



TITLE

## HR EMPLOYEE ANALYSIS

Date 2006 - 2016

DATA SOURCE:

Total Employees  
Hired

**301**

Unemployed/  
Terminated

**113**

Still Employed

**188**

% Unemployed

**38%**

Plot area



# HUMAN RESOURCES DATA ANALYSIS

Age group

All

State

All

Position

All

Race

All

Department

All

Sex

All

**TOTAL HIRED**

**301**

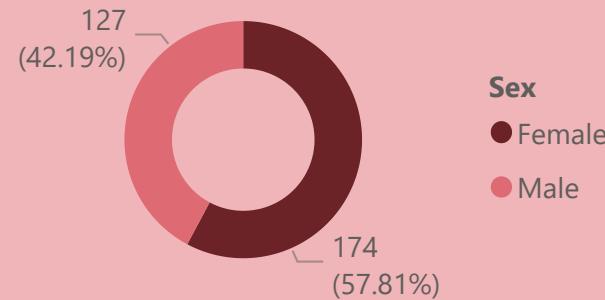
**STILL EMPLOYED**

**188**

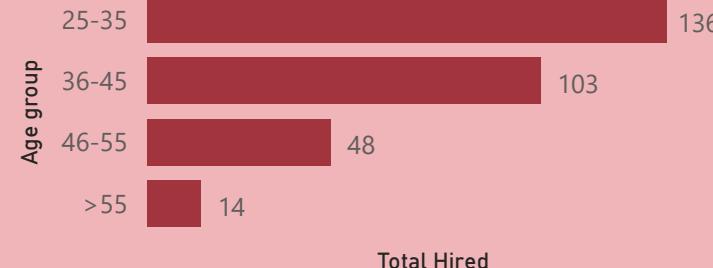
**UNEMPLOYED**

**113**

**Total Hired by Sex**

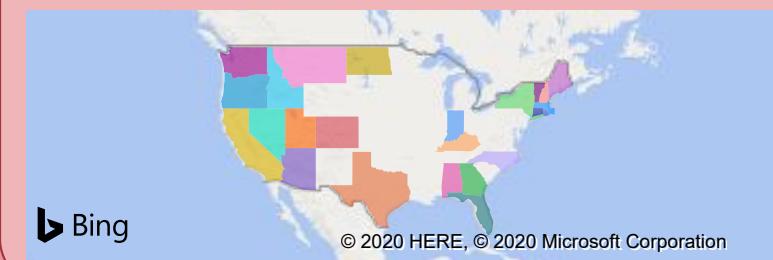


**Total Hired by Age group**



**Still Employed by State and State**

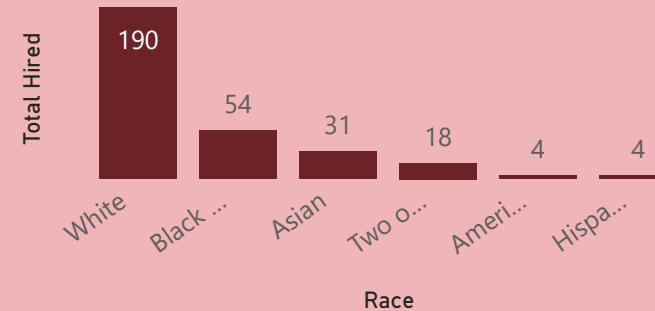
State ● MA ● CT ● TX ● VT ● AL ● AZ ● CA ● CO



