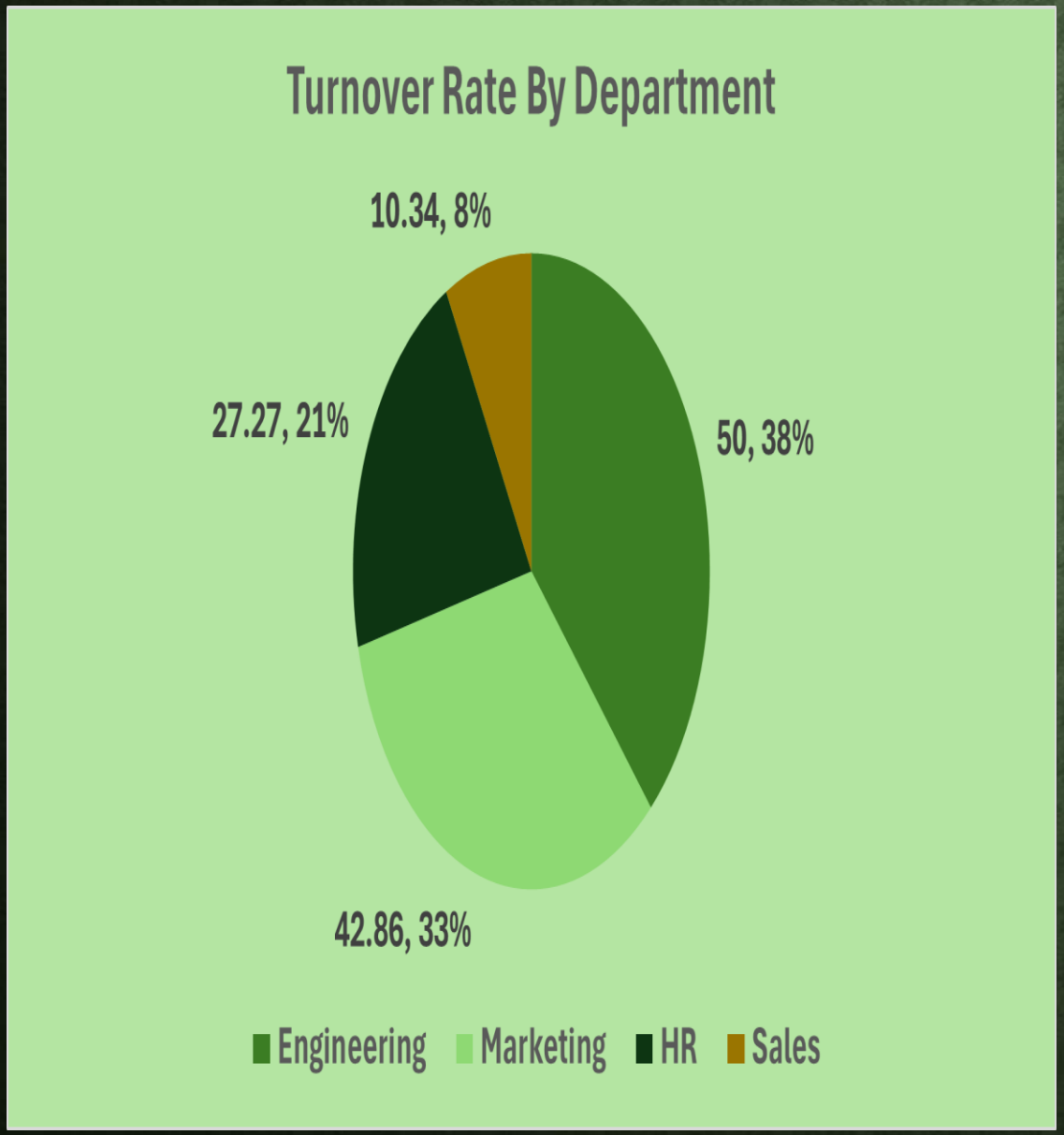

```sql
--1 Who are the top 5 highest serving employees?
SELECT e.employee_id, concat(e.first_name,' ', last_name) AS full_name, d.department_name, e.job_title, e.hire_date,
        EXTRACT(YEAR FROM AGE(CURRENT_DATE, hire_date)) AS top_employees_service_years
FROM employee e
JOIN department d
ON e.department_id = d.department_id
ORDER BY e.hire_date ASC
LIMIT 5;
```

