

HR ANALYSIS REPORT





OUTLINE

- 1.Executive Summary
- 2.Introduction
- 3.Methodology
- 4.Result
 - 4.1.Charts
 - 4.2.Dashboard
- 5.Discussion
- 6.Conclusion

1.EXECUTIVE SUMMARY

- Overview of Human Resources Management in company.
- Find the employees termination reasons and give the solution.





2. INTRODUCTION

- Identify number of employees still employed or terminated by gender, position and department.
- Tell the top termination reasons.
- From top reasons and satisfaction chart, give solution.



3. METHDOLOGY

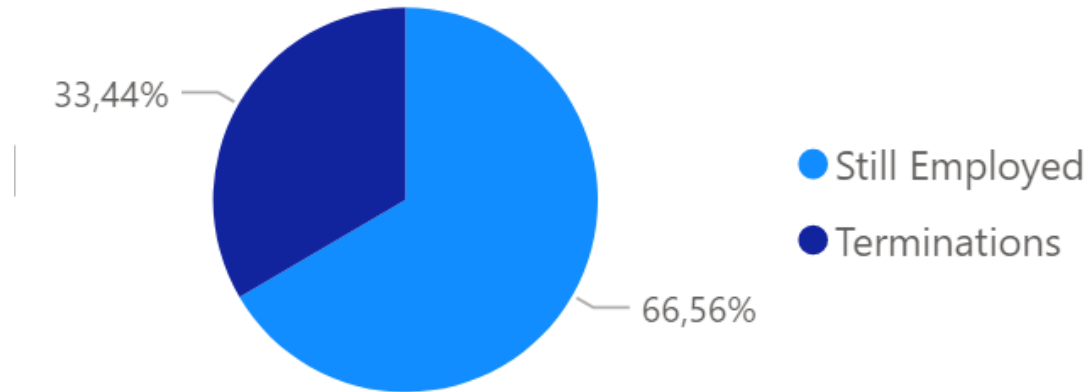
- Data Collection
 - + Collecting Data from Kaggle
- Data Wrangling
 - + Convert Data Type (using Cast or Convert in SQL)
 - + Breaking out a clolumn into individuals columns using Substring and Charindex
- Exploratory Data Analysis
 - + Analyze, explore data (using View and Aggregate Functions)

4. RESULT

Results		Messages														
	empid	FirstName	LastName	Gender	MaritalStatus	position	department	CitizenDesc	recruitmentsource	StartingAge	TerminatingAge	WorkingTime(Months)	TermReason	salary	at	^
1	10026	Wilson K	Adinolfi	Male	Single	Production Technician I	Production	US Citizen	LinkedIn	28	NULL	NULL	StillEmployed	62506	1	
2	10084	Karthikeyan	Ait Sidi	Male	Married	Sr. DBA	IT/IS	US Citizen	Indeed	NULL	41	NULL	career change	104437	1	
3	10196	Sarah	Akinkuolie	Female	Married	Production Technician II	Production	US Citizen	LinkedIn	23	24	16	hours	64955	3	
4	10088	Trina	Alagbe	Female	Married	Production Technician I	Production	US Citizen	Indeed	20	NULL	NULL	StillEmployed	64991	1	
5	10069	Carol	Anderson	Female	Divorced	Production Technician I	Production	US Citizen	Google Search	22	27	58	return to school	50825	2	
6	10002	Linda	Anderson	Female	Single	Production Technician I	Production	US Citizen	LinkedIn	35	NULL	NULL	StillEmployed	57568	1	
7	10194	Colby	Andreola	Female	Single	Software Engineer	Software Engineering	US Citizen	LinkedIn	35	NULL	NULL	StillEmployed	95660	1	
8	10062	Sam	Athwal	Male	Widowed	Production Technician I	Production	US Citizen	Employee Referral	NULL	NULL	NULL	StillEmployed	59365	1	
9	10114	Linda	Bachiochi	Female	Single	Production Technician I	Production	US Citizen	Diversity Job Fair	39	NULL	NULL	StillEmployed	47837	4	
10	10250	Alejandro	Bacong	Male	Divorced	IT Support	IT/IS	US Citizen	Indeed	27	NULL	NULL	StillEmployed	50178	1	
11	10252	Rachael	Baczinski	Female	Married	Production Technician I	Production	US Citizen	Diversity Job Fair	37	43	63	Another position	54670	1	
12	10242	Thomas	Barbara	Male	Married	Production Technician I	Production	US Citizen	Diversity Job Fair	38	42	55	unhappy	47211	1	
13	10012	Hector	Barbossa	Male	Divorced	Data Analyst	IT/IS	US Citizen	Diversity Job Fair	26	NULL	NULL	StillEmployed	92328	9	
14	10265	Francesco A	Barone	Male	Single	Production Technician I	Production	US Citizen	Google Search	NULL	NULL	NULL	StillEmployed	58709	7	
15	10066	Nader	Barton	Male	Divorced	Production Technician I	Production	US Citizen	On-line Web application	NULL	40	NULL	Another position	52505	1	
16	10061	Norman	Bates	Male	Single	Production Technician I	Production	US Citizen	Google Search	NULL	36	NULL	attendance	57834	2	^
Query executed successfully.																
DESKTOP-04N8EOP\SQLEXPRESS ... DESKTOP-04N8EOP\Acer (63) PortfolioProject 00:00:00 311 rows																