**Total Hired by Marital Status**



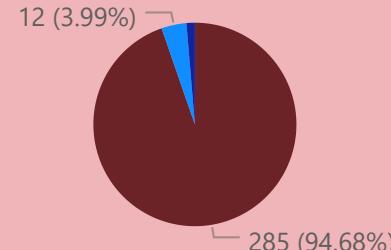
**Total Hired by Race**



**Female by Pay Rate-A**



**Total Hired by CitizenDesc**



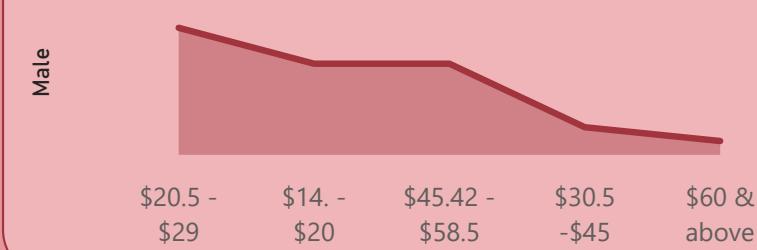
**CitizenDesc**

- US Citizen
- Eligible NonCitiz...
- Non-Citizen

**Still Employed by Hispanic/Latino**



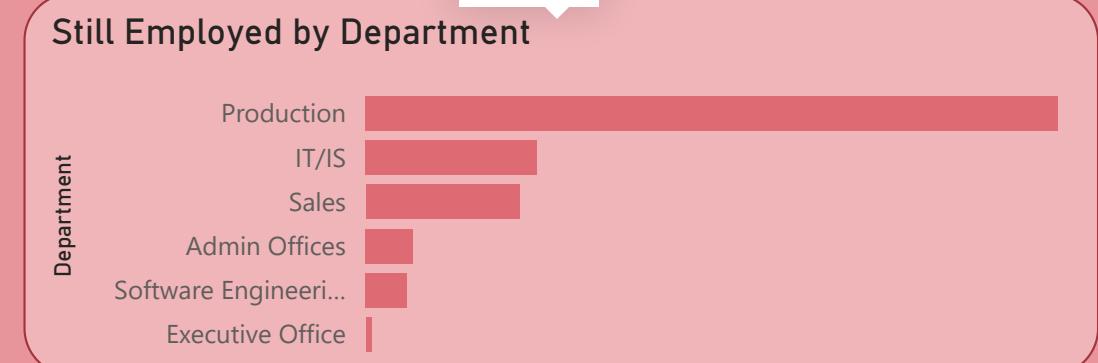
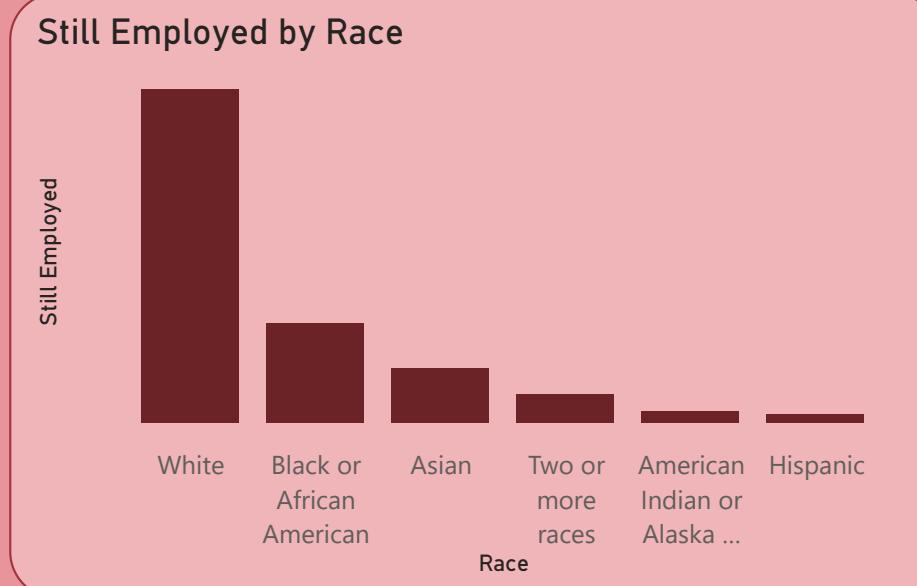
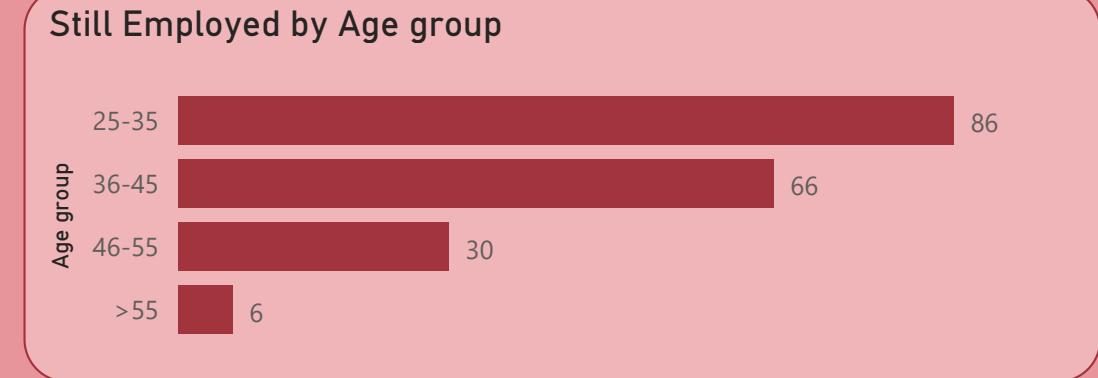
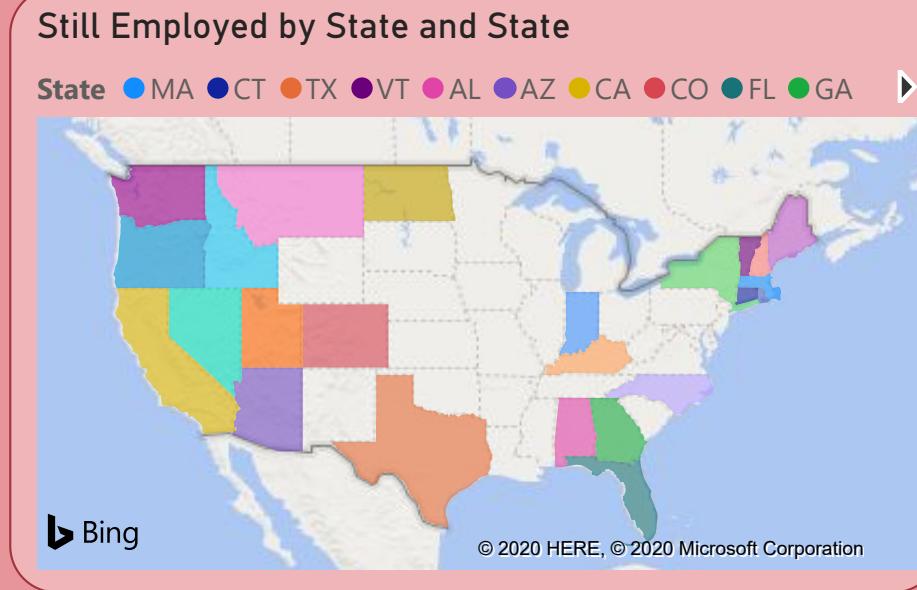
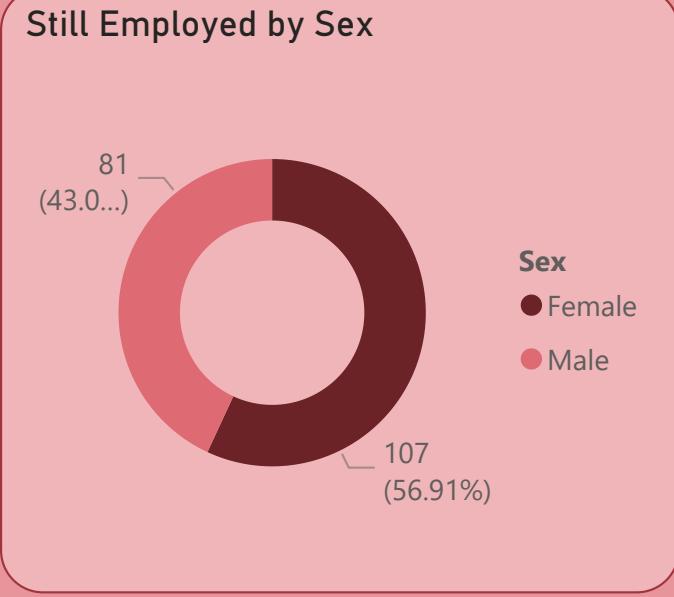
**Male by Pay Rate-A**



