OUTLINE

1.EXECUTIVE SUMMARY

- Overview of Human Resources Management in company.

- Find the employees termination reasons and give the solution.

2. INTRODUCTION

- Identify the number of employees still employed or terminated by gender, position and department.

- Tell the top termination reasons.

- From the top reasons and satisfaction chart, give the solution.

3. METHDOLOGY

- Data Collection

 + Collecting Data from Kaggle

- Data Wrangling

 + Convert Data Type (using Cast or Convert in SQL)

 + Breaking out a clolumn into individuals columns using Substring and Charindex

- Exploratory Data Analysis

 + Analyze, explore data (using View and Aggregate Functions)

4. RESULT

	empid	FirstName	LastName	Gender	MaritalStatus	position	department	CitizenDesc	recruitmentsource	StartingAge	TerminatingAge	WorkingTime(Months)	TermReason	salary	absences	EmpSati
1	10026	Wilson K	Adinolfi	Male	Single	Production Technician I	Production	US Citizen	LinkedIn	28	NULL	NULL	StillEmployed	62506	1	Satisfied
2	10084	Karthikeyan	Ait Sidi	Male	Married	Sr. DBA	IT/IS	US Citizen	Indeed	NULL	41	NULL	career change	104437	17	Neutral
3	10196	Sarah	Akinkuolie	Female	Married	Production Technician II	Production	US Citizen	LinkedIn	23	24	16	hours	64955	3	Neutral
4	10088	Trina	Alagbe	Female	Married	Production Technician I	Production	US Citizen	Indeed	20	NULL	NULL	StillEmployed	64991	15	Satisfied
5	10069	Carol	Anderson	Female	Divorced	Production Technician I	Production	US Citizen	Google Search	22	27	58	return to school	50825	2	Satisfied
6	10002	Linda	Anderson	Female	Single	Production Technician I	Production	US Citizen	LinkedIn	35	NULL	NULL	StillEmployed	57568	15	Satisfied
7	10194	Colby	Andreola	Female	Single	Software Engineer	Software Engineering	US Citizen	LinkedIn	35	NULL	NULL	StillEmployed	95660	19	Neutral
8	10062	Sam	Athwal	Male	Widowed	Production Technician I	Production	US Citizen	Employee Referral	NULL	NULL	NULL	StillEmployed	59365	19	Satisfied
9	10114	Linda	Bachiochi	Female	Single	Production Technician I	Production	US Citizen	Diversity Job Fair	39	NULL	NULL	StillEmployed	47837	4	Neutral
10	10250	Alejandro	Bacong	Male	Divorced	IT Support	IT/IS	US Citizen	Indeed	27	NULL	NULL	StillEmployed	50178	16	Satisfied
11	10252	Rachael	Baczenski	Female	Married	Production Technician I	Production	US Citizen	Diversity Job Fair	37	43	63	Another position	54670	12	Satisfied
12	10242	Thomas	Barbara	Male	Married	Production Technician I	Production	US Citizen	Diversity Job Fair	38	42	55	unhappy	47211	15	Neutral
13	10012	Hector	Barbossa	Male	Divorced	Data Analyst	IT/IS	US Citizen	Diversity Job Fair	26	NULL	NULL	StillEmployed	92328	9	Satisfied
14	10265	Francesco A	Barone	Male	Single	Production Technician I	Production	US Citizen	Google Search	NULL	NULL	NULL	StillEmployed	58709	7	Satisfied
15	10066	Nader	Barton	Male	Divorced	Production Technician I	Production	US Citizen	On-line Web application	NULL	40	NULL	Another position	52505	1	Satisfied
16	10061	Norman	Bates	Male	Single	Production Technician I	Production	US Citizen	Google Search	NULL	36	NULL	attendance	57834	20	Satisfied

