

HUMAN RESOURCE ANALYSIS USING PYTHON

by

2010030151 K S Satyavarsan

2010030071 Jyothin Movva

2010030040 Devaraj Acharya

2010030341 Snehith Kamepally

2010030329 Karthik

ABSTRACT

- The field of human resources analysis, which can be understood as an approach to human resources management focused on data and analytical thinking.
- Human resources analysis an optimal use of human resources to ensure that the human resources of an organization remain an asset and not a liability.
- The project analyzes the data of the employees working in the organization.

LITERATURE REVIEW

1 . Human Resource Analysis with Python (AMAN KHARWAL):

Abstract-The field of human resources analysis, which can be understood as an approach to human resources management focused on data and analytical thinking, is quickly becoming an indispensable part of organizational configurations.

2. Social Network Analysis in Human Resource Development: A New Methodology (JOHN-PAUL HATALA, Louisiana State University):

Abstract-Through an exhaustive review of the literature, this article looks at the applicability of social network analysis (SNA) in the field of human resource development

3. Utility Analysis for Decisions in Human Resource Management (John W. Boudreau Cornell University):

Abstract-This chapter will discuss utility analysis (VA), which attempts to answer such questions by focusing on decisions about human resources. Utility analysis refers to the process that describes, predicts and/or explains what determines the usefulness or desirability of decision options, and examines how that information affects decisions

METHODS

- The project is coded in python
- The dependencies that are used are
 - Numpy – mathematical functions
 - Pandas – data analysis and manipulation
 - Matplotlib – plotting library
 - Seaborn – visualization library based on matplotlib
 - Plotly – plot 2d data and color scaling functionality

RESULTS

- The article briefs about the functionality of the project.
- It used employee data with 13 categories to analysis the distribution of the size of the company.
- It also deals with missing values in the data.
- It helps us visualize how to train data.

CONCLUSION

- The results let us analyze the distribution of the size of the company which is determined bu the number of employees working in the company.
- By analyzing the size of the company by using the employee data, it will help us predict the requirement that one company needs.