# HUMAN RESOURCES DATA ANALYSIS

Filter dropdowns:

- Age group: All
- State: All
- Position: All
- Race: All
- Department: All
- Sex: All



# HUMAN RESOURCES DATA ANALYSIS

Age group

All

Performance Score

All

Race

All

Department

All

TOTAL HIRED

**301**

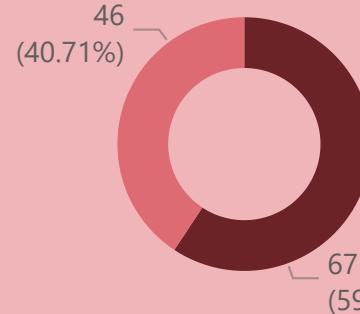
UNEMPLOYED

**113**

% CHANGE  
UNEMPLOYED

**38%**

Unemployed by Sex

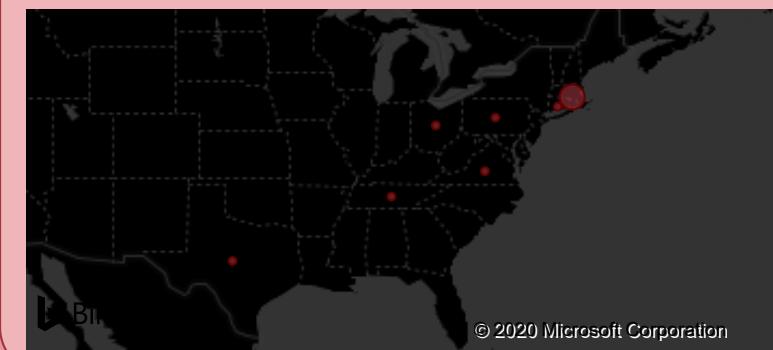


Sex  
 ● Female  
 ● Male

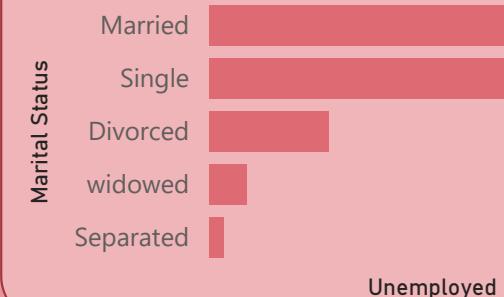
Unemployed by Age group



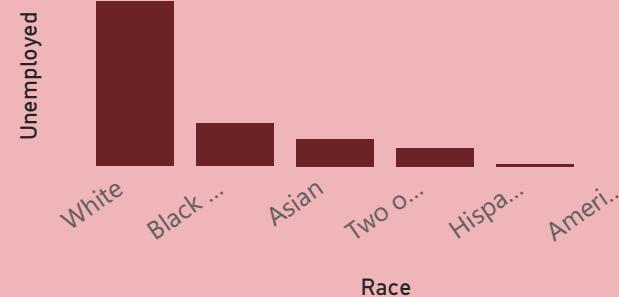
Unemployed by State



Unemployed by Marital Status



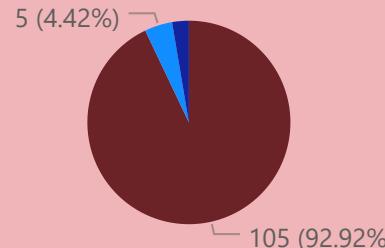
Unemployed by Race



Unemployed by Performance Score



Unemployed by CitizenDesc



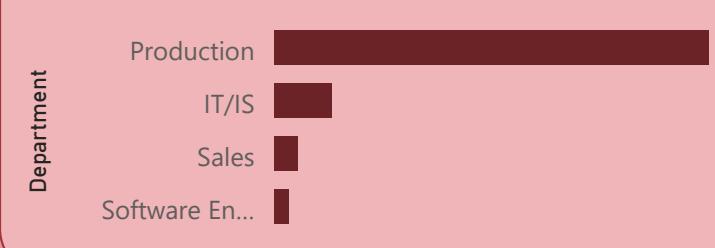
CitizenDesc

● US Citizen  
 ● Eligible NonCitiz...  
 ● Non-Citizen

Unemployed by Hispanic/Latino



Unemployed by Department



1/9/2006

7/21/2016

Sex

All

7/30/2010

6/16/2016

**1.08%**

Still Employed YoY%

**28.41%**

Unemployed YoY%

**Female Hired by Year**

Female

2008 2010 2012 2014 2016

Year

Race

Year

Sex

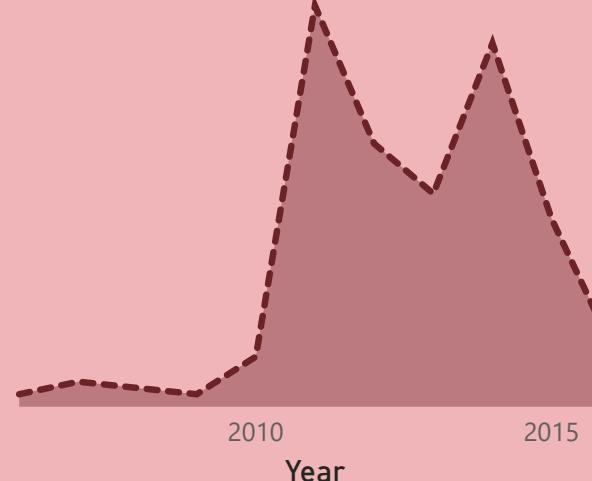
Still Employed

Unemployed

American Indian or Alaska Native	Female	2	0
American Indian or Alaska Native	Male	2	0
Asian	Female	13	0
Asian	Male	6	1
Asian	2011 Female	2	
Asian	2012 Male	2	
Asian	2013 Female	3	
Asian	2014 Female	1	
Asian	2014 Male	1	
Asian	2015 Female	1	
Asian	2015 Male	1	
Black or African American	Female	22	2
