HR Employees Analysis

About the Project

HR plays a key role in developing, reinforcing and changing the culture of an organisation. Pay, performance management, training and development, recruitment and onboarding and reinforcing the values of the business are all essential elements of business culture covered by HR. So, HR should remain up-to-date with all related and necessary information. The objective of this project is to analyse the data and create a dashboard which can be used by HR to get useful insights related to departments and employees.

About the Data

The dataset contains various attributes which gives information about the Managers, Source of Hires, Departments, Employee's Position and many other attributes. The brief info about all columns present in the dataset is :

- Employee Name : Employee's full name

- EmpID : Employee ID is unique to each employe
- MarriedID : Is the person married (1 or 0 for yes or no)
- MaritalStatusID : Marital status code that matches the text field MaritalDesc
- EmpStatusID : Employment status code that matches text field EmploymentStatus

- DeptID : Department ID code that matches the department the employee works in
- PerfScoreID : Performance Score code that matches the employee's most recent performance score
- FromDiversityJobFairID : Was the employee sourced from the Diversity job fair? 1 or 0 for yes or no
- Salary : The person's annual pay rate.
- Termd : Has this employee been terminated – 1 or 0

- PositionID : An integer indicating the person's position
- Position : The text name/title of the position the person has
- State : The state that the person lives in
- Zip : The zip code for the employee
- DOB : Date of Birth for the employee
- Sex : Sex – M or F
- MaritalDesc : The marital status of the person (divorced, single, widowed, separated, etc)

- CitizenDesc : Label for whether the person is a Citizen or Eligible NonCitizen
- HispanicLatino : Yes or No field for whether the employee is Hispanic/Latino
- RaceDesc : Description/text of the race the person identifies with
- DateofHire : Date the person was hired
- DateofTermination : Date the person was terminated, only populated if, in fact, Termd = 1

- TermReason : A text reason / description for why the person was terminated
- EmploymentStatus : A description/category of the person's employment status. Anyone currently working full time = Active
- Department : Name of the department that the person works in
- ManagerName : The name of the person's immediate manager

- ManagerID : A unique identifier for each manager.
- RecruitmentSource : The name of the recruitment source where the employee was recruited from
- PerformanceScore : Performance Score text/category (Fully Meets, Partially Meets, PIP, Exceeds)
- EngagementSurvey : Results from the last engagement survey, managed by our external partner

- EmpSatisfaction : A basic satisfaction score between 1 and 5, as reported on a recent employee satisfaction survey
- SpecialProjectsCount : The number of special projects that the employee worked on during the last 6 months
- LastPerformanceReviewDate : The most recent date of the person's last performance review.
- DaysLateLast30 : The number of times that the employee was late to work during the last 30 days

KPIs

❖ Department and Position with most number of employees

❖ Department whose employees are most satisfied and least satisfied

❖ Department-wise and Position-wise Average Salary

Visual Analytics and Insights

➢ In year 2011, attrition rate was highest (227%) because out of 83 hired people, 59 left the job whereas In year 2014, 60 new people joined and only 7 people left the company.

➢ Jack Torrence is the most experienced and oldest employee of the company with experience of 13 years and works in Sales Department.

➢ Janet King is the highest paid employee and works on the post of President and CEO.
➢ Production Department has highest number of employees(125) and majority of them works as Production Technician(116).
➢ From Total Annual Salary Expanses of $15M, top 5 employees take share of $1M.
➢ Employees of Software Engineering Department are most satisfied and Employees of Executive Department are least satisfied.

