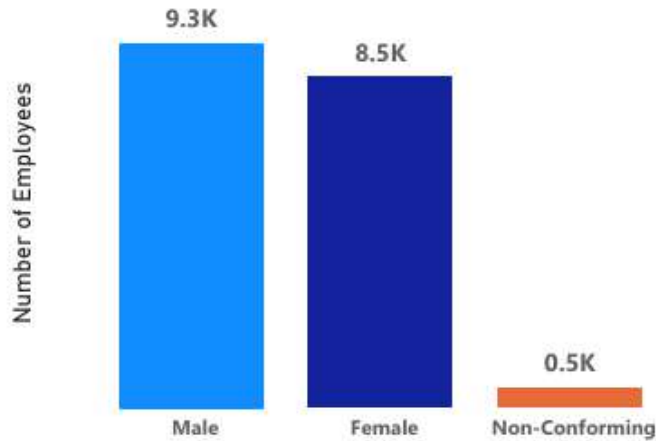


# HR EMPLOYEE DISTRIBUTION & TURNOVER REPORT

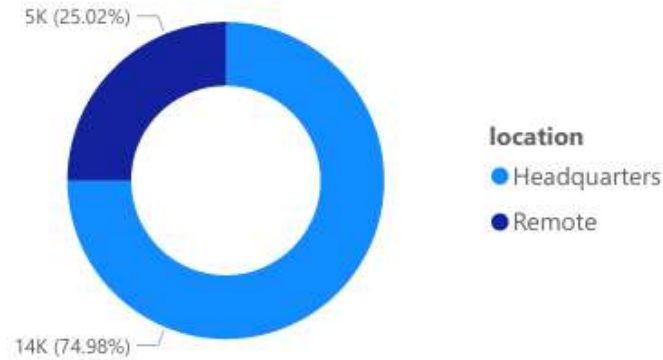
Average Length of  
Employment (Years)

