

HR DATA ANALYSIS

HR Analysis – Meaning

HR Analysis (Human Resource Analytics) is the process of collecting, analyzing, and interpreting employee data to make **data-driven decisions** that improve workforce performance, employee satisfaction, and organizational effectiveness.

In simple terms, **HR Analysis helps organizations understand:**

- Why employees leave (attrition)
- How performance varies across roles and departments
- What factors affect job satisfaction and productivity
- How to plan hiring, training, and retention strategies

QUESTIONS:

1. What is the average monthly income of employees?
2. What percentage of employees are not due for promotion?
3. What is the average monthly pay rate?
4. What percentage of employees are due for promotion?
5. What is the average salary hike?
6. What is the environment satisfaction rating out of 5?
7. How many total employees are there?
8. What is the attrition count?
9. What is the attrition rate?
10. What is the average age of employees?
11. What is the distribution of employees by job satisfaction category?
12. What is the distribution of employees by travel range?
13. What is the distribution of employees by job role?
14. What is the distribution of employees based on their business travel frequency?