4.1.CHARTS

Still Employed and Terminations

- Still Employed
- Terminations

33,44%

66,56%
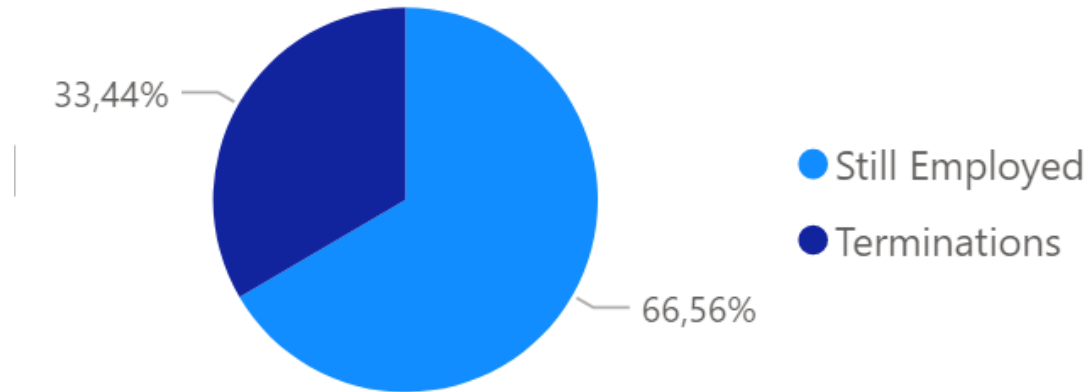
Still Employed and Terminations by Gender

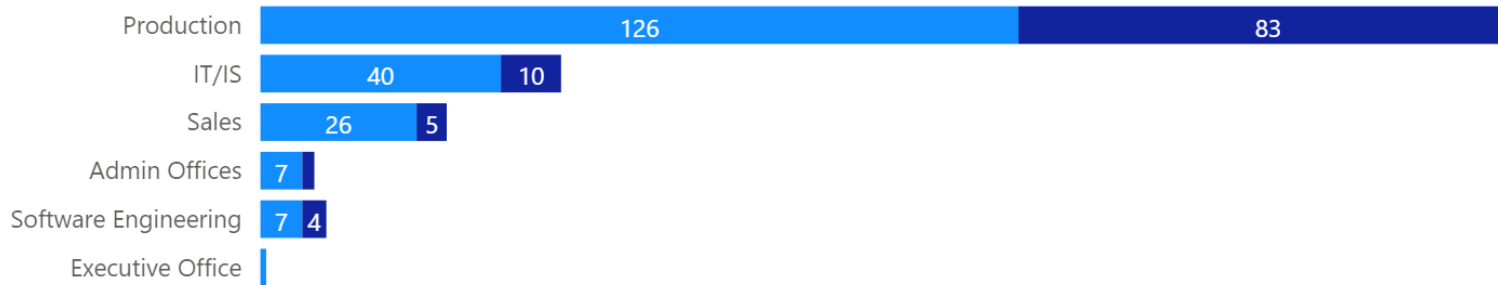- Still Employed ● Terminations

Female 116 | 60
Male 91 | 44
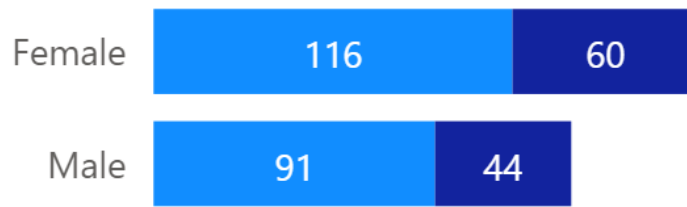
- The company has 311 employees (terminated employees account for 33.44%). Average Salary per employee is **$69,021** per year.

- The number of terminated employees by sex is **44** people for males and **60** people for females.

- Average salary per year by sex is **$70,629** for males and **$67,787** for females. Salary problem is one of the reasons leading to termination
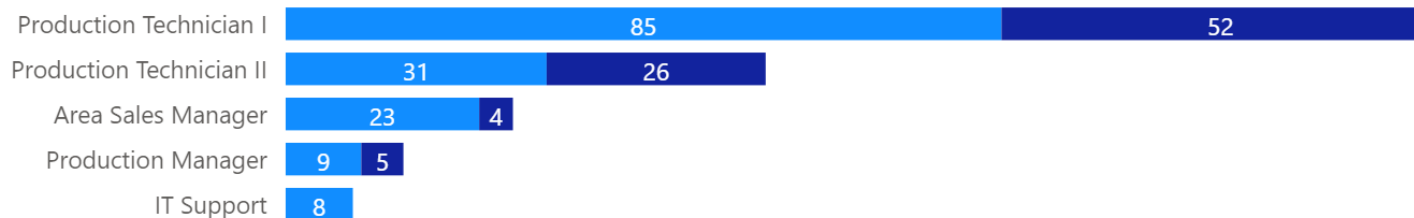
4.1.CHARTS

