

```
SELECT * FROM hrdataset_lintang
```

-- Case Study --> Business Question

-- 1. Berapa rata-rata salary dari setiap karyawan per department?

-- 2. Berapa banyak karyawan yang sudah bekerja lebih dari 8 tahun?

-- 3. Ada korelasi antara performance score karyawan dengan level kepuasan?

-- 4. Apakah ada hubungan antara sering absen dengan performance score?

-- No 1

```
SELECT department, AVG(salary) as avg_salary  
FROM hrdataset_lintang  
GROUP BY department  
ORDER BY avg_salary desc;
```

-- No 2

```
SELECT COUNT (*) AS number_of_employees  
FROM hrdataset_lintang  
WHERE DATE_PART('year', AGE(dateofhire::date)) > 8
```

-- No 3

```
SELECT performancescore, AVG(empsatisfaction) as Avg_satisfaction  
FROM hrdataset_lintang  
GROUP BY performancescore  
ORDER BY avg_satisfaction;
```

-- Kesimpulan: Berkorelasi positif (yg satu naik, satunya juga naik), korelasi negatif kebalikannya (satu naik, yg satunya turun). Kalo employee nya bagus performancenya (exceeds), nilainya juga tinggi

-- PIP: employee masih perlu improvement

-- No 4

```
SELECT absences, AVG(perfscoreid) as avg_performance
```

```
FROM hrdataset_lintang
```

```
GROUP BY absences
```

```
ORDER BY absences;
```

```
-- Kesimpulan: tidak ada korelasi yang significant
```