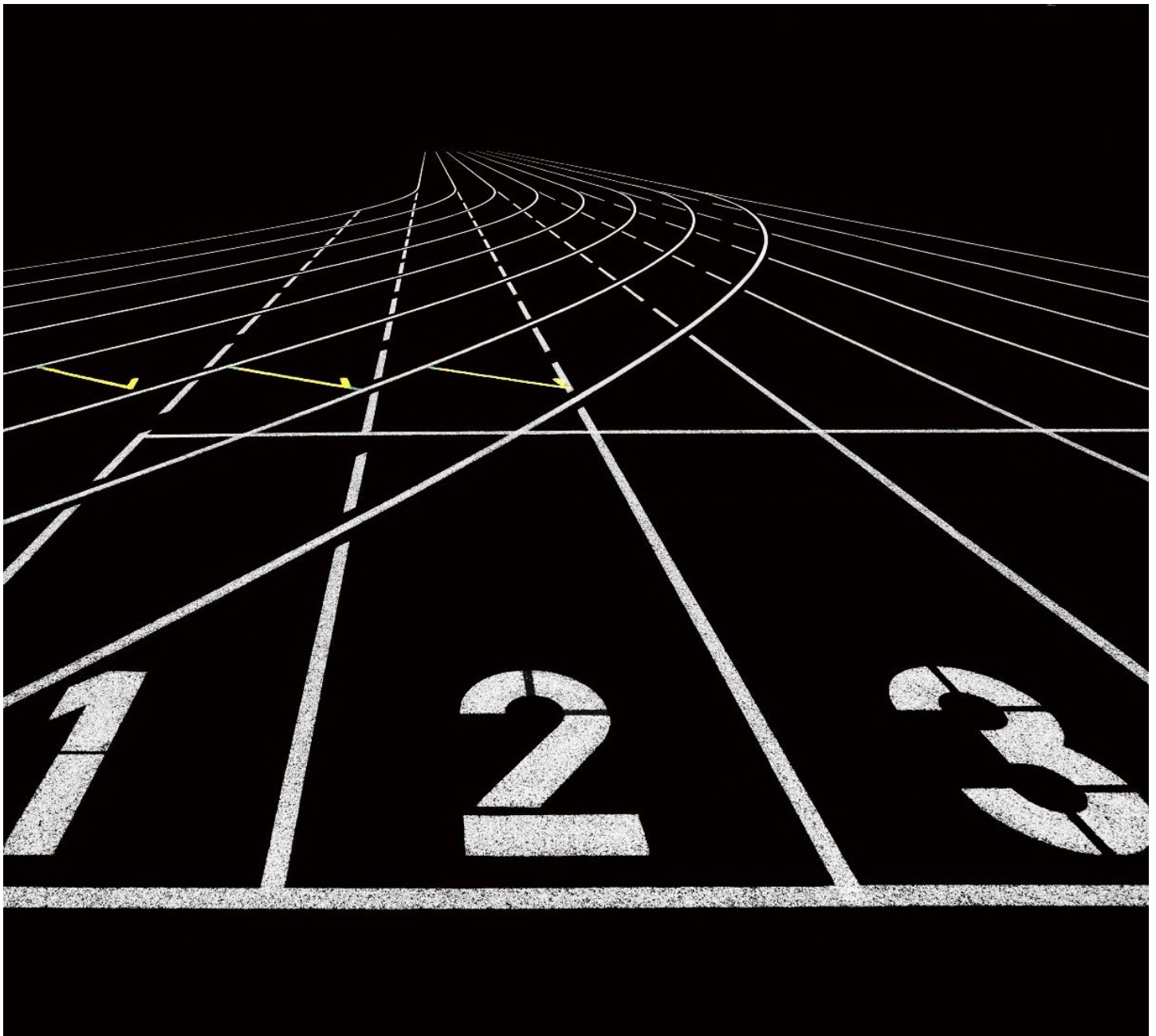


HR REPORT

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INTRODUCTION

This report is made for **Human Resources** after getting insights from a dataset on Employees working in a company.

