



TEAM 1: ILDEM SANLI & ERIC MARTINET

HR ANALYTICS: WHY DO PEOPLE LOOK FOR A NEW JOB?

IronHack Data Analytics Feb-Apr 2022 @ Paris - Project week 5



THE DATASET

Let's put our feet into it.



**2,130 RECORDS
& 13 VARIABLES**

RELATIVELY STRAIGHTFORWARD DATA CLEANING & PREPARATION

BUT MOSTLY CATEGORICAL ONES

LIMITING THE SCOPE OF RELEVANT CHARTS

AND LET'S BE HONEST ABOUT IT...

QUITE A **BORING** DATASET 😴

'WHY DO PEOPLE LOOK FOR A NEW JOB?'

- **If there is a reason to it... it is not captured in the dataset.**

- * Correlation with numerical variables?



NOPE.

- * Reject null hypothesis on
Student's t-tests for binary categories?



- * On ANOVA tests for multi-value categories?





THE APP

Now is the time.

PROUDLY RENDERED BY
STREAMLIT

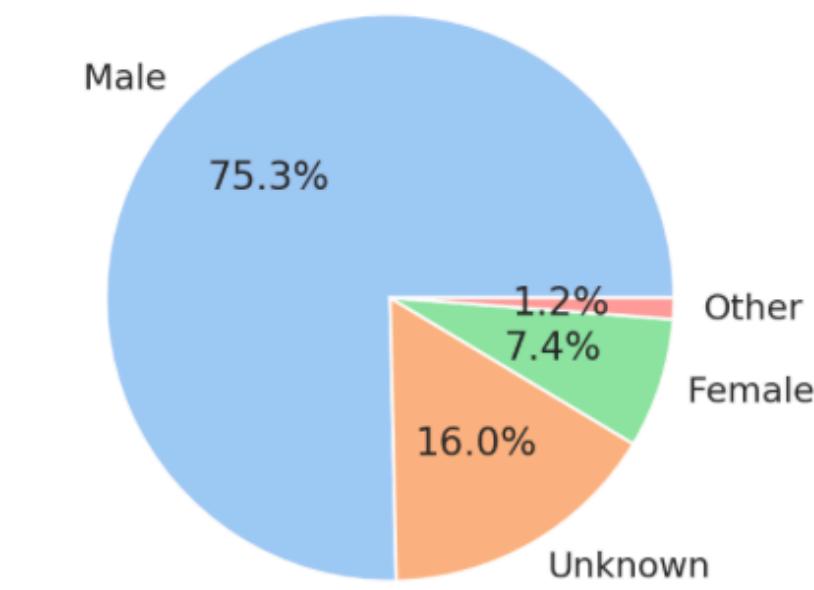
■ <https://dashboard.heroku.com/apps/ironhack-hranalytics>

😱 **Figure size**

HR ANALYTICS: PEOPLE LOOKING FOR A NEW JOB

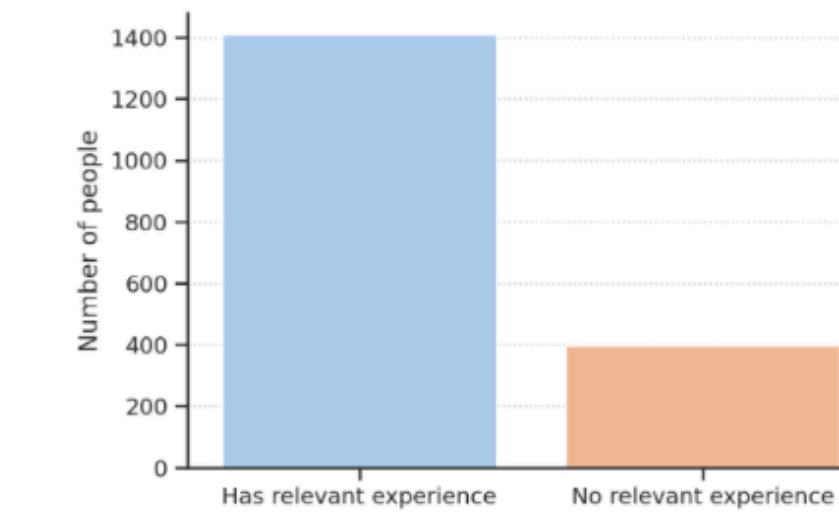
What does our dataset look like?

By Gender



75.3% of the employees are male, 7.4% are female and 1.2% identify as other. For 16% of the employees, the gender is not known.

By Relevant experience



More than 1000 males and more than 80 females have relevant experience whereas over 200 males and about 40 females do not have relevant experience.

By Education level and Major discipline

STEM - 0.0% 0.0% 56.4% 23.4% 2.5% 0.0% 82.4% - 0.25

By Training hours





'THANK YOU!'