Data Output | Messages | Notifications

Showing rows: 1 to 5 | Page No: 1 of 1

	employee_id integer	full_name text	department_name character varying (30)	job_title character varying (30)	hire_date date	top_employees_service_years numeric
1	8	David Moore	Sales	Sales Representative	2015-06-30	10
2	48	Frank Smith	Marketing	Marketing Specialist	2015-09-08	10
3	67	Jane Brown	Marketing	Marketing Specialist	2015-10-12	9
4	44	John Johnson	Sales	Sales Manager	2015-10-27	9
5	57	John Doe	Sales	Sales Manager	2016-02-16	9

TURNOVER RATE FOR EACH DEPARTMENT




```sql
--2 What is the turnover rate for each department?
SELECT d.department_id, d.department_name,
    COUNT(CASE WHEN t.turnover_date BETWEEN '2024-01-01' AND '2024-12-31' THEN 1 END) AS employees_turnover_2024,
    COUNT(e.employee_id) AS total_employees,
    ROUND(COUNT(CASE WHEN t.turnover_date BETWEEN '2024-01-01' AND '2024-12-31' THEN 1 END)::decimal
        / NULLIF(COUNT(e.employee_id), 0) * 100, 2 ) AS turnover_rate
FROM employee e
LEFT JOIN turnover t ON e.employee_id = t.employee_id
JOIN department d ON e.department_id = d.department_id
GROUP BY d.department_id, d.department_name
ORDER BY turnover_rate DESC;
```

Data Output | Messages | Notifications

Showing rows: 1 to 4 | Page No: 1 of 1

	department_id [PK] integer	department_name character varying (30)	employees_turnover_2024 bigint	total_employees bigint	turnover_rate numeric
1	1	Engineering	3	6	50.00
2	3	Marketing	6	14	42.86
3	4	HR	3	11	27.27
4	2	Sales	3	29	10.34

EMPLOYEES PERFORMANCE BASED ON RISK CATEGORY


```sql
--total employees performance score based on risk category
SELECT CASE
        WHEN p.performance_score < 4.0 THEN 'High Risk'
        ELSE 'No Risk'
END AS risk_status, COUNT(p.employee_id) AS total_emp_p_score
FROM performance p
GROUP BY risk_status
ORDER BY total_emp_p_score DESC;
```