Dashboard is made using **Microsoft Power BI** to visualize, **power query** to transform and add columns and **DAX** to add measures.

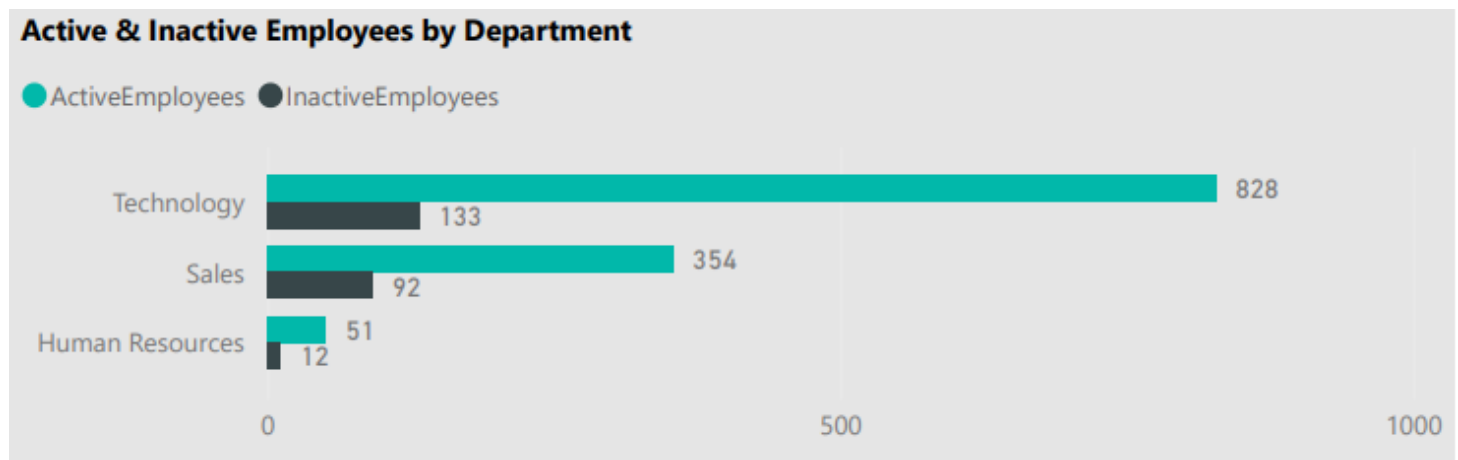
OVERVIEW

Employees

We have a total of **1470** Employee in which **1233** are active and **237** are inactive with an attrition rate of **16.1%**.

Departments

The most active employees are in the **Technology** Dept. counting **828** active persons whilst the least is the **Human Resources** Dept. **51** active persons.



Job Roles

Current Job Roles in the company **sorted** from **roles** with the **most active** employees to the **least**:

- Sales Executive: 269
- Software Engineer: 247
- Data Scientist: 199
- Machine Learning Engineer: 136
- Senior Software Engineer: 123
- Engineering Manager: 73
- Sales Representative: 50
- Analytics Manager: 49
- Sales Manager: 35
- HR Executive: 25
- Recruiter: 15
- HR Business Partner: 7
- HR Manager: 4