<b>Total</b>		<b>188</b>	<b>113</b>

**Male Hired by Year**

Male

**Still Employed by Year**

Still Employed

2006 2008 2010 2012 2014 2016

Year

**Unemployed by Year**

Unemployed

2010 2012 2014 2016

Year

Plot area

## INSIGHTS

Between the period of 2006 to 2016 a total of 301 employees were hired,

About 38% of total hire were fired between 2010 to 2016 and 62% are still employed.

Further Analysis of the Data showed that 59.3% of those fired were female.

From the Analysis, it is discovered that majority of Employee were of the White Race.

Employment based on State shows Massachusetts (MA) having the highest number (88.4%) of Employees Hired .

Also the data showed that majority (42.2%) of the employees hired were of the Marital status "Single".

However Marital status "Married" showed the highest number of Employment Termination (44.2%).

Between the period of 2006 to 2016, the Race " White" has the highest number of employment (63%) and about 62% of those are still employed.

It was also discovered that US Citizens with Race "White" have a steady % of pay rate as compare to US Citizens from other Race.

The Analysis also showed about 29.8% of the product Technician 1 employees terminated between 2010- 2016 placing this job position highest on the job termination scale.

Plot area

Conclusion: From the data analyzed, it was discovered that "company A" is not diversified and also not practicing Gender Equality.