Data Output | Messages | Notifications

Showing rov

	risk_status text	total_emp_p_score bigint
1	No Risk	215
2	High Risk	145

REASONS EMPLOYEES LEAVES THE COMPANY

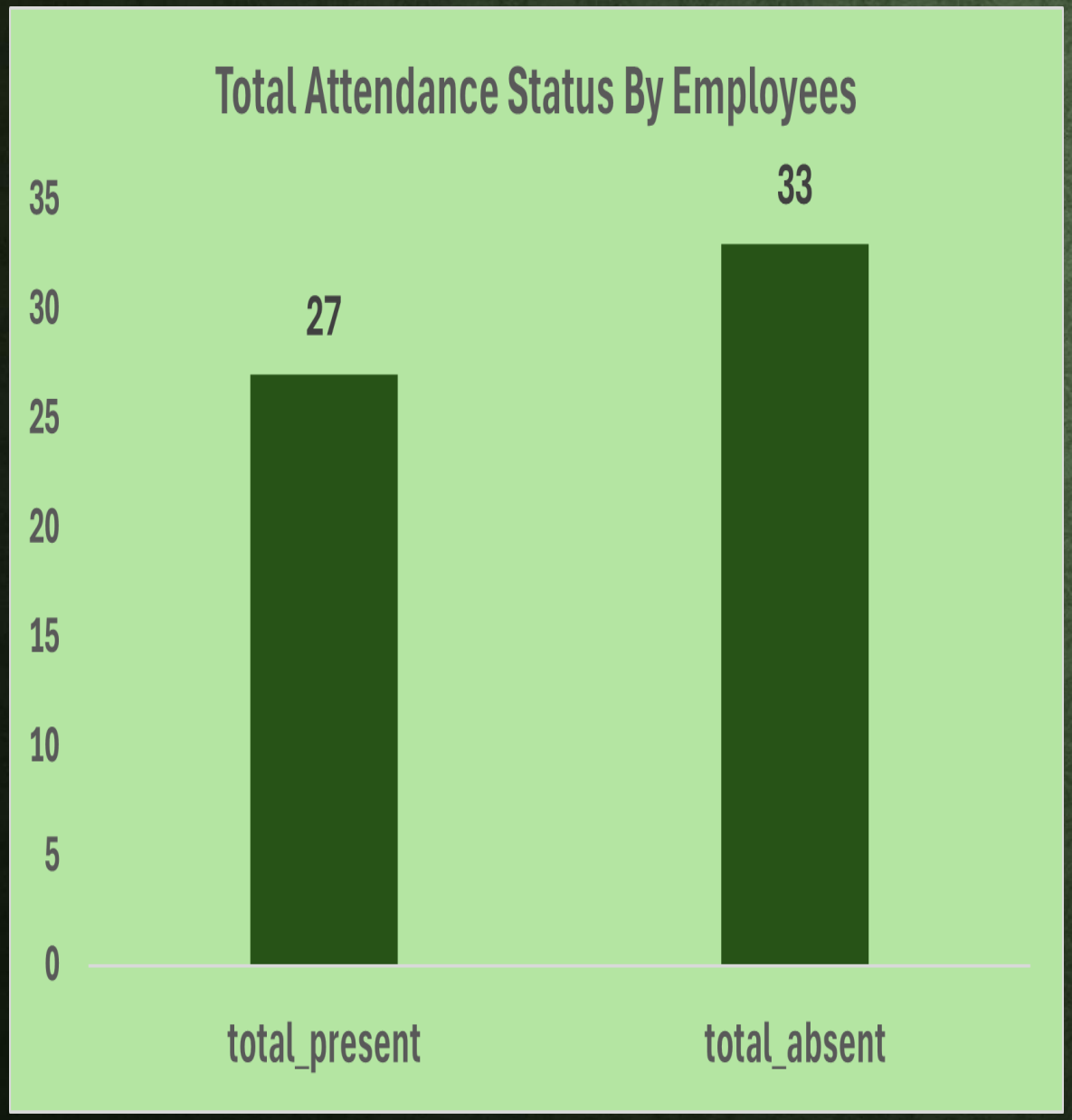

```sql
--4 What are the main reasons employees are leaving the company?
SELECT reason_for_leaving, COUNT(employee_id) AS no_of_employees_exist
FROM turnover
GROUP BY reason_for_leaving
ORDER BY no_of_employees_exist DESC;
```

Data Output | Messages | Notifications

Showing rows: 1 to

	reason_for_leaving text	no_of_employees_exist bigint
1	Personal	11
2	Found Another Job	7
3	Career Growth	5
4	Retired	5

