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HR DATA ANALYSIS



Select State

All

Select Year

All

310

Total Employees

95%

Pct. US Employees

183

Active Employees

\$14

Lowest Pay

\$80

Highest Pay

6

Total Departments

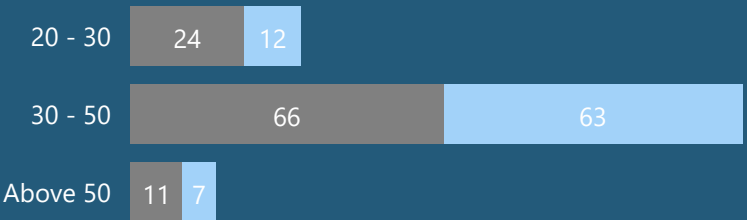
Total Employees by Sex

Sex ● Female ● Male

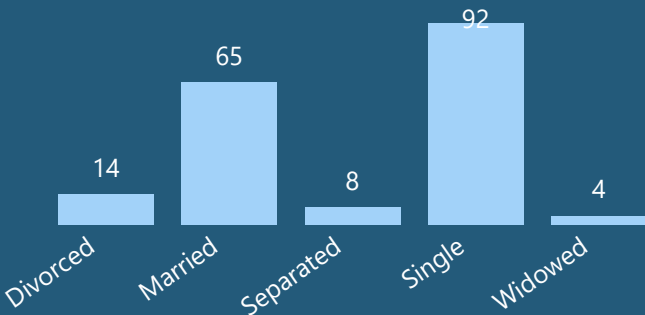


Active Employees by Age Category and Sex

