

**Dataset used:** Human Resources Data Set - <https://www.kaggle.com/datasets/rhuebner/human-resources-data-set>

### Employee Demographics and Distribution:

- **Total Employees:** The organization has **311 employees**, with a gender split of **176 females** (56.59%) and **135 males** (43.41%).
- **Departments:** Most employees (67%) are in **Production (209 employees)**, followed by **IT/IS (50)** and **Sales (31)**. Smaller departments like **Executive Office** and **Admin Office** have fewer employees.
- **Age Categories:**
  - The largest group is **36-45 years old**.

### Salary Trends

- **Highest Salaries:** Top-paying roles include **President & CEO** (\$250K), **CIO** (\$220K), and **Director of Sales** (\$180K).

### Performance and Engagement

- **Engagement and Satisfaction:**
  - Departments like **Software Engineering (4.09)** and **Executive Office (4.03)** have the highest satisfaction scores.
  - **Sales (3.00)** shows the lowest satisfaction, suggesting areas for improvement.
- **Top Performers:**
  - High performers dominate in the **IT/IS** and **Production** departments.

### Absenteeism and Punctuality

- **Absences:** Employees in critical departments like Production report higher absenteeism.
- **Punctuality:** The **DaysLateLast30** metric highlights employees who need interventions to improve attendance.

### Tenure and Turnover:

- **Average Tenure:**
  - Employees stay for approximately **11 years**.
  - Shortest durations are seen in positions like **Senior BI Developer** and **Data Architect**.

### Concluding Observations:

1. **Production Dependency:** With most employees in Production, strategies should focus on enhancing engagement and satisfaction in this area.
2. **Diversity and Inclusion:** While gender distribution is balanced, minority representation (non-Citizen) is minimal (1.29%).
3. **Leadership Retention:** Stable tenures in leadership roles reflect strong retention policies for high-value employees.
4. **Recruitment Insights:** Strong reliance on **Indeed** and **LinkedIn** for recruitment indicates an effective digital hiring strategy.