**HR Analysis**

The HR table is a comprehensive dataset capturing essential employee information within an organization. It includes key attributes such as **id**, **first\_name**, **last\_name**, **birthdate**, **gender**, **race**, **department**, **jobtitle**, **location**, **hire\_date**, **termdate**, **location\_city**, and **location\_state**. These fields cover fundamental employee details, employment history, and demographic information. The table facilitates workforce analysis and management, enabling queries on recruitment patterns, departmental compositions, and employee longevity. The **hire\_date** and **termdate** columns aid in tracking employment durations, supporting tenure-related inquiries. Gender and race columns contribute to diversity assessments. The structure accommodates various SQL queries, allowing for tasks such as calculating average tenure by department, identifying high-tenure individuals, and assessing gender distribution across different locations. Overall, the HR table serves as a valuable resource for human resources professionals and organizational decision-makers to derive insights and make informed workforce-related decisions.

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select \* from HR;

Question 1: What is the gender breakdown of employees in the company? --

select count(id) As Gender\_count,gender from HR group by gender;

Question 2: List the employees who were hired after '2020-01-01' in descending order of their hire dates --

select id,first\_name,last\_name, hire\_date from HR where hire\_date > '2020-01-01';

Question 3: Find the unique job titles available in the HR table --

select distinct jobtitle from HR;

Question 4: Retrieve the employees who were terminated between '2022-01-01' and '2023-01-01' --

select id,concat(first\_name,' ',last\_name)as Full\_Name,termdate from HR

where termdate between '2022-01-01' and '2023-01-01';

Question 5: Provide a count of employees for each location state --

select COUNT(id) as Count\_of\_Emp,location\_state from HR

group by location\_state

order by Count\_of\_Emp desc

Question 6 : Create a query to display the first and last names, along with their department names, for all employees. --

select first\_name,last\_name,concat(first\_name,' ',last\_name)as Full\_Name, department from HR;

Question 7: Calculate the average tenure (in years) of employees in each department -

select department, AVG(DATEDIFF(YEAR,hire\_date,GETDATE())) as average\_tenure\_years from HR

group by department;

Question 8: Find the total number of male and female employees in each location city

select location\_city,

SUM(case when gender = 'Male' then 1 else 0 end) As Male\_Count,

SUM(case when gender = 'Female' then 1 else 0 end) As Female\_Count

from HR

group by location\_city