

HR Analytics

CONCLUSIONS BASED ON VISUAL INSPECTION

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CODE EXPLANATION:

● Data Grouping

The data is grouped by recruiting_source to calculate the average values for both attrition and sales_quota_pct.





● Attrition Plot

A bar chart is created to display the average attrition rate for each recruiting source. This helps identify which sources have higher or lower attrition rates.

● Sales Plot

A second bar chart displays the average sales quota percentage achieved by employees recruited from each source. This shows which sources contribute more effectively to high sales performance.

CODE INCLUDES

● Data Loading

Importing the dataset into Python.

● Grouping and Analysis

Grouping by recruiting_source to compute average attrition and sales numbers.

● Data Exploration

Exploring the dataset to understand missing values, data types, and descriptive statistics.

● Visualization

Creating visualizations for:

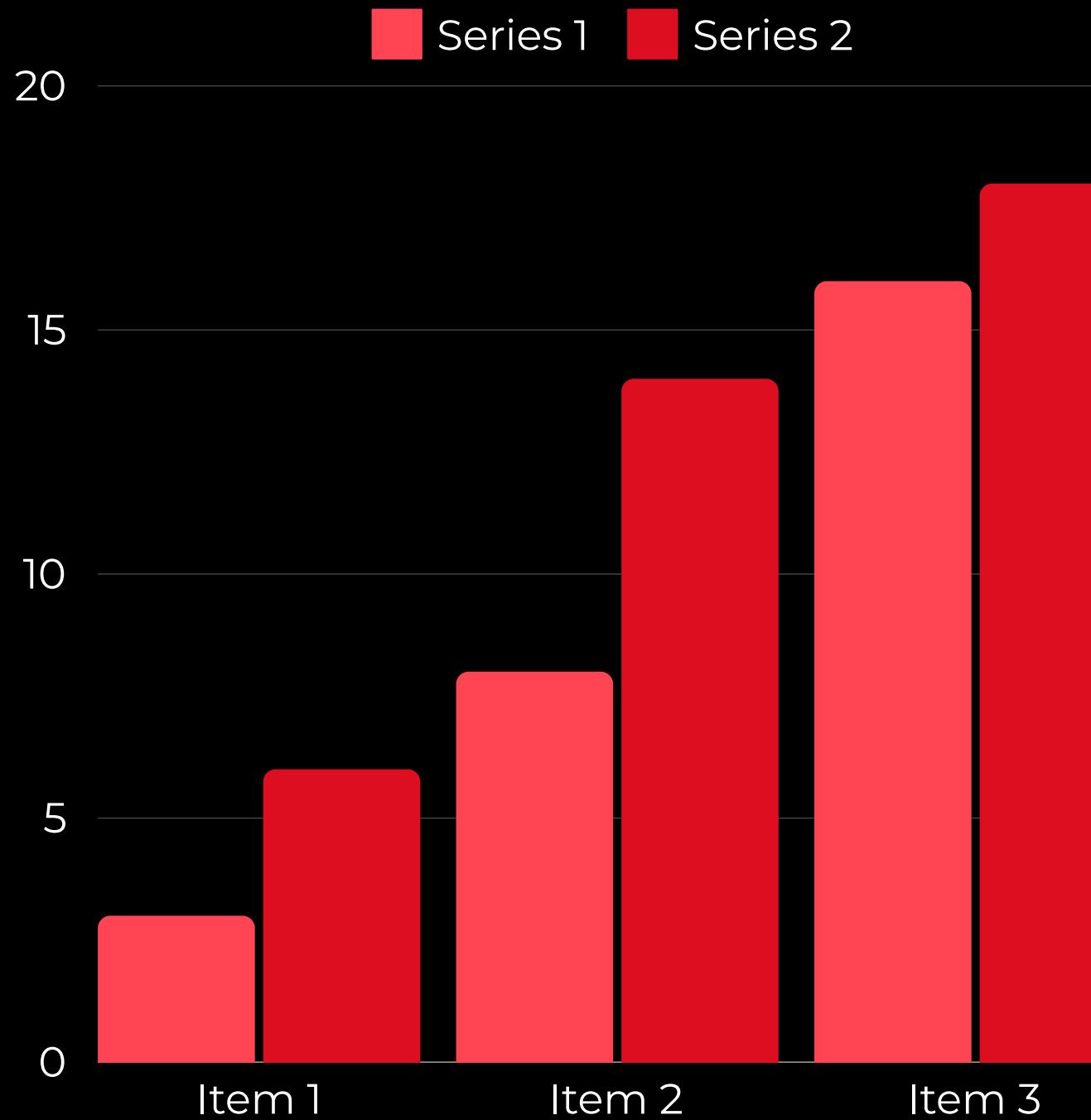
- Attrition by recruiting source.
- Sales performance by recruiting source.

THE CODE WILL

- Load and explore the data.
- Group the data by recruiting_source to analyze average attrition and sales.
- Visualize the findings to make it easier to interpret the performance of each recruiting source.



VISUAL OUTPUT:



- Attrition Plot: The chart will show recruiting sources on the x-axis and average attrition rates on the y-axis, helping you compare how different sources influence employee turnover.
- Sales Plot: Similarly, this chart will show recruiting sources on the x-axis and average sales percentages on the y-axis, revealing the performance of employees hired from each source.



CONCLUSION

- High Sales and Low Attrition: Ideal recruiting sources are those with high sales performance (higher bars on the sales plot) and low attrition (lower bars on the attrition plot).
- Poor Sources: Sources that show both high attrition and low sales performance should be re-evaluated or reconsidered.



THANK YOU