

HR ANALYTICS

+



Done By: NAUSBHABA FARHEEN

HR ANALAYTICS Author: Naushaba Farheen

**Contents**

1. Project Details
2. Problem Statement
3. Data Description
4. Architecture

5.Visuals

HR ANALYTICS Author: Naushaba Farheen

**Project Details**

|  |  |
| --- | --- |
| Title | Entertainer Data Analysis |
| Technologies | Business Intelligence |
| Domain | Business Analytics |
| Project Difficulties Level | Advance |
| Tools Used | MS Excel, Power BI |

HR ANALYTICS Author: Naushaba Farheen

**Problem Statement**

HR is not just about hiring people it is an ocean of its own. HR department goes through

a constant journey of finding, selecting, onboarding and monitoring the right talent. You are required to use analytics concept to provide a smooth monitoring of workforce for the HR department.

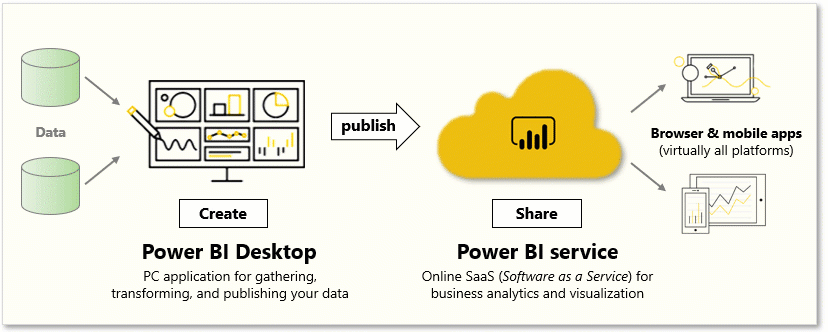
To investigate how the company objective factors influence in attrition of employees, and what kind of working environment is most likely to cause attrition. You shall be looking at all variables through some charts and infer about it in my exploratory analysis. And through my exploration you shall try to identify the Variables that tend to have an impact in the attrition of the most experienced and talented employees and try to fit a linear regression model and use it to test hypotheses and draw inferences.

**Data Description**

* Data was given into only in one part:
* Data was given in single excel file named as hr\_analytics.csv
* hr\_analytics.csv includes
* Attrition
* Business Travel
* CF\_age\_band,
* CF\_attrition label,
* Department,
* Education Field,
* emp\_no,
* Employee Number,
* Gender,
* Job Role,
* Marital Status,
* Over time,
* Over18,
* Training times Last Year,
* Age,
* CF\_Current Employee,
* Daily Rate,
* Distance,
* Education,
* Employee,
* Environment Satisfaction
* Hourly Rate,
* Job Involvement,
* Job level,
* Job Satisfaction,
* Monthly Income,
* Monthly Rate,
* Num Companies Worked,
* Percent Salary Hike,
* Performance Rating,
* Relationship Satisfaction,
* Standard Hours,
* Stock Option Level,
* Total Working Years,
* Work Life Balance,
* Years At Company,
* Years in Current Role,
* Years since last Promotion,
* Year with current Manager