8

Gender Distribution



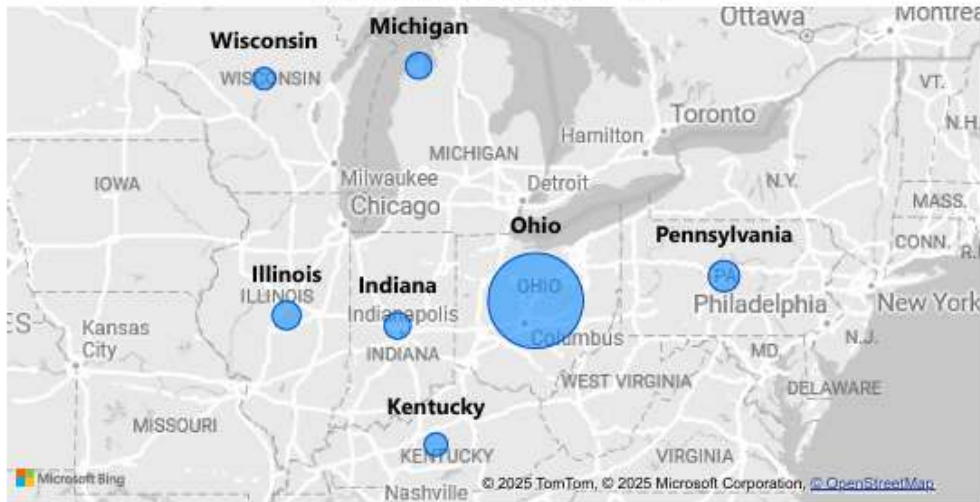
Distribution by Location



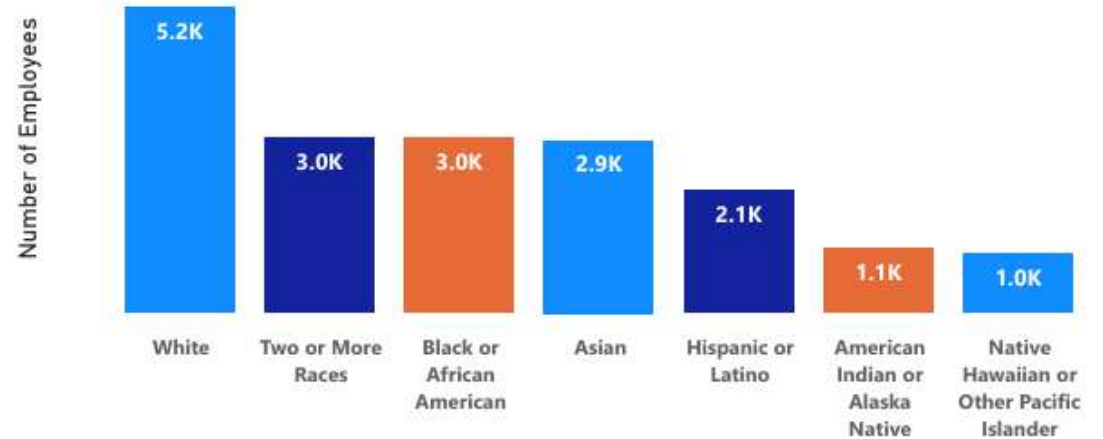
Employee Growth Trend: 2000-2020

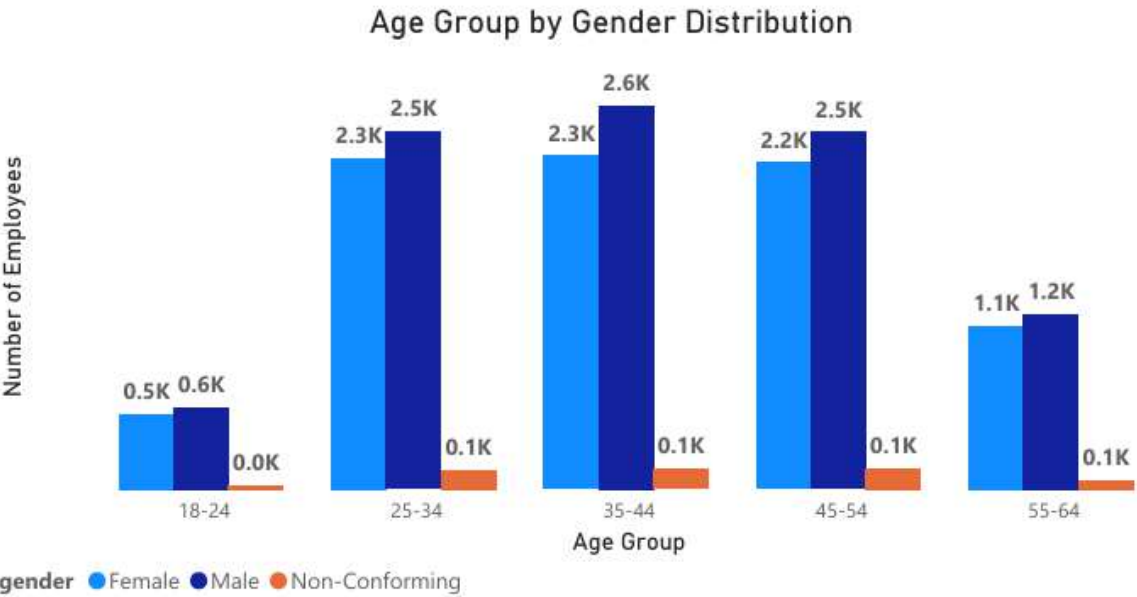


Employee Count by State



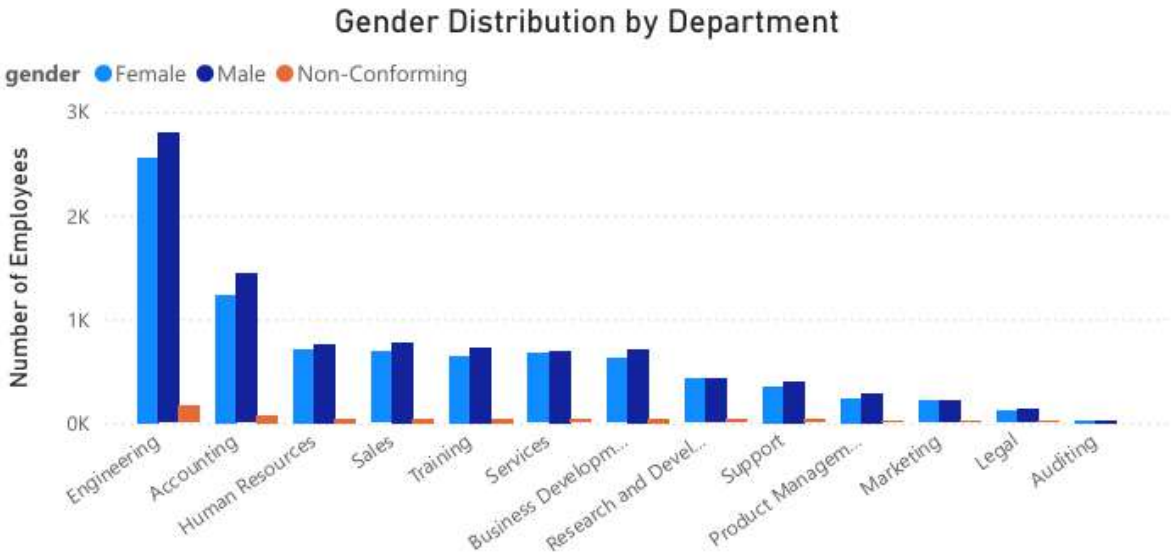
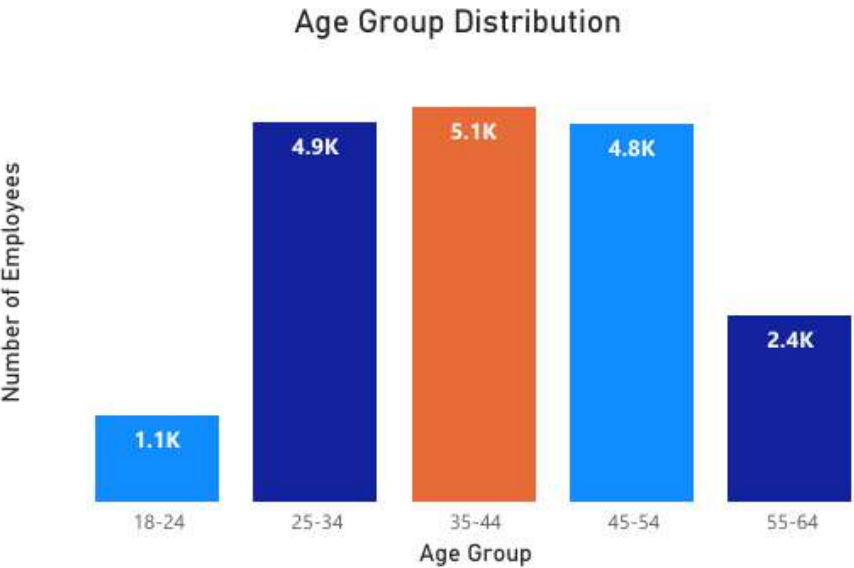
Race-wise Employee Distribution





### Departments by Termination Rates

department	Sum of termination_rate
Auditing	0.19
Legal	0.15
Training	0.13
Engineering	0.13
Support	0.12
Human Resources	0.12
Sales	0.12
Research and Development	0.12



MySQL Workbench

Project1

File Edit View Query Database Server Tools Scripting Help

Navigator

SCHEMAS

Filter objects

dlg\_records

college

onlineshopping

projects

Tables

hr

Views

Stored Procedures

Functions

sakila

sys

world

xyz\_company

Administration Schemas

Information

Query 1

Limit to 1000 rows

----- DATA CLEANING PROCESS -----

ALTER TABLE hr

CHANGE COLUMN emp\_id VARCHAR(20) NULL;

DESCRIBE hr;

SET sql\_safe\_updates = 0;

UPDATE hr

SET birthdate = CASE

WHEN birthdate LIKE '%/%' THEN DATE\_FORMAT(STR\_TO\_DATE(birthdate, '%m/%d/%Y'), '%Y-%m-%d')