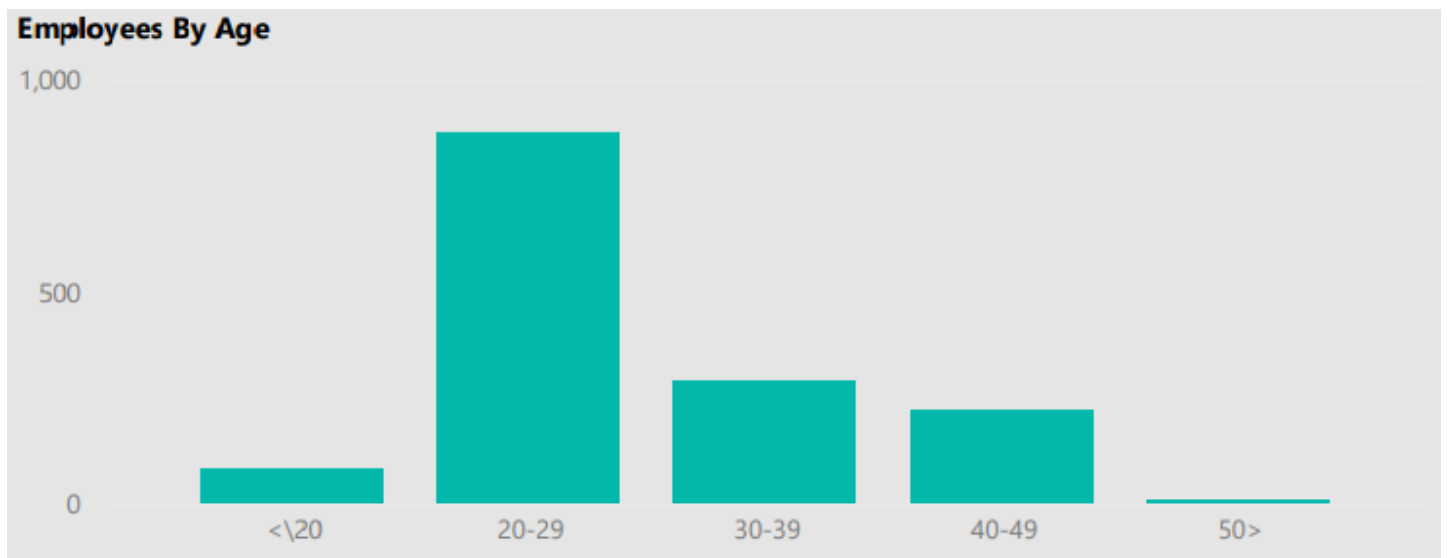
DEMOGRAPHICS

The **youngest** employee ever hired was **18** years old while the **oldest** in the company is **51**