Still Employed and Terminations by department

● Still Employed ● Terminations

Department	Still Employed	Terminations
Production	126	83
IT/IS	40	10
Sales	26	5
Admin Offices	7	
Software Engineering	7	4
Executive Office		

Still Employed and Terminations by position

● Still Employed ● Terminations

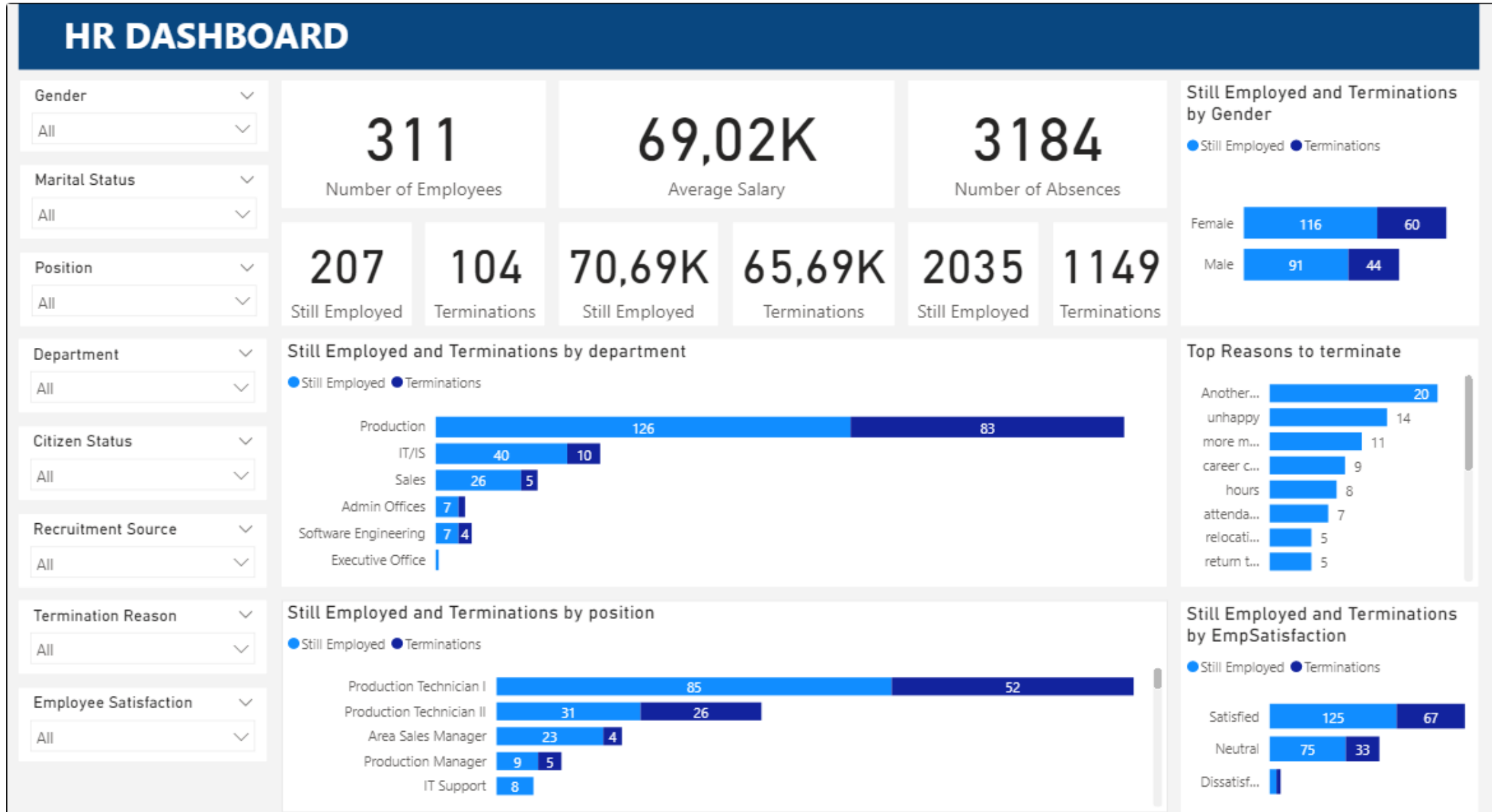| Position	Still Employed	Terminations
Production Technician I	85	52
Production Technician II	31	26
Area Sales Manager	23	4
Production Manager	9	5
IT Support	8	