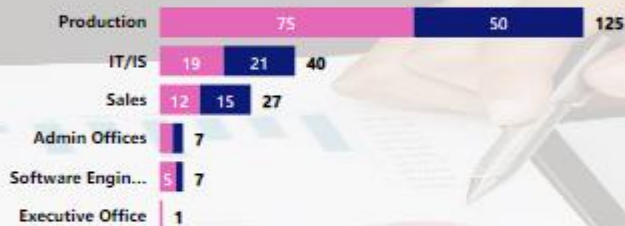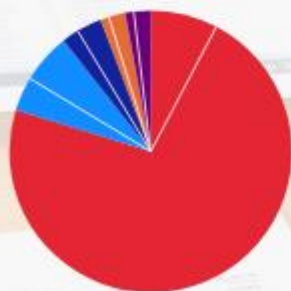# Dashboards

Total Employed worked in Company

311

Active Employees
207

Average Salary of Employee
$70.69K

Most Experienced Employee
Jack Torrence
13 years

Department with Most Employees
Production
125

Employees Distribution

● F ● M

Department			
Production	75	50	125
IT/IS	19	21	40
Sales	12	15	27
Admin Offices			7
Software Engin...	5		7
Executive Office			1

Employees Satisfaction Vs Engagement Average

● Satisfaction Avg ● Engagement Avg

Department	Satisfaction Avg	Engagement Avg
Software Engineering	4.1	4.1
Sales	4.0	3.8
IT/IS	4.0	4.2
Production	3.9	4.1
Admin Offices	3.6	4.4
Executive Office	3.0	4.8

5   0

Employees Avg Working Experience(Years)

Department	Years
Executive Office	7.0
Software Engineering	6.3
Sales	6.1
Production	6.1
Admin Offices	6.0
IT/IS	4.5

Terminated Employees

● Production
● IT/IS
● Sales
● Admin Offices
● Software Engin...

Employees Average Salary

Department	Salary
Executive Office	$250.0K
IT/IS	$94.5K
Software Engineering	$93.3K
Admin Offices	$77.3K
Sales	$68.6K
Production	$60.4K

Employees Distribution

● F ● M

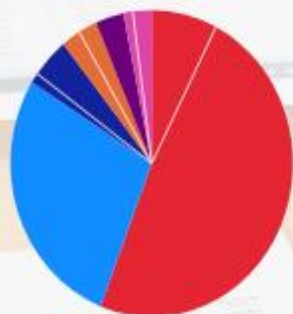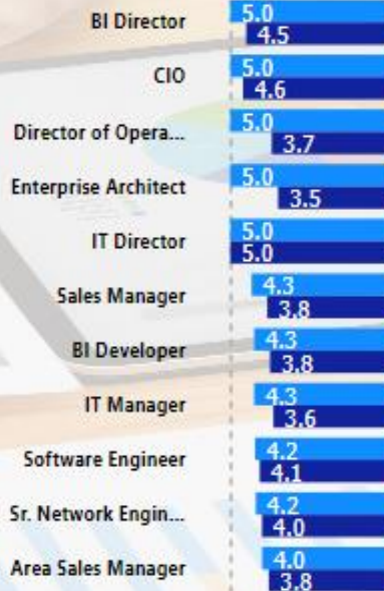|		
Production Technician I	52 / 33	85
Production Technician II	19 / 12	31
Area Sales Manager	10 / 13	23
Production Manager	4 / 5	9
IT Support	5	8
Data Analyst		6
Software Engineer	5	6
Sr. Network Engineer		5

Terminated Employees

● Production Tec...
● Production Tec...
● Production Man...
● Area Sales Man...
● Database Admi...
● Software Engin...

Employees Satisfaction Vs Engagement Average

● Satisfaction Avg ● Engagement Avg

Role	Satisfaction Avg	Engagement Avg
BI Director	5.0	4.5
CIO	5.0	4.6
Director of Opera...	5.0	3.7
Enterprise Architect	5.0	3.5
IT Director	5.0	5.0
Sales Manager	4.3	3.8
BI Developer	4.3	3.8
IT Manager	4.3	3.6
Software Engineer	4.2	4.1
Sr. Network Engin...	4.2	4.0
Area Sales Manager	4.0	3.8

5   0

Employees Avg Working Experience(Years)

Director of Operations	10.0
CIO	9.0
IT Director	8.0
Software Engineering Manager	8.0
Accountant I	7.0

Employees Average Salary

President & CEO	$250.0K
CIO	$220.5K
Director of Sales	$180.0K
IT Director	$178.0K
Director of Operations	$170.5K
Data Architect	$150.3K

MyFreePPT