EMPLOYEES ATTENDANCE



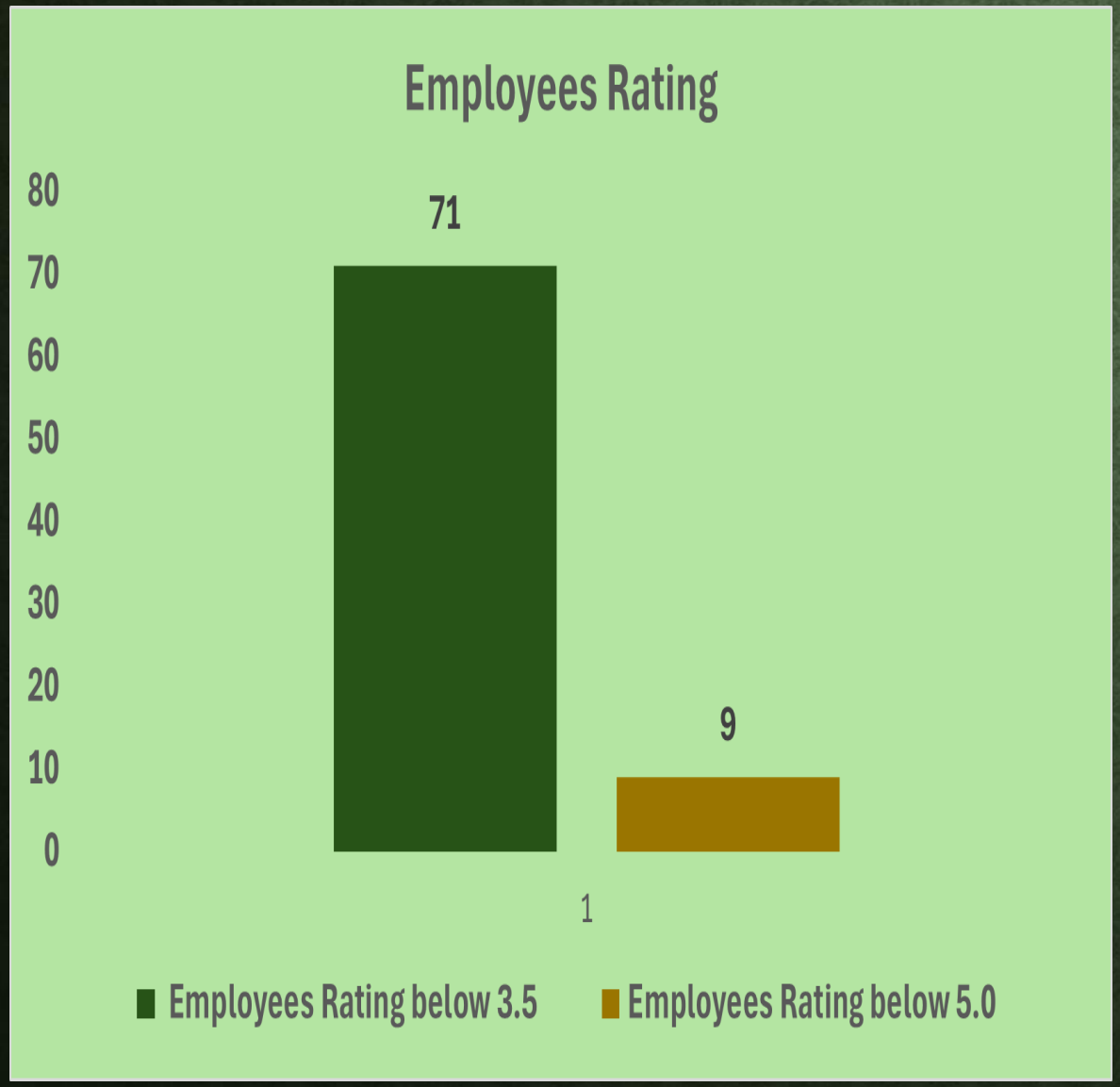

```sql
-- total number of employee attendance status present/absent
SELECT
    COUNT(CASE WHEN attendance_status = 'Present' THEN 1 END) AS total_present,
    COUNT(CASE WHEN attendance_status = 'Absent' THEN 1 END) AS total_absent
FROM  attendance
WHERE attendance_date = '2025-05-01';
```

Data Output | Messages | Notifications

Showing rows: 1 to 1 | Page No

	total_present bigint	total_absent bigint
1	27	33

NO OF EMPLOYEE PERFORMANCE




```sql
--2 How many employees have a performance score of 5.0 / below 3.5?
SELECT COUNT(e.employee_id) AS total_employees_pscore_below_3_5
FROM employee e
JOIN performance p ON e.employee_id = p.employee_id
WHERE p.performance_score < 3.5;
```

Data Output | Messages | Notifications

Showing rows:

	total_employees_pscore_below_3_5 bigint
1	71

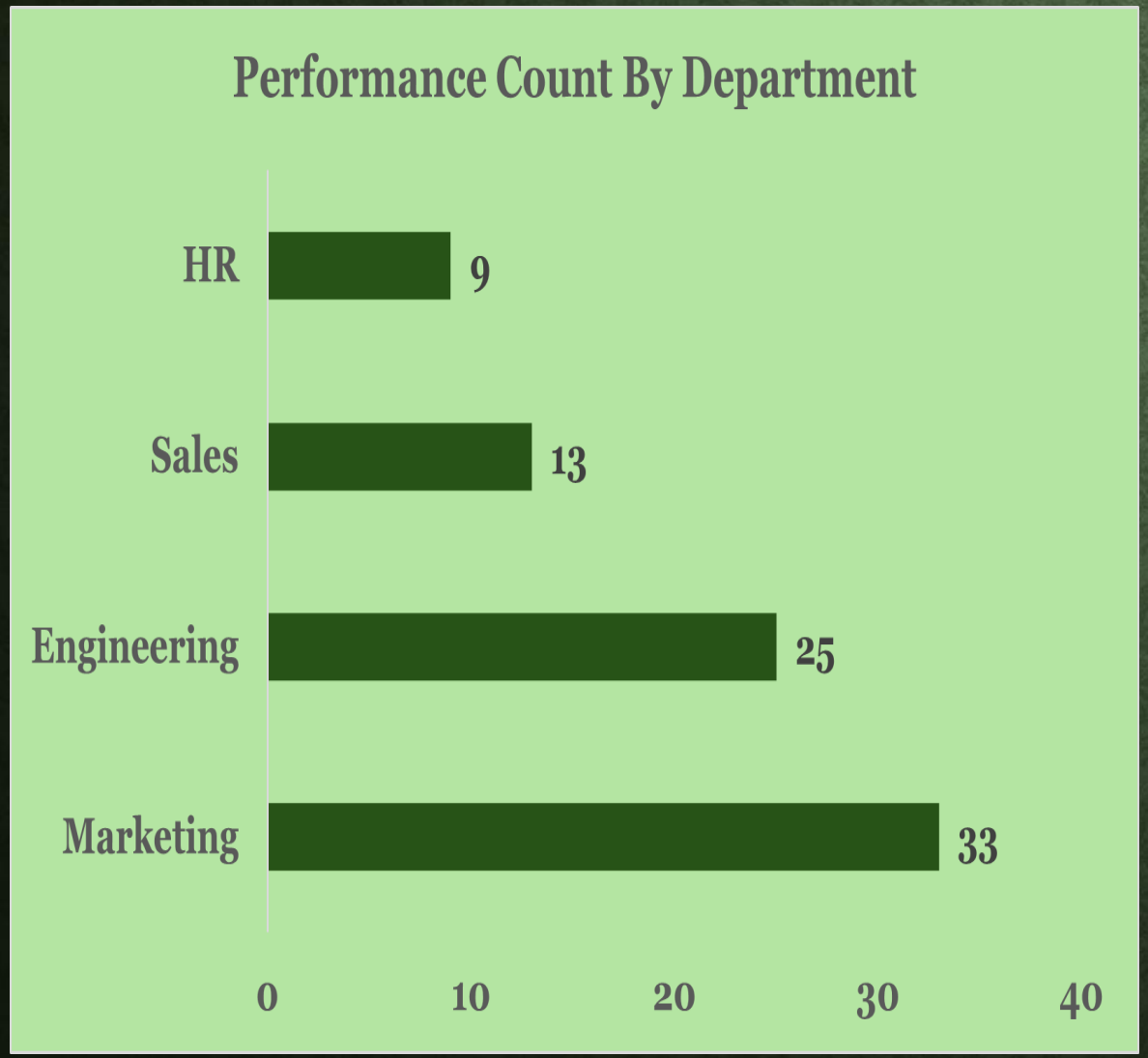
```sql
--2 How many employees have a performance score of 5.0 / below 3.5?
SELECT COUNT(e.employee_id) AS total_employees_pscore_below_5_0
FROM employee e
JOIN performance p ON e.employee_id = p.employee_id
WHERE performance_score = 5.0;
```