WHEN birthdate LIKE '%-%' THEN DATE\_FORMAT(STR\_TO\_DATE(birthdate, '%m-%d-%y'), '%Y-%m-%d')

ELSE NULL

END;

Result Grid

Filter Rows:

Export:

Wrap Cell Contents

Fetch rows:

emp_id	first_name	last_name	birthdate	gender	race	department	jobtitle	location	hire_date	termdate	location_city	location_state
00-0037846	Kimmy	Walczynski	1991-06-04	Male	Hispanic or Latino	Engineering	Programmer Analyst I	Headquarters	2002-01-20	0000-00-00	Cleveland	Ohio
00-0041533	Ignatius	Springett	1984-06-29	Male	White	Business Development	Business Analyst	Headquarters	2019-04-08	0000-00-00	Cleveland	Ohio
00-0045747	Corbie	Bittlestone	1989-07-29	Male	Black or African American	Sales	Solutions Engineer Manager	Headquarters	2010-10-12	0000-00-00	Cleveland	Ohio
00-0055274	Baxy	Matton	1982-09-14	Female	White	Services	Service Tech	Headquarters	2005-04-10	0000-00-00	Cleveland	Ohio
00-0076100	Terrell	Suff	1994-04-11	Female	Two or More Races	Product Management	Business Analyst	Remote	2010-09-29	2029-10-29	Flint	Michigan
00-0116166	Kacie	Offlier	1971-01-18	Male	Asian	Engineering	Developer III	Headquarters	2018-09-01	0000-00-00	Cleveland	Ohio
00-0363185	Sandro	Admans	1979-11-19	Male	Two or More Races	Product Management	Quality Engineer	Headquarters	2012-11-08	0000-00-00	Cleveland	Ohio
00-0380704	Eugene	Lehraham	1988-10-14	Female	Black or African American	Engineering	Developer I	Headquarters	2007-06-27	0000-00-00	Cleveland	Ohio
00-0381660	Wainwright	Corfield	1996-12-13	Male	Asian	Engineering	Business Systems Development Analyst	Headquarters	2001-02-20	2008-12-05	Cleveland	Ohio
00-0419202	Dyann	Isoldi	1980-03-27	Male	Two or More Races	Engineering	Web Developer I	Headquarters	2005-01-27	0000-00-00	Cleveland	Ohio
00-0472287	Grantley	Oret	1975-09-06	Male	Two or More Races	Services	Service Tech II	Headquarters	2004-11-01	0000-00-00	Cleveland	Ohio
00-0472832	Elmore	Worner	2066-01-07	Female	White	Engineering	Business Systems Development Analyst	Headquarters	2000-12-05	0000-00-00	Cleveland	Ohio
00-0566380	Dud	Brain	1984-03-17	Male	Two or More Races	Business Development	Business Analyst	Headquarters	2008-09-17	0000-00-00	Cleveland	Ohio
00-0571075	Aguié	Conford	1971-11-02	Male	White	Business Development	Research Assistant II	Headquarters	2015-11-25	0000-00-00	Cleveland	Ohio
00-0624189	Katerina	Rosborough	1967-08-20	Male	Hispanic or Latino	Engineering	Analyst Programmer	Headquarters	2019-05-17	0000-00-00	Cleveland	Ohio
00-0715212	Alida	Longley	1973-01-28	Female	American Indian or Alaska...	Accounting	Staff Accountant III	Headquarters	2002-02-04	0000-00-00	Cleveland	Ohio
00-0755645	Laraine	Petre	2067-05-11	Male	White	Engineering	Software Engineer I	Headquarters	2010-09-30	0000-00-00	Cleveland	Ohio
00-0778934	Gareth	MacCook	1987-02-21	Female	Black or African American	Legal	Senior Attorney	Remote	2010-02-18	0000-00-00	Flint	Michigan
00-0794247	Scottie	Chestney	1972-02-23	Female	Black or African American	Engineering	Data Visualization Specialist	Headquarters	2002-07-03	0000-00-00	Cleveland	Ohio
00-0948136	Christoph...	Boseley	1983-05-23	Female	Two or More Races	Marketing	Senior Editor	Headquarters	2007-09-06	0000-00-00	Cleveland	Ohio
00-0971612	Arleyne	Froome	1999-08-01	Male	Two or More Races	Engineering	Software Consultant	Headquarters	2015-04-09	0000-00-00	Cleveland	Ohio
00-1051096	Todd	Cashen	1999-06-19	Female	White	Accounting	Financial Analyst	Remote	2014-06-20	0000-00-00	Pittsburgh	Pennsylvania
00-1052230	Elmo	McNee	1988-12-16	Female	Black or African American	Services	Service Manager	Headquarters	2002-07-18	2006-05-22	Cleveland	Ohio
00-1100714	Regen	Nafzger	1990-04-06	Male	White	Human Resources	Senior Recruiter	Headquarters	2016-07-23	2022-07-12	Cleveland	Ohio
00-1147503	Penelope	Wenman	1994-12-19	Male	White	Business Development	Research Assistant II	Headquarters	2019-09-10	0000-00-00	Cleveland	Ohio
00-1189819	Rudolf	Reichardt	1979-06-05	Male	Black or African American	Business Development	Business Analyst	Remote	2007-05-07	2022-02-25	Philadelphia	Pennsylvania
00-1222963	Tobiah	Fruchon	1991-10-17	Female	Asian	Services	Service Tech II	Headquarters	2011-02-13	0000-00-00	Cleveland	Ohio
00-1268049	Fay	Monnelly	2066-07-09	Male	Native Hawaiian or Other...	Engineering	Software Engineer I	Headquarters	2010-02-24	2030-03-21	Cleveland	Ohio
00-1273750	Isabel	Smalls	1973-10-03	Male	Black or African American	Human Resources	Senior Recruiter	Remote	2009-03-09	2024-10-09	Pittsburgh	Pennsylvania