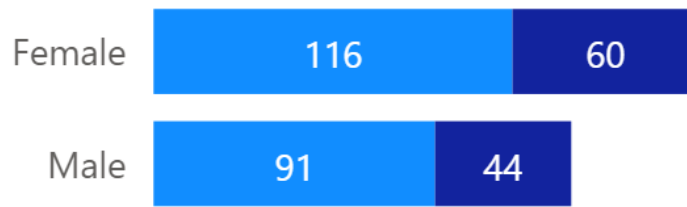
4.1.CHARTS

Still Employed and Terminations



Still Employed and Terminations by Gender

● Still Employed ● Terminations

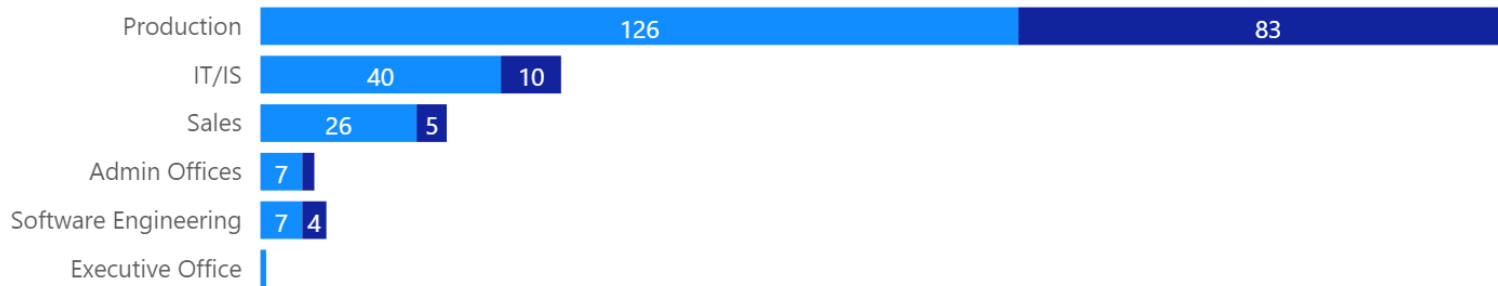


- The company have 311 employees (terminated employees account for 33.44%). Average Salary per employee is **\$69,021** per year.
- The number of terminated employees by sex is **44** people for male and **60** people for female.
- Average salary per year by sex is **\$70,629** for male and **\$67,787** for female. Salary problem is one of the reason leading to termination