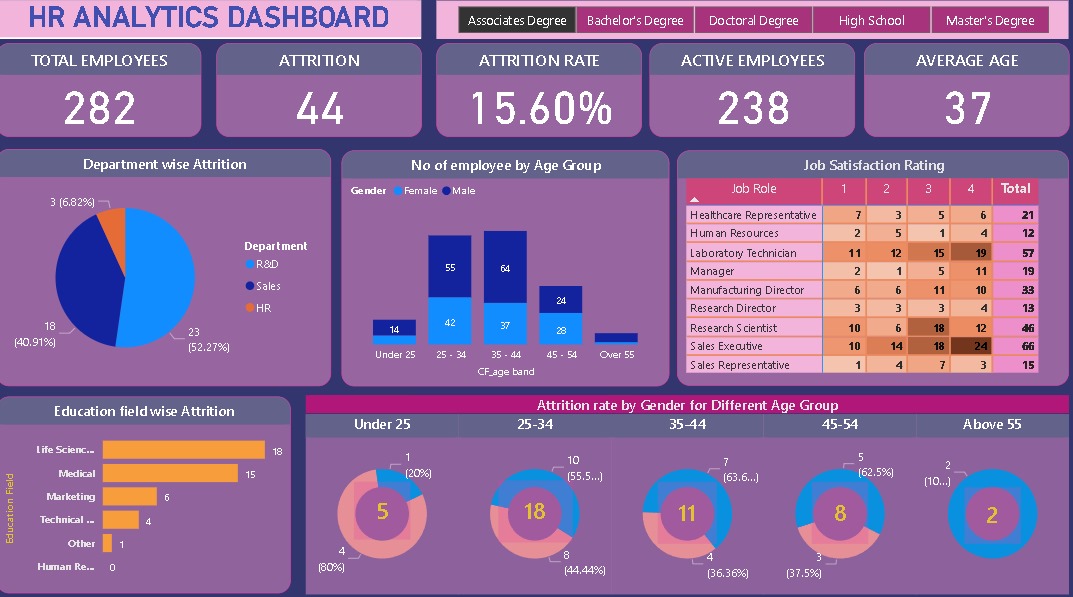
HR ANALYTICS Author: Naushaba Farheen

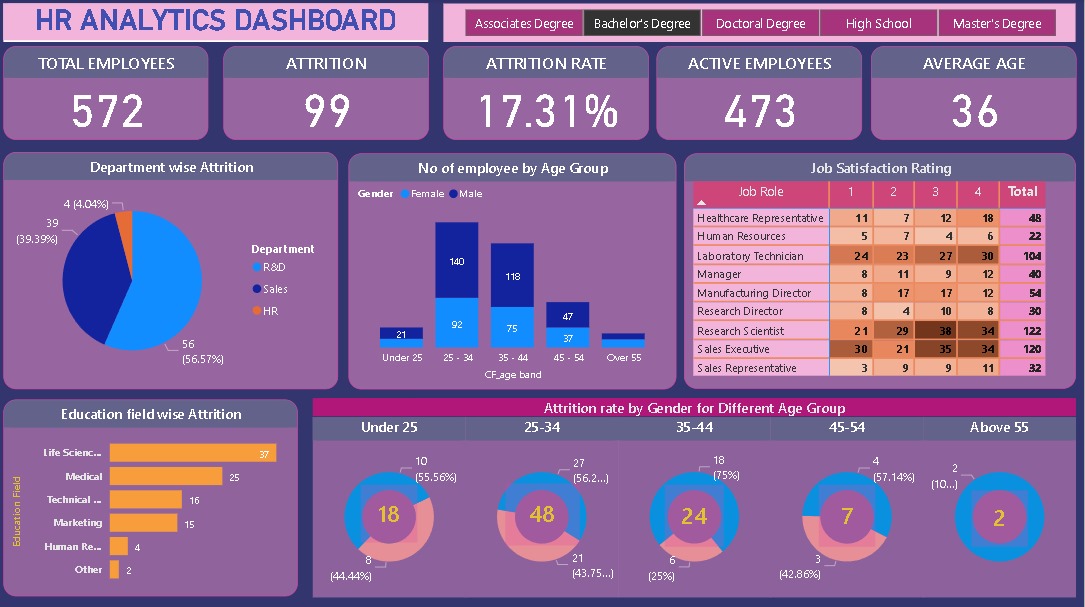
**Architecture**

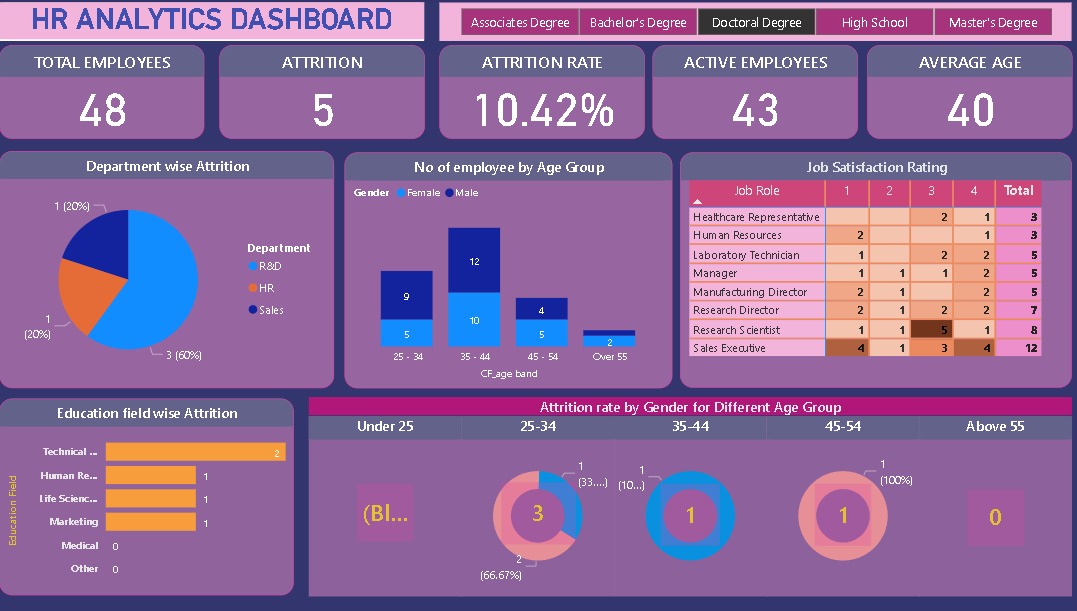