hr 13

Output

Object Info

Session

Result Grid

Form Editor

Field Types

Query Stats

Execution Plan

Read Only

MySQL Workbench

Project1

FileEditViewQueryDatabaseServerToolsScriptingHelp

Limit to 1000 rows

SCHEMAS

Filter objects

dlg\_records

college

onlineshopping

projects

Tables

hr

Views

Stored Procedures

Functions

sakila

sys

world

xyz\_company

HR Data Cleaning

HR Data Questions

81

-- 8. Which department has the highest turnover rate?

82

SELECT department,

83

total\_count,

84

terminated\_count,

85

terminated\_count/total\_count as termination\_rate

86

FROM(

87

SELECT department,

88

count(\*) as total\_count,

89

sum(CASE WHEN termdate != '0000-00-00' AND termdate <= curdate() THEN 1 ELSE 0 END) as terminated\_count

90

FROM hr

91

WHERE age >= 18

92

GROUP BY department

93

) as subquery

94

ORDER BY termination\_rate DESC;

95

96

-- 9. What is the distribution of employees across locations by state?

97

SELECT location\_state, COUNT(\*) as count

98

FROM hr

99

WHERE age >= 18 AND termdate = '0000-00-00'

100

GROUP BY location\_state

101

ORDER BY count DESC;

102

Result Grid

Filter Rows:

Export:

Wrap Cell Contents

department	total_count	terminated_count	termination_rate
Auditing	52	10	0.1923
Legal	311	47	0.1511
Training	1692	217	0.1283
Engineering	6686	837	0.1252
Support	954	119	0.1247
Sales	1832	228	0.1245
Human Resources	1807	225	0.1245
Research and Development	1084	134	0.1236
Accounting	3333	403	0.1209
Services	1686	203	0.1204
Product Management	641	75	0.1170
Business Development	1642	181	0.1102
Marketing	494	53	0.1073

Result 1

Output

Action Output

#	Time	Action	Message	Duration / Fetch
4	13:26:29	SET sql_safe_updates = 0	0 row(s) affected	0.000 sec
5	13:26:33	SET sql_mode = 'ALLOW_INVALID_DATES'	0 row(s) affected	0.000 sec

Object Info

Session

Administration

Schemas

Information

No object selected

Result Grid

Form Editor

Field Types

Read Only