- Most of the terminated employees come from Production Department (**79.8%**). Especially, the average salary in this department is lower than the average salary in all departments. (**$59,954** vs **$69,021**).
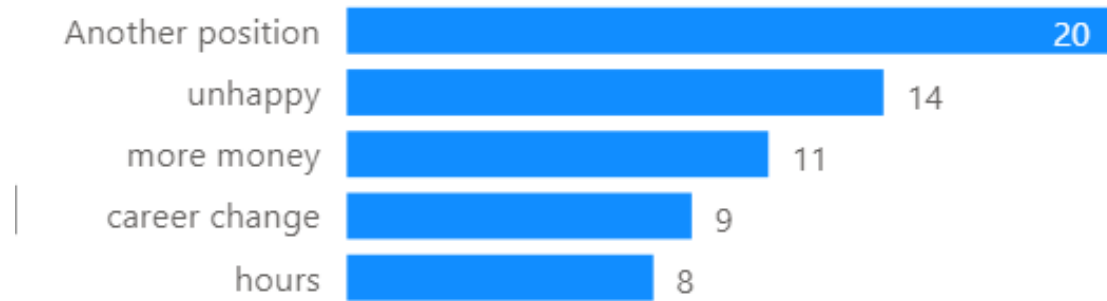- The majority of terminated position is Product Technician (**75%**).

4.2. DASHBOARD

5. DISCUSSION

- What's the top reasons leading to termination of employment?

- Give some solutions to resolve the problem:

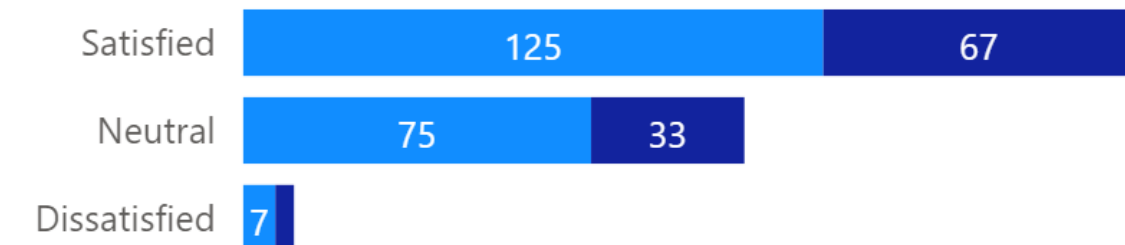"Most of employees from Product Department terminated".

5.DISCUSSION

Top Reasons to terminate

Reason	Value
Another position	20
unhappy	14
more money	11
career change	9
hours	8

Still Employed and Terminations by EmpSatisfaction

● Still Employed ● Terminations

Satisfaction	Still Employed	Terminations
Satisfied	125	67
Neutral	75	33
Dissatisfied	7	

- Another position is the most popular reason to terminate (**19.23%**).

- Product department of salary is lower than average salary leading to the majority of employees from this department decided to terminate (**$59,954** vs **$69,021**).

- One of the reasons make employees terminate is working hour. Average of absences per person who still employing is **9.83**, however the number of terminated employees is **11.05**

- There is only **3.56%** of employees dissatisfied.

SOLUTION

- Create a positive, friendly working environment for staff.

- Salary is suitable for work quality.

- Build break time productively in the workplace.

6. CONCLUSION

- There is **33.4%** of employees decided to terminate.

- Most of them are from Product Department, especially Product Technician position (**75%** terminated employees).

- Another position is the most popular reason to terminate (19.23%).

- There is only **3.56%** of employees dissatisfied satisfaction survey of company.