

HUMAN RESOURCE ANALYSIS USING PYTHON

by

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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

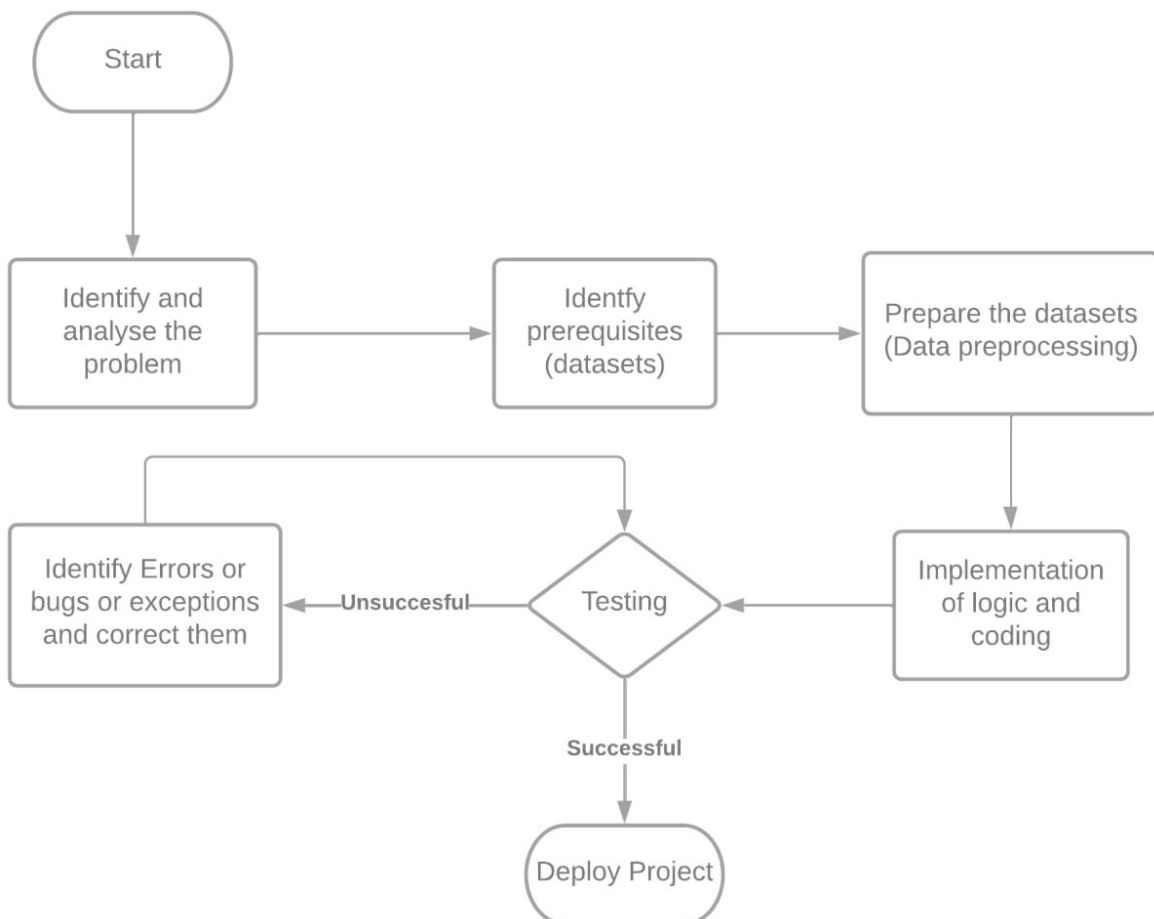
3. Utility Analysis for Decisions in Human Resource Management (John W. Boudreau Cornell University):

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

IMPLEMENTATION FLOWCHART



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.

GITHUB COMMITS

```
PS D:\work\mlstaf\figear\2\asset\ofafproj\chome-Resource-Analysis-with-Python> git log
commit 9f76a9cc52a73c8a2879c119b0da8fac9c2f77
Merge: 9f76a9c2 d7ba8b0
Author: 2018030151-satya <93362060+2018030151-satyadusers.noreply.github.com>
Date: Wed Feb 23 09:20:12 2022 +0530

Merge pull request #1 from 2018030151-satya/main

updated

commit d7ba8b0c52a73c8a2879c119b0da8fac9c2f77
Author: 2018030151-satya <93362060+2018030151-satyadusers.noreply.github.com>
Date: Wed Feb 23 09:19:38 2022 +0530

Add files via upload

commit 93061579f4000b0d70c463cc090d13f00009c
Author: 2018030151-satya <93362060+2018030151-satyadusers.noreply.github.com>
Date: Wed Feb 23 09:16:47 2022 +0530

Delete sample_submission.csv

commit 6e6d4c7080c4d0c120c420c4970c01f0004f10
Author: 2018030151-satya <93362060+2018030151-satyadusers.noreply.github.com>
Date: Wed Feb 23 09:16:11 2022 +0530

Delete wsg_train.csv

commit 04233b0ce77120c2250904915a5507460b0ba
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Author: 2018030151-satya <93362060+2018030151-satyadusers.noreply.github.com>
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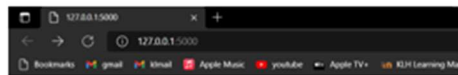
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Author: 2018030151-satya <93362060+2018030151-satyadusers.noreply.github.com>
Date: Wed Feb 23 09:19:38 2022 +0530
```

WORK PROGRESS

- Data collected
- Project will be implemented using pandas, plotly and flask
- Flask environment for the project is functional
- Generating plots from the given data is functional

APLHA TESTING



missing values

city.

[city_development index](#)

enrolled_univertisty.

educational_level

major discipline

company_size