Employees Analysis

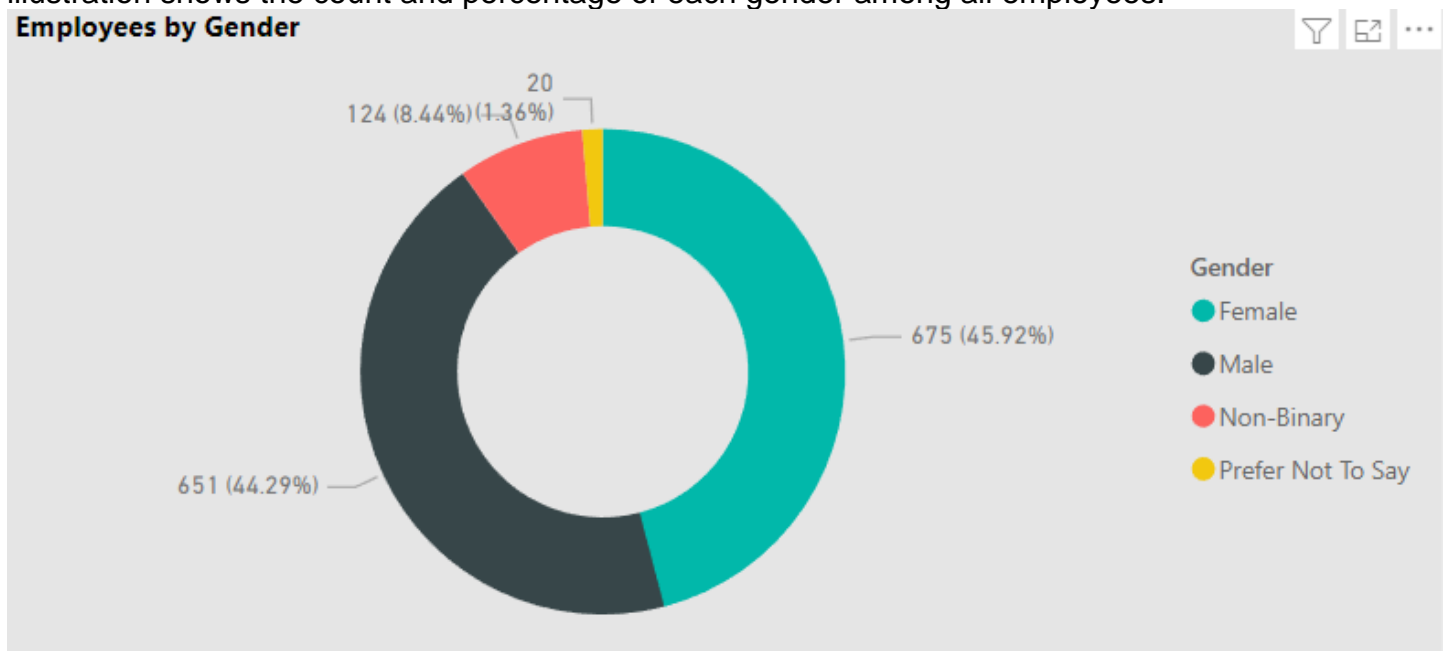
- **Age**

Most of the employees age bin is between 20 and 29 years old. The following figure is an illustration showing Employees by age bins.



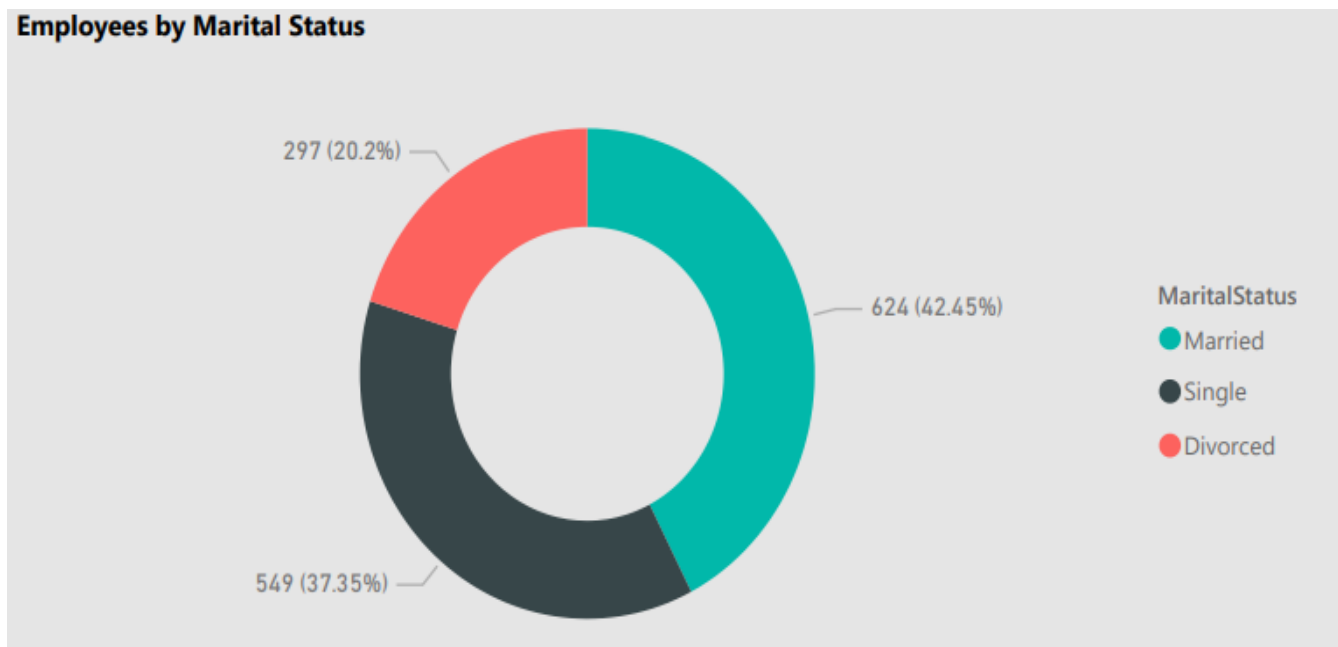
- **Gender**

Female employees are the **most** in the company while one of the least is non-Binary. The following illustration shows the count and percentage of each gender among all employees.