4.1.CHARTS

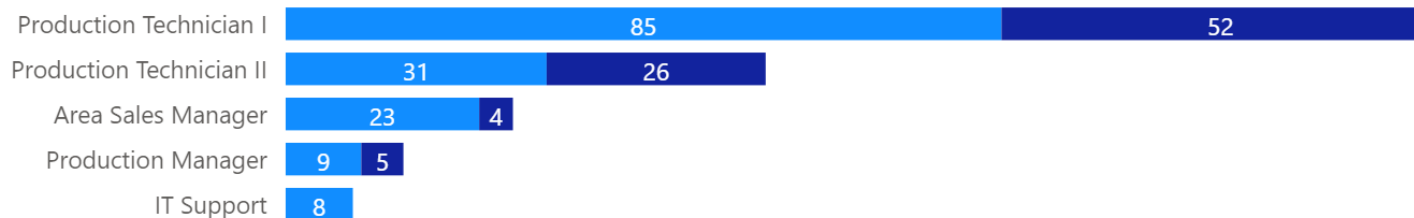
Still Employed and Terminations by department

● Still Employed ● Terminations



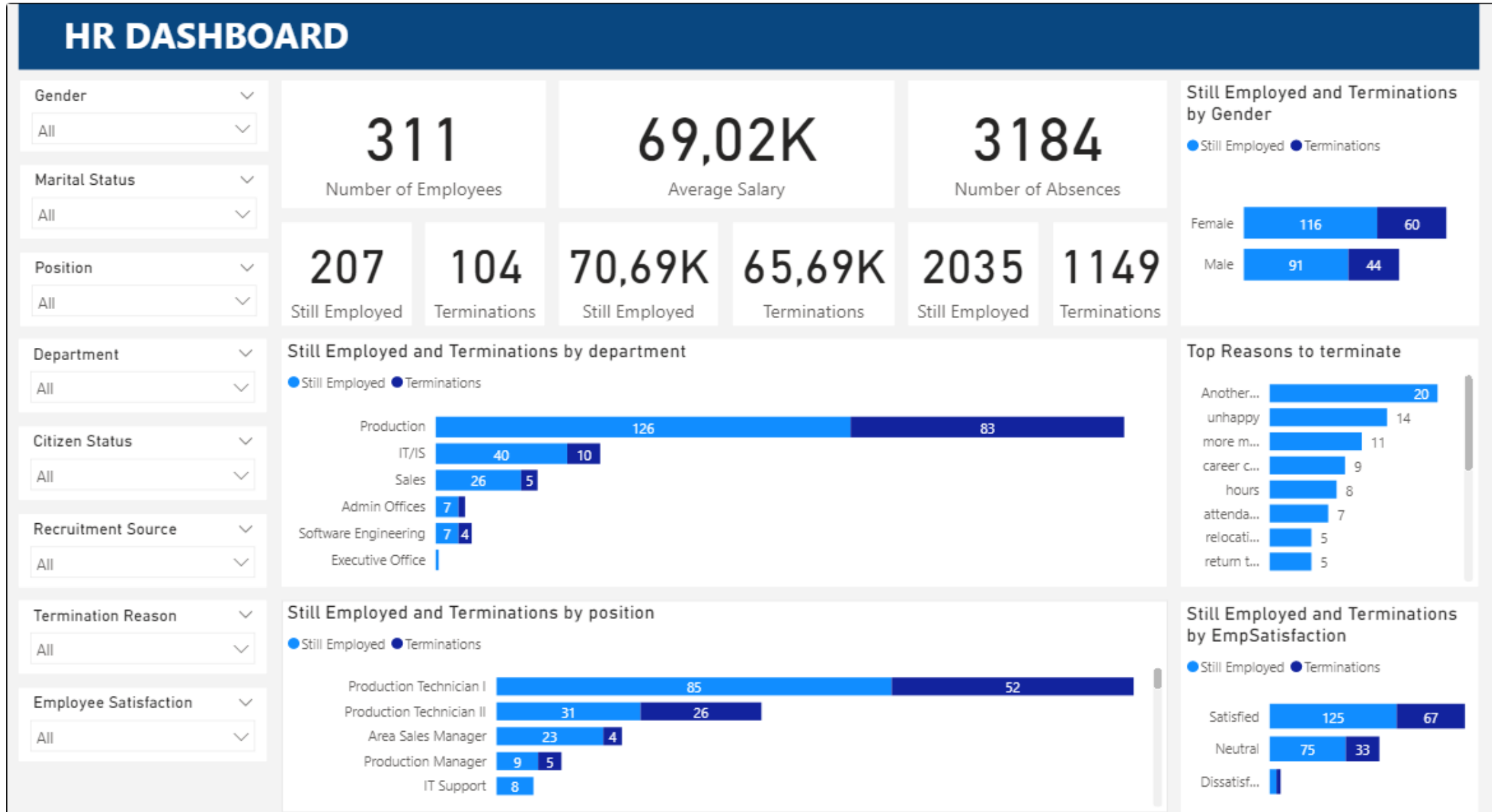
Still Employed and Terminations by position