Data Output | Messages | Notifications

Showing rows

	total_employees_pscore_below_5_0 bigint
1	9

PERFORMANCE COUNT BY DEPARTMENT



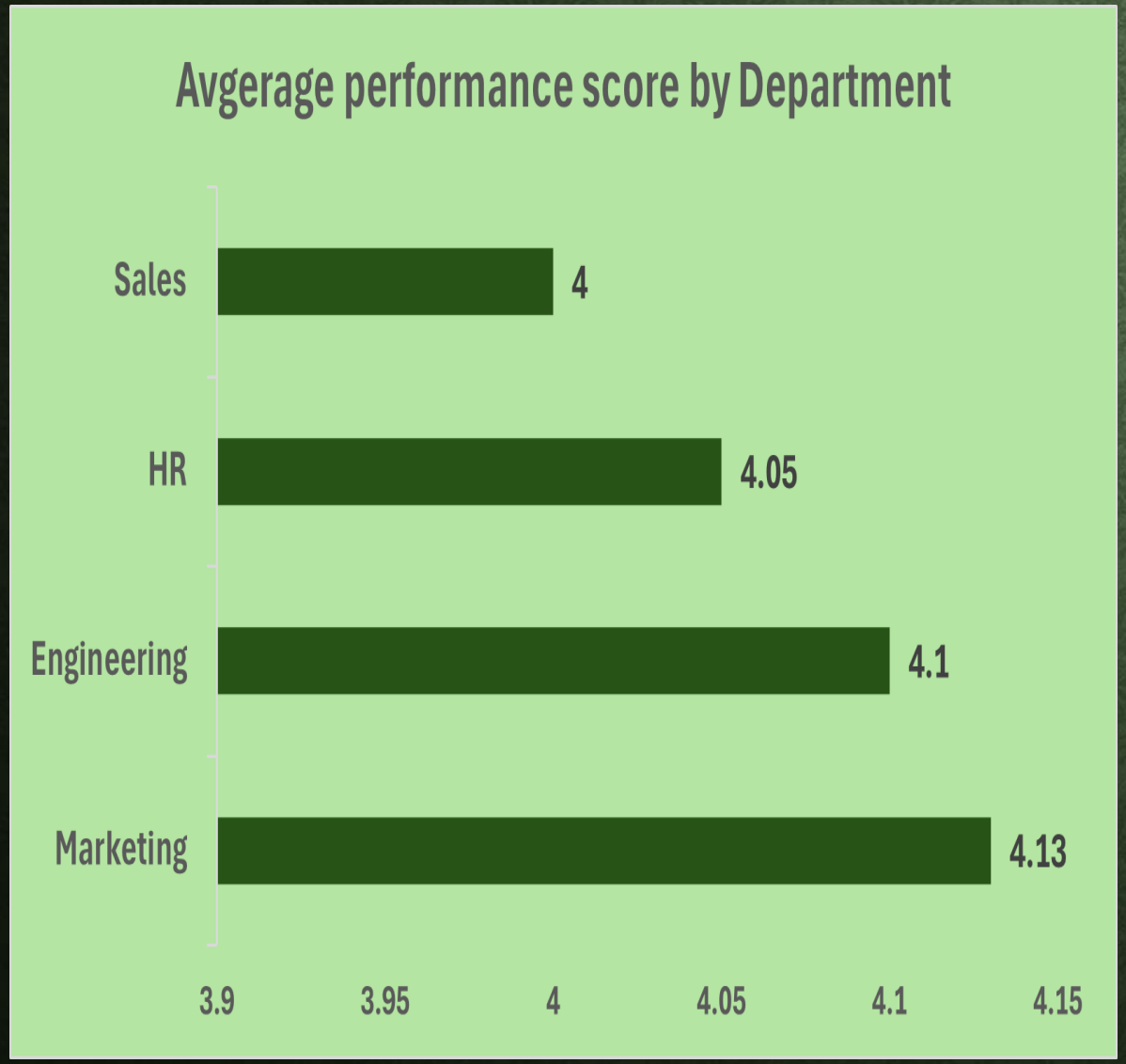

```sql
--3 Which department has the most employees with a performance of 5.0 / below 3.5?

SELECT d.department_name, COUNT (p.employee_id)
FROM department d
JOIN performance p
ON p.department_id = d.department_id
GROUP BY d.department_name, p.performance_score
HAVING p.performance_score = 5.0 or p.performance_score < 3.5
ORDER BY COUNT (p.employee_id) DESC;
```

Data Output | Messages | Notifications

Showing rows: 1 to 23 | Page No:

	department_name character varying (30)	count bigint
1	Marketing	10
2	Engineering	7
3	Marketing	6
4	Marketing	5
5	Engineering	5
6	Engineering	5
7	Marketing	5

