

DATA USED:

Data – HR Data with over 22000 rows from the year 2000 to 2020.

Data Cleaning & Analysis – MySQL Workbench

Data Visualisation – PowerBI

Questions:

- i. What is the gender breakdown of employees in the company?
- ii. What is the race/ethnicity breakdown of employees in the company?
- iii. What is the age distribution of employees in the company?
- iv. How many employees work at headquarters versus remote locations?
- v. What is the average length of employment for employees who have been terminated?
- vi. How does the gender distribution vary across departments and job titles?
- vii. What is the distribution of job titles across the company?
- viii. Which department has the highest turnover rate?
- ix. What is the distribution of employees across locations by state?
- x. How has the company's employee count changed over time based on hire and term dates?
- xi. What is the tenure distribution for each department

Limitations:

All the ages used were 18 years and above.

Some term dates were far into the future and were not included in the analysis.

The only term dates used were those less than or equal to the current date.

Steps involved:

1. Importing Data
2. Dataset walkthrough
3. Data Cleaning (using SQL)
4. Data Analysis (using SQL)
5. Visualisation in PowerBI
6. Report Summary

Summary of Findings:

1. There are slightly more Male employees which is 9328, followed by Female employees at 8455 and Non-Conforming at 502.
2. At 5214, the White race had the highest Number of employees and was 426.14% higher than Native Hawaiian or Other Pacific Islander, which had the lowest Number of Employees.
3. The youngest employee is 20 years old and the oldest is 57 years old.
4. 5 age groups were created (18-24, 25-34, 35-44, 45-54, 55-64). At 5003, the 25-34 age group had the highest Number of Employees and was 279.59% higher than the 55-64 age group, which had the lowest Number of Employees at 1318.
5. The number of employees working in the Headquarters (13710) was higher than the number of employees working in the Remote Location (4575). A large number of employees work at the headquarters.
6. The average length of employment for terminated employees is around 8 years.
7. The gender distribution across departments is fairly balanced but there are generally more male than female employees.
8. The Auditing department has the highest turnover rate followed by the Legal department. The least turnover rate is in Marketing, Business Development, and Support.
9. A large number of employees come from the state of Ohio and a smaller number of employees come from the state of Wisconsin.
10. Across all 21 years, net change percent ranged from 81.91 to 98.02. The net change in employees has increased over the years.