**Hr analytics report**

**Inspiration/ Key Findings**

* Is there any relationship between who a person works for and their performance score?

ANSWER)

To explore whether there’s a relationship between who an employee reports to and their performance score, I created a stacked chart showing performance distribution across different managers.

I also calculated the average performance score of employees under each manager. While a few managers had an average as low as 2, most managers’ averages fell between 2 and 3.

From the visualization and averages, no strong relationship emerged — high, average, and low performers were spread fairly evenly among all managers.

In short, based on the data, the manager someone works for doesn’t appear to have a significant impact on their performance scores.

* What is the overall diversity profile of the organization?

ANSWER)

To understand the overall diversity profile of the organization, I used a matrix visualization combining citizenship description, race description, and gender.

This approach provided a multi-dimensional view of our workforce, showing how different races, genders, and citizenship statuses are represented.

From the analysis, it’s clear that there is diversity within the organization — representation exists across multiple demographic groups, indicating a varied and inclusive workforce profile.

* What are our best recruiting sources if we want to ensure a diverse organization?

ANS )

In Power BI, I created a pie chart displaying the different recruitment sources and a matrix table breaking down hires by citizenship, race, and gender. The analysis showed that Indeed is our most effective source for building a diverse workforce, accounting for 27% of total hires. From Indeed, we recruited 50 females, including 5 Asian females and 12 Black or African American females, as well as 37 males. The male hires included 1 American, 1 Indian, 5 Asian, and 5 Black or African American candidates. This data highlights Indeed’s strong contribution to attracting talent from varied demographic backgrounds.

* Can we predict who is going to terminate and who isn't? What level of accuracy can we achieve on this?

ANSWER)

To explore whether we could predict who might terminate and who might stay, I analyzed the data using a line chart. This chart compared the number of terminations and recruitments across different months.

September stood out — it had the highest number of terminations, reaching 20.

Digging deeper, there’s an interesting reason behind this spike. Many organizations — especially government agencies and contractors — operate on a fiscal year that ends in September. As that date approaches, budgets are reviewed, and tough decisions are made.

By the end of the fiscal cycle, companies often face a “use it or lose it” scenario with their budgets. To cut costs and prepare for the new financial year, they may:

* End contracts for temporary staff
* Lay off employees they can’t afford to keep going forward

So, the September termination spike isn’t just a random data point — it’s tied to financial cycles and strategic decisions.

* Are there areas of the company where pay is not equitable?

ANSWER)

To check if there were any areas in the company where pay isn’t equitable, I used a scatter plot that compared departments and genders.

From the visualization, no significant pay gap appeared between male and female employees within the same department salaries were fairly aligned.

However, one clear trend stood out: executives consistently earn more than employees in any other department. This isn’t necessarily a case of inequity, but rather a reflection of the higher pay scales that typically come with senior leadership roles.

So, while pay seems balanced across genders, there’s a noticeable jump in compensation when moving into executive positions.