

Name: Subhamoy Das  
Email: [subhamoy1873@gmail.com](mailto:subhamoy1873@gmail.com)  
Linkedin: <https://linkedin.com/in/itssubhamoydas>

# 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

Name: Subhamoy Das  
Email: [subhamoy1873@gmail.com](mailto:subhamoy1873@gmail.com)  
Linkedin: <https://linkedin.com/in/itssubhamoydas>

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.

Name: Subhamoy Das  
Email: [subhamoy1873@gmail.com](mailto:subhamoy1873@gmail.com)  
Linkedin: <https://linkedin.com/in/itssubhamoydas>

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