**Mid-Year Departure Analysis**

I have used Power BI (visualization software tool) to perform analysis and create visualizations to find out insights.

I created a measure named ‘current’ for the current year file and ‘last year’ for the last year file that included the count of records. I have used the built-in formula in the software.

Then I dragged and dropped fields into the dashboard screen and applied visual level filters by dropping fields into the filter column.

**Description by sheets:**

* **Departure Reason Analysis**:

I have created bar charts to compare reason behind departures. I used status reason on the x-axis and current on the y-axis for 1st bar chart and last year for the 2nd bar chart.

From the bar chart we can see that Resignation and misconduct are top reasons behind departures. So, I drilled into them in the next slides.

To identify status classification for departure, I used status classification field from both the data sheets and current for the 1st pie chart and last year for the 2nd pie chart respectively.

Voluntary departures are at the top, so I drilled into this in the last slide.

* **Departures by Job Title – Resignation**

Resignation being the top reason for departures, I have analysed job titles with total number of records and used Resignation status as the filter. Bar chart was easier to depict the relationship

Chart Type: Bar chart

Fields for the top chart: x-axis: Job Title

y-axis: current

Field for the bottom chart: x-axis: Job Title

y-axis: last year

Filter: Status Reason is Resignation

* **Departures by Job Title – Misconduct**

Misconduct is the second top reason for departures so I have used the same vis from above slide and changed the filter to misconduct as the reason.

Chart Type: Bar chart

Fields for the top chart: x-axis: Job Title

y-axis: current

Field for the bottom chart: x-axis: Job Title

y-axis: last year

Filter: Status Reason is Misconduct

*This chart is same as previous chart. I have only changed the filter.*

* **Voluntary Departures by School**

From the pie chart in the first vis we have seen that voluntary departures are at the top in both the years. But for the current year the numbers have reduced than previous year.

On drilling down using bar chart, however, I found that numbers didn’t reduce for all the schools. For some schools the numbers have increased than previous year.

Chart Type: Bar chart

Fields for the top chart: x-axis: School

y-axis: current

Field for the bottom chart: x-axis: School

y-axis: last year

Filter: Status Classification is Voluntary.

**Recruitment Data Analysis**

For this dataset I have used excel. I have removed some columns, cleaned and replaced values and created pivot table to use the numbers to depict overall relationship.

Software Used: Excel, Pivot Tables

Fields Removed: Declined Date

Manipulation: Replaced ‘0’ in EEO: 1st Gen Column with No in both sheets.

Replaced ‘0’ in EEO: Race column with Not Given in both sheets.

Process: I have created pivot tables for both the sheets and based on that inserted the graphs which were most appropriately describing the goal.

* **Recruitment Status by Job Function**

To figure out recruitment status this year and compare it with last year I have used overall status. I calculated % of Grand Total(count of Job Function) to scale the numbers from both data sheets, as last year’s sheet contains more records than current year.

Row: Overall Status

Column: % of Grand Total(count of Job Function)

Graph: Line chart

* **Diversity – Race Status**

To identify diversity in recruitment, I have used race and scaled values by using %. I calculated % of Grand Total(count of Job Function) because last year’s sheet contains more records than current year.

Row: EEO: Race

Column: % of Grand Total(count of Job Function)

Graph: Bar Chart

* **Diversity – EEO 1st Gen**

EEO 1st Gen was also an important measure to identify diversity amongst workforce. I calculated % of Grand Total(count of Job Function) because last year’s sheet contains more records than current year.

Row: EEO 1st Gen

Column: % of Grand Total(count of Job Function)

Graph: Bar chart

* **Hired/Placed Candidates by Job Function**

For extra evaluation (to identify more trends), I have identified hired/placed candidates and plotted it against % of Grand Total(count of Job Function). It helped me identify the hired/placed status by job function.

Row: Job Function

Column: % of Grand Total(count of Job Function)

Graph: Bar chart

Filter: Overall Status: Hired, Placed

* **Hires in States by Job Function**

Through this visualization, I predicted the hiring status in 3 states for different job functions.

Row for Pivot Table: Job Function

Column for Pivot Table: State

Values for Pivot Table: % of Grand Total(count of Job Function)

Graph: Bar chart

It took me a total of 4-5 hours in completing everything from visualization, profiling, manipulation, presentation and reporting. I really enjoyed doing the analysis in all.