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HR DATA ANALYSIS

1. Retrieve the total number of employees in the dataset.

Ans: SELECT COUNT(EMPLOYEEID) FROM GENERAL_DATA;

2. List all unique job roles in the dataset.

Ans: SELECT DISTINCT JOB FROM GENERAL_DATA;

3. Find the average age of employees.

Ans: SELECT AVG(AGE) FROM GENERAL_DATA;

4. Retrieve the names and ages of employees who have worked at the company for more

than 5 years.

Ans: SELECT EMPLOYEEID,AGE FROM GENERAL_DATA WHERE JOBLEVEL>5;

5. Get a count of employees grouped by their department.

Ans: SELECT COUNT(*) FROM GENERAL_DATA GROUPBY DEPARTMENT;

6. List employees who have 'High' Job Satisfaction.

Ans: SELECT EMPLOYEEID FROM GENERAL_DATA WHERE JOBSATISFACTION IN('HIGH');

7. Find the highest Monthly Income in the dataset.

Ans: SELECT MAX(MONTHLYINCOME) FROM GENERAL_DATA;

8. List employees who have 'Travel_Rarely' as their BusinessTravel type.

Ans: SELECT EMPLOYEEID FROM GENERAL_DATA WHERE BUSSINESSTRAVEL IN('TRAVEL_RARELY');

9. Retrieve the distinct MaritalStatus categories in the dataset.

Ans: SELECT DISTINCT MARITALSTATUS FROM GENERAL_DATA;

10. Get a list of employees with more than 2 years of work experience but less than 4 years in

their current role.

Ans: SELECT EMPLOYEEID FROM GENERAL_DATA WHERE TotalWorkingYears>2 AND

YEARSATCOMPANY<4;

11. List employees who have changed their job roles within the company (JobLevel and

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JobRole differ from their previous job).

ANs: select *

from GENERAL_DATA

where JobLevel!=JobRole and JobRole1!=JobRole;

12. Find the average distance from home for employees in each department.

Ans: SELECT AVG(DistanceFromHome) FROM GENERAL_DATA GROUP BY DEPARTMENT;

13. Retrieve the top 5 employees with the highest MonthlyIncome.

Ans: SELECT DISTINCT EMPLOYEEID FROM GENERAL_DATA WHERE ROWNUM<6 ORDER BY

MONTHLYINCOME DESC;

14. Calculate the percentage of employees who have had a promotion in the last year

Ans: SELECT TRUNC(month_between(PercentSalaryHike,sysdate))

from GENERAL_DATA;

15. List the employees with the highest and lowest EnvironmentSatisfaction.

Ans: SELECT EMPLOYEEID FROM employee_survey_data WHERE EnvironmentSatisfaction IN(SELECT

MAX(EnvironmentSatisfaction)

FROM employee_survey_data) or EnvironmentSatisfaction IN(SELECT MIN(EnvironmentSatisfaction)

FROM employee_survey_data);

16. Find the employees who have the same JobRole and MaritalStatus.

Ans: select *

FROM GENERAL_DATA

WHERE MaritalStatus=MaritalStatus and JobRole=JobRole;

17. List the employees with the highest TotalWorkingYears who also have a

PerformanceRating of 4.

Ans: SELECT EMPLOYEEID FROM GENERAL_DATA WHERE TotalWorkingYears IN(SELECT

MAX(TotalWorkingYears) FROM GENERAL_DATA) AND

PerformanceRating=4;

18. Calculate the average Age and JobSatisfaction for each BusinessTravel type.

Ans: SELECT AVG(age),AVG(JobSatisfaction)

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FROM GENERAL_DATA

WHERE employee_survey_data.EmployeeID=GENERAL_DATA.EmployeeID

GROUP BY BusinessTravel;

19. Retrieve the most common EducationField among employees.

Ans: SELECT EducationField,count(EducationField)

FROM GENERAL_DATA

GROUP BY EducationField

HAVING count(EducationField)>=1

ORDER BY EducationField desc;

20. List the employees who have worked for the company the longest but haven't had a promotion.

Ans: SELECT *

FROM GENERAL_DATA

WHERE YearsAtCompany=(select max(YearsAtCompany)

FROM GENERAL_DATA)

AND YearsSinceLastPromotion=0;