Sex ● Female ● Male

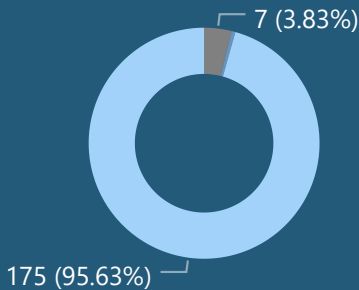


Active Employees by MaritalDesc

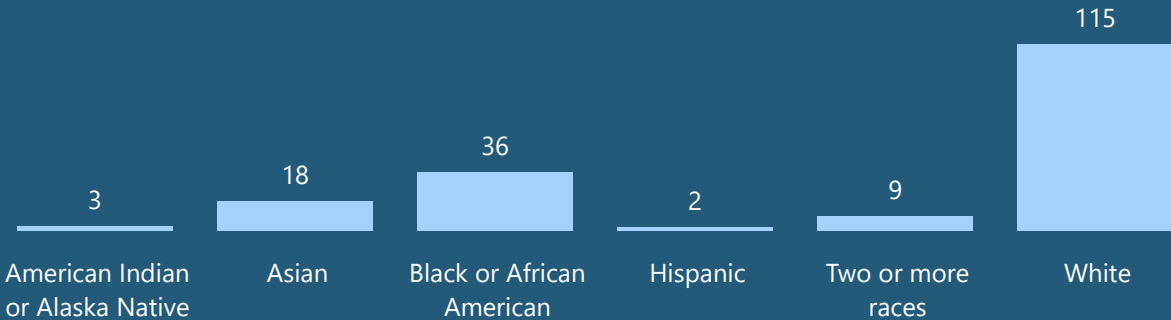


Active Employees by CitizenDesc

CitizenDesc ● Eligible NonCitizen ● Non-Citizen ● US Citizen

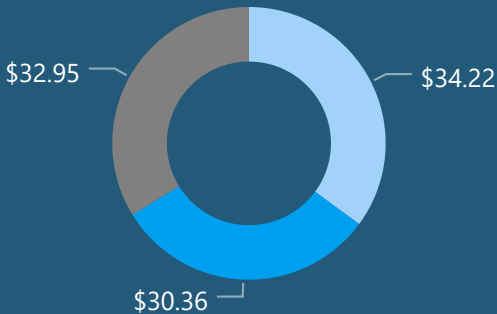


Active Employees by RaceDesc



Average Pay by Age Category

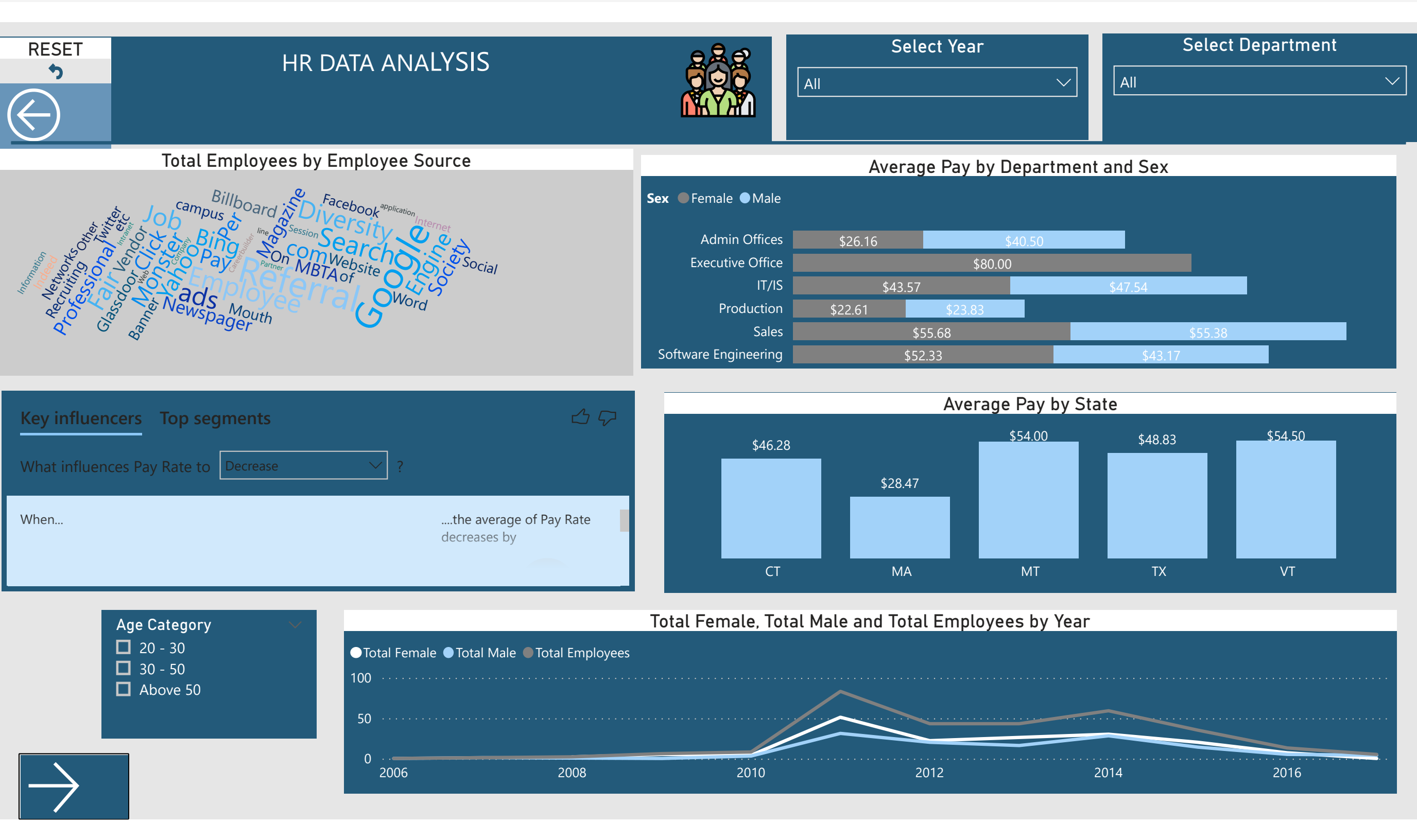
Age Category ● 20 - 30 ● 30 - 50 ● Above 50



