Context

HR data can be hard to come by, and HR professionals generally lag behind with respect to analytics and data visualization competency. Thus, Dr. Carla Patalano and I set out to create our own HR-related dataset, which is used in one of our graduate MSHRM courses called HR Metrics and Analytics, at New England College of Business. We created this data set ourselves.

Content

There are multiple worksheets within the Excel workbook. These include

* Core data set
* Production staff
* Sales analysis
* Salaries
* Recruiting sources

The Excel workbook revolves around a fictitious company, called Dental Magic, and the core data set contains names, DOBs, age, gender, marital status, date of hire, reasons for termination, department, whether they are active or terminated, position title, pay rate, manager name, and performance score.

Acknowledgements

Dr. Carla Patalano provided many suggestions for creating this synthetic data set, which has been used now by over 30 Human Resource Management students at the college. Students in the course learn data visualization techniques with Tableau Desktop and use this data set to complete a series of assignments.

Inspiration

* Is there any relationship between who a person works for and their performance score?
* What is the overall diversity profile of the organization?
* What are our best recruiting sources if we want to ensure a diverse organization?

There are so many other interesting questions that could be addressed through this interesting data set. Dr. Patalano and I look forward to seeing what we can come up with.