Caio Analyst

Data Analysis and Insight Development Plan.

Step 1 - Objective Definition

The purpose of this project is to extract information about resource human data. The questions below must be answered:

1- What is the total number of employees currently in the company?

2- What is the average length of experience of employees (in years)?

3- What is the total and percentage of male and female employees?

4- What is the average monthly salary?

5- What is the total number of employees per function?

6- What is the percentage of employees available to work overtime?

7- What is the level of employee involvement at work considering 4 categories: Bad, Low, Medium and High?

8- This item should not be on the Dashboard, but it needs to be calculated: What is the total and percentage of employees that should receive a promotion? Consider the column “Years Since Last Promotion” with the following rule: If the employee has been 5 years or more since the last promotion, he must have the promotion considered. Otherwise, the promotion should not be considered now.

Step 2 - Data Collection and Extraction

The data is available in a CSV format file, the data has been loaded directly into Power BI.

Step 3 - Choice of Tools

For this work, Power BI was used since the data is structured and available in an xlsx file.

Step 4 - Application of Analysis Techniques

To answer business questions we will use DAX functions and calculate mean and standard deviation to account for variability in the data.

Step 5 - Delivery of Results

A Power BI Desktop report will be delivered with the appropriate charts and/or tables to answer the questions.