AVERAGE PERFORMANCE SCORE BY DEPARTMENT



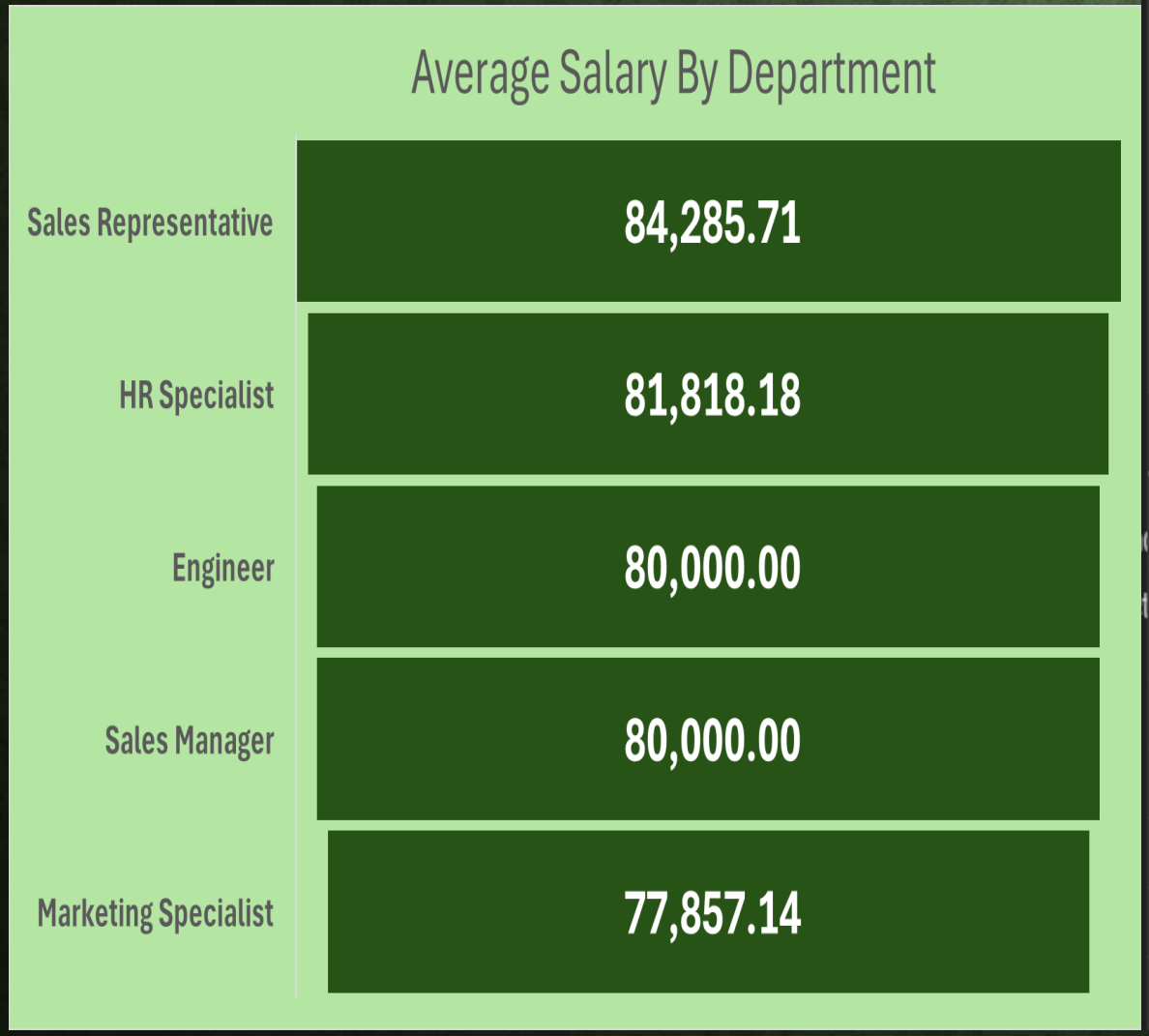

```sql
--4 What is the average performance score by department?
SELECT e.department_id, d.department_name, COUNT(p.department_id) AS total_no_department,
      round (AVG(p.performance_score),2) AS avg_dep_performance
FROM employee e
JOIN performance p
ON e.department_id = p.department_id
JOIN department d
ON d.department_id = e.department_id
GROUP BY e.department_id, d.department_name
ORDER BY avg_dep_performance DESC;
```

Data Output | Messages | Notifications

Showing rows: 1 to 4 | Page No: 1

	department_id integer	department_name character varying (30)	total_no_department bigint	avg_dep_performance numeric
1	3	Marketing	1932	4.13
2	1	Engineering	720	4.10
3	4	HR	660	4.05
4	2	Sales	1218	4.00

AVERAGE SALARY BY DEPARTMENT




```sql
-- 2 What is the average salary by job title?
SELECT e.job_title, TO_CHAR(AVG(s.salary_amount), 'FM999,999,999.00') AS avg_salary
FROM employee e
JOIN salary s
ON e.employee_id = s.employee_id
GROUP BY e.job_title
ORDER BY avg_salary DESC;
```

Data Output | Messages | Notifications

Showing rows: 1 to 5 | Page No: 1

	job_title character varying (30)	avg_salary text
1	Sales Representative	84,285.71
2	HR Specialist	81,818.18
3	Engineer	80,000.00
4	Sales Manager	80,000.00
5	Marketing Specialist	77,857.14