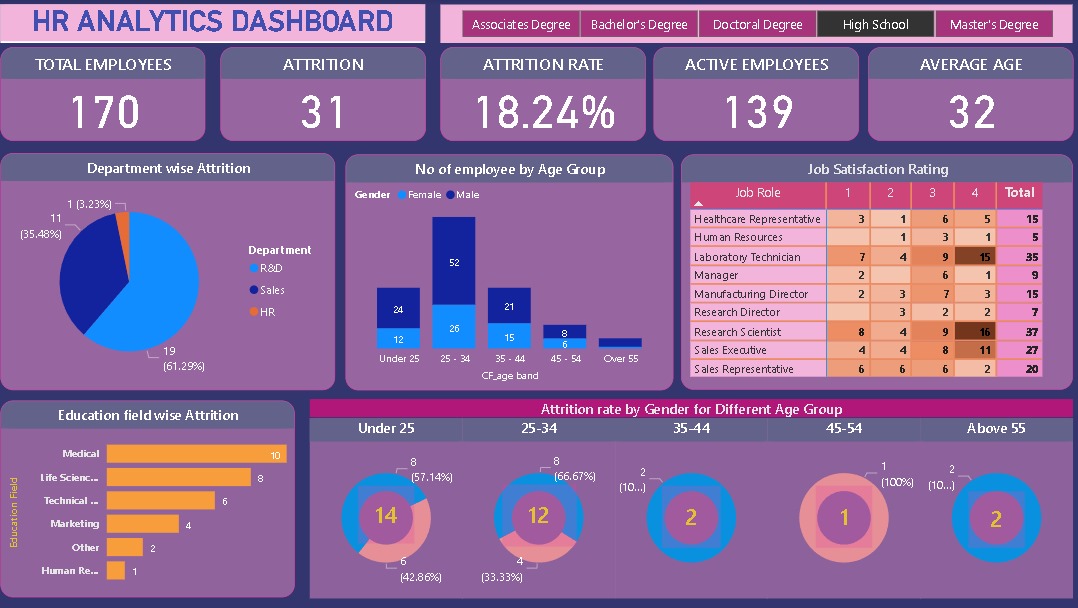
HR ANALYTICS Author: Naushaba Farheen

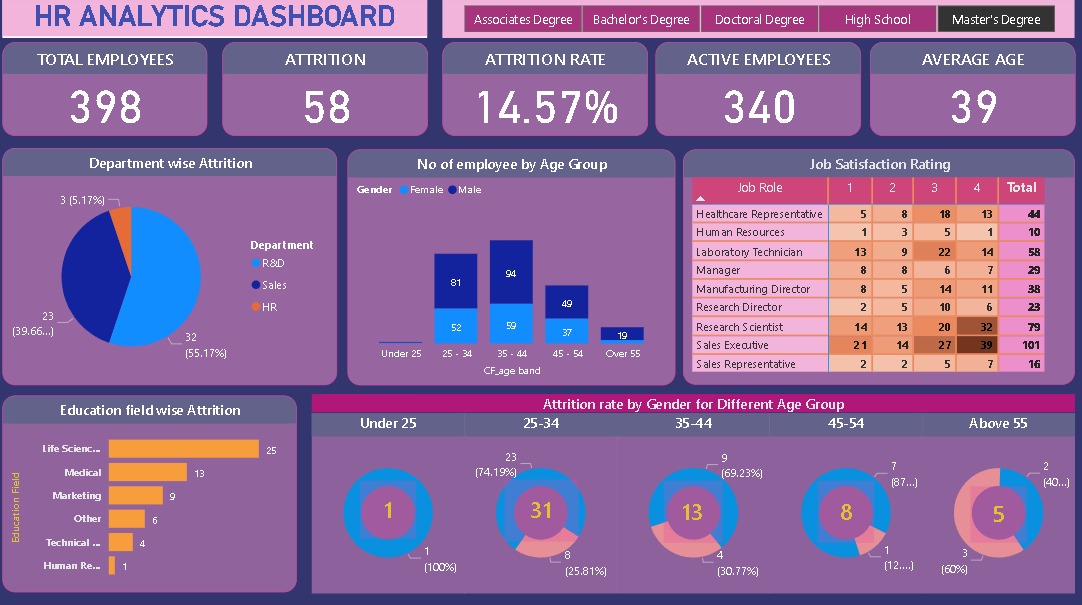
Visuals



****

****

****

****