● Still Employed ● Terminations



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

4.2. DASHBOARD



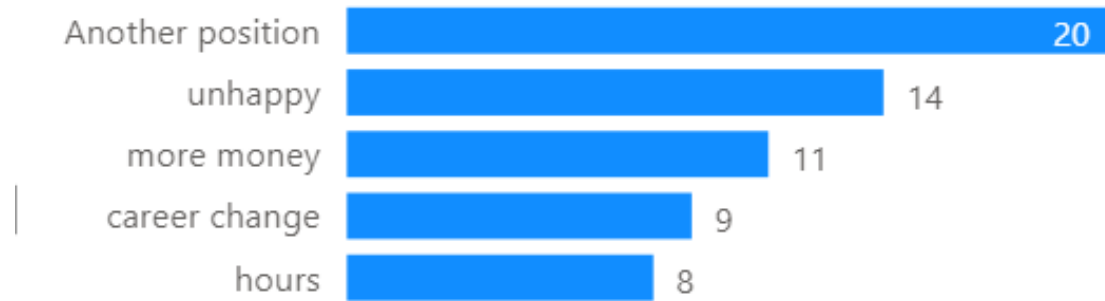


5. DISCUSSION

- What's the top reasons leading to termination of employment?
- Give some solution to resolve the problem:
“Most of employees from Product Department terminated”.

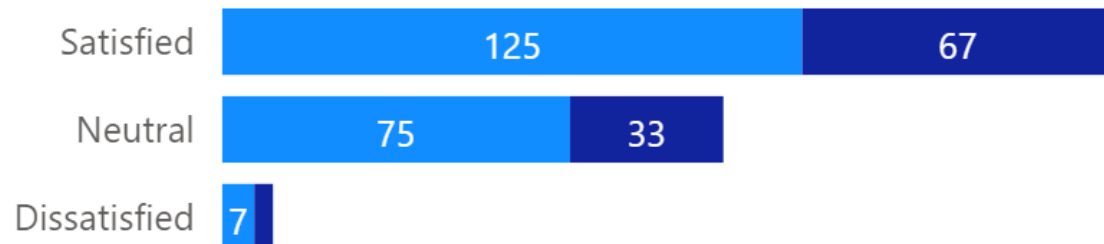
5.DISCUSSION

Top Reasons to terminate



Still Employed and Terminations by EmpSatisfaction

● Still Employed ● Terminations



- Another position is the most popular reason to terminate (19.23%).
- Product department of salary 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 to terminate is working hour. Average of absences per person who still employing is **9.83**, however the number for terminated employees is **11.05**
- There is only **3.56%** employees dissatisfied.



SOLUTION

- Create a positive, friendly working environment for staff.
- Salary is suitable for work quality.
- Build break time productively in workplace.

6. CONCLUSION

- There is 33.4% employees decided to terminate.
- Most of them 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%** employees dissatisfied satisfaction survey of company.

