**Data Used**

Emp-HRDataset\_v14 with 22,214 rows from year (2000-2020

Data Cleaning and Analysis with SQL Server Management Studio 19

Data Visualization with Power BI Version: 2.118.621.0 64-bit (June 2023)

**Summary of Findings**

1. There are more male than female employees in the company.
2. Ohio state has the highest number of employees and Wisconsin has the lowest.
3. White race constitutes the largest portion of the company employees as opposed to employees of native Hawaiian extraction with the lowest number of employees.
4. 74.98% of the total work force work at the company’s headquarters whereas 26.02% work at remote locations
5. Average length of employment is 7 years.
6. There are more male than female in all the departments.
7. Age group range of 29-36 constitutes the highest number of employees with a gender distribution of 1919 female, 2008 male and 126 non-Conforming.
8. Auditing department has the highest employee turnover rate of 15%, while Business Development department has the least turnover rate of 9%.
9. Job title Research assistant II has the highest number of employees with a count of 634 while the Job title System Administrator I has the least number of employees with a count of 316.
10. The highest average tenure length is 8 years for employees in Auditing, Marketing and Sales department while the lowest average tenure was 6 years for employees in Legal and Product Management departments.
11. There is an increasing net change in terms of hires and termination over a period of 2000 to 2020.

**Limitations**

1. The min and max ages of employees are 21 and 58 respectively.
2. The time frame under review is 2000-2020.