- **Marital Status**

Most of the employees are **married**. The following illustration shows the count and percentage of the marital status of all employees.



Ethnicity

Most of the employees are White, while Native Hawaiian are among the least.



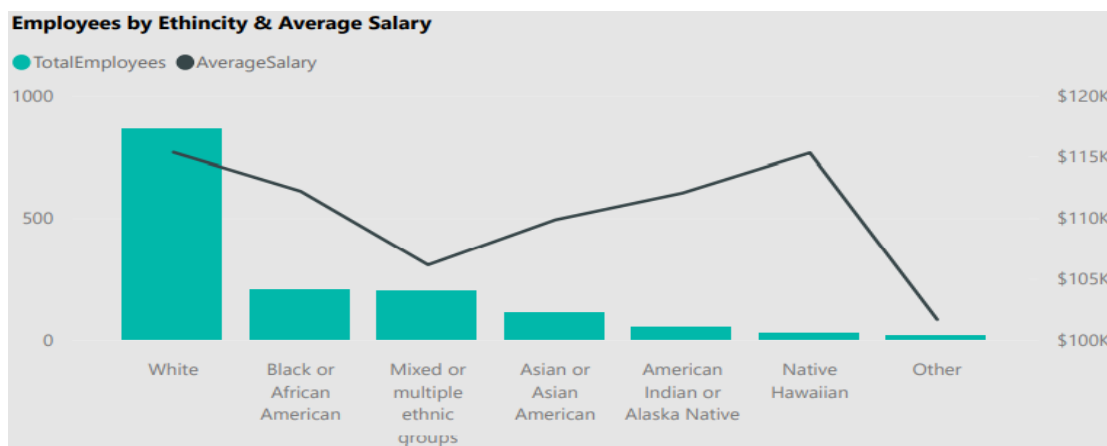
Native Hawaiian

They record high average salaries despite being rarely hired by the company.



Salary Per Ethnicity

White people gain the highest average salaries around 115,317\$, while mixed ethnic groups are from the least with 106,133\$



SATISFACTION & RATINGS

Manager Ratings Insights

- Average manager ratings increases when employees get **training opportunities**.
- Manager ratings increases on average when an employee is **married** however it is the least when the employee is **divorced**, which tells there is a relationship between relationship status and how it affects the flow of work and the employee's mood while working.
- When it comes to **Overtime**, employees who work extra hours has slightly less rates than those who don't, that tells that employees who do overtime might get exhausted which affect their performance during their regular shifts.
- Despite being **well paid** compared to other ethnicities, **Native Hawaiian** employees score the **least** manager ratings among all **ethnicities**.
- Employees who **Don't travel** score **higher** managerial rates than those who travel.
- Employees less than **20** years old gets the **highest** rates, while the employees older than **50** score the **least**.

There is a 13.7% difference between Employees self-ratings and actual manager rates.

Job Satisfaction Insights

- Employees are **less** satisfied with their jobs when they are less than **20**, however Job satisfaction **rates increases** over **time**.
- Employees who **do not travel** gave **higher** job satisfactions than those who already **travel** which is really weird, if they travel then what makes them not satisfied?
- **HR** Employees are the **most** satisfied with their jobs, then comes **technology** and the least is **sales** employees.
- **Doctorate** employees are the **least** job satisfied while the employees with **high schools'** degree scored the **highest**.
- Employees who are **American Indians or Alaska Native** are the **most** satisfied with their jobs among all ethnicities, while **Native Hawaiian** are the **least**.

ATTRITION

- Employees who got **Overtime** requirements has **high** attrition compared to those who don't.
- Attrition is **high** among **employees** who are **new** at the company (**0-1 years** spent in the company).
- **Sales** representatives has the highest Attrition with **39.8%**, **HR recruiters** is the second with **37.5%** attrition rate. These scores are relatively so high compared to another jobs.
- **2020** scored the **highest** attrition rate.

	No Travel	Some Travel	Frequent Traveler
Attrition Rate %	8%	15%	25%
Number Of employees	150	1043	277