Department

- ☐ Admin Offices
- ☐ Executive Office
- ☐ IT/IS
- ☐ Production
- ☐ Sales
- ☐ Software Engineering

Employment Status	Average Pay	Total US Employees
Active	\$33.84	175
Future Start	\$32.51	11
Leave of Absence	\$27.77	14
Terminated for Cause	\$33.02	14
Voluntarily Terminated	\$26.11	80
Total	\$31.28	294



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Select Date

09/01/2006

20/04/2017



### Department

- ☐ Admin Offices
- ☐ Executive Office
- ☐ IT/IS
- ☐ Production
- ☐ Sales
- ☐ Software Engineering

### Active Employees by State



# PROJECT 2 – HR ANALYSIS

Prepared by Abiola Obembe

Date 06-06-2020

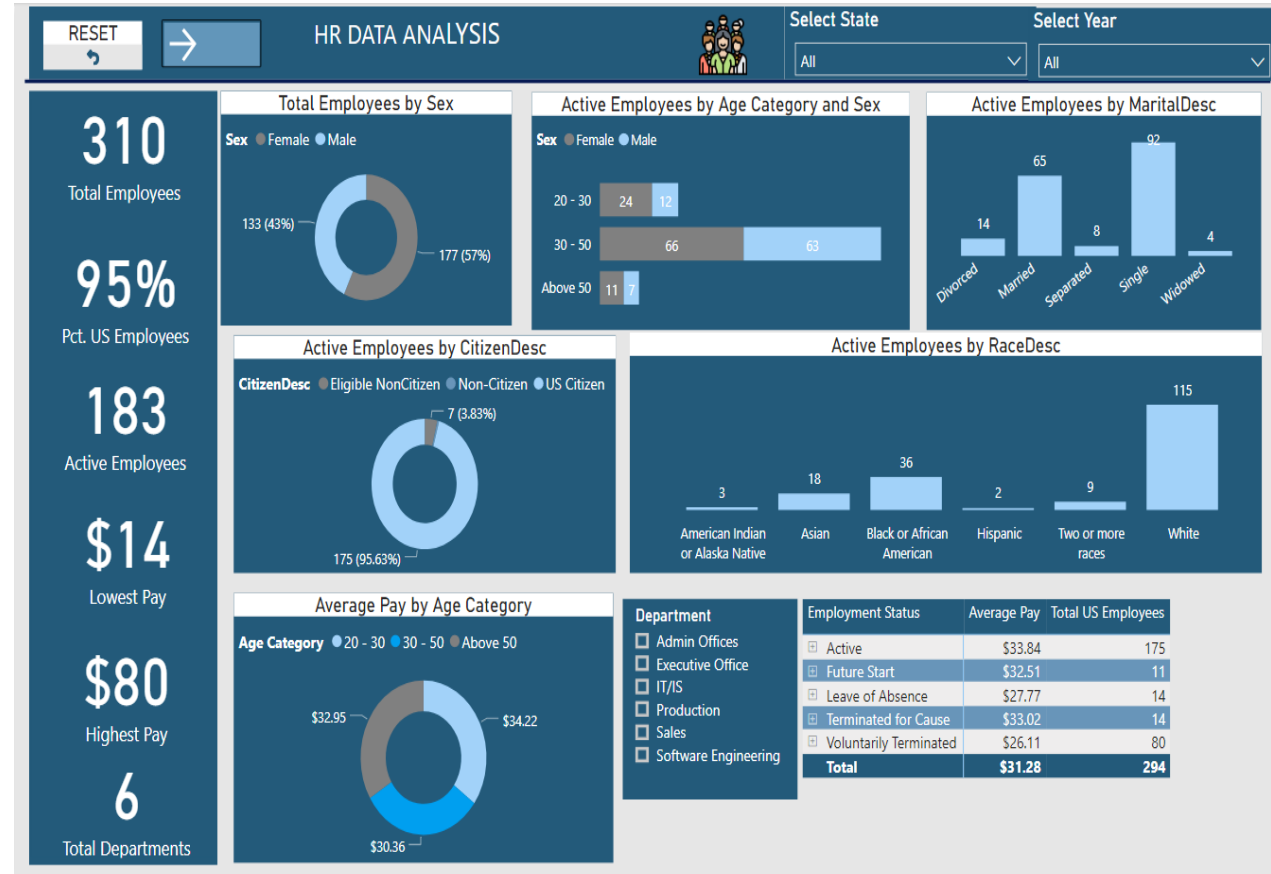
# BUSINESS PROBLEM

- To investigate diversity and gender equality in the workplace to address equal opportunities and a culturally diverse workforce.
- Employee data for the period January 2006 to 1 to April 30, 2017 from Human Resource was analyzed using Power BI



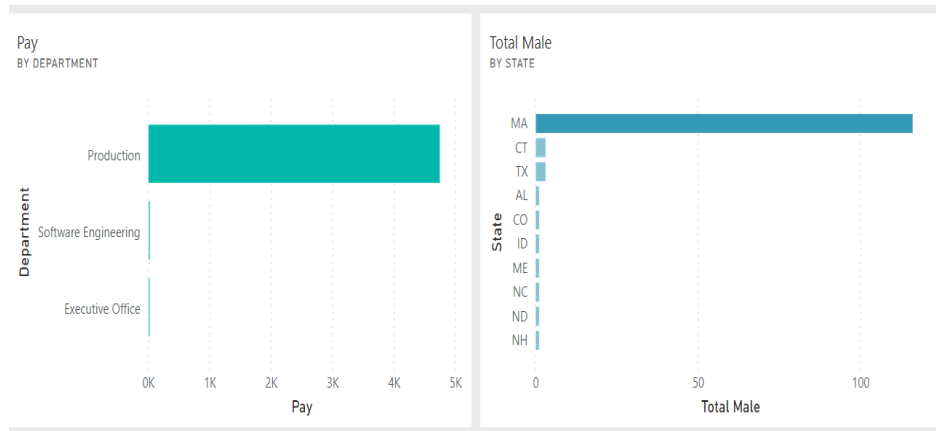
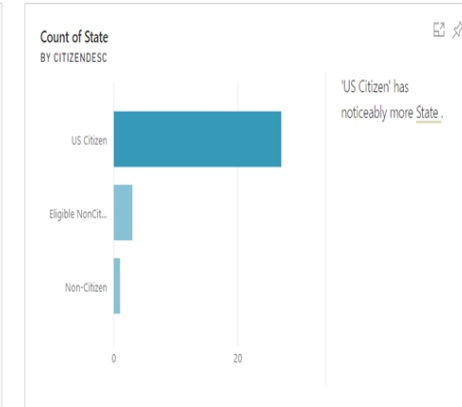
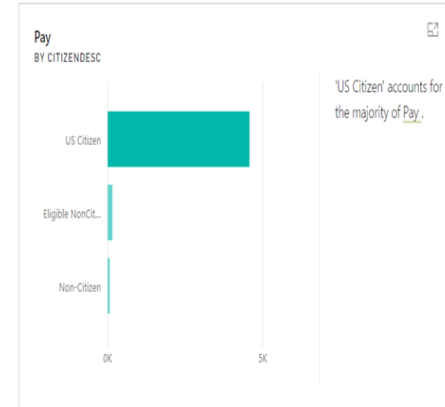
# SUMMARY

- 310 total employees' records across 6 departments with a 57%: 43% female to male active employee ratio
- 95% of total employees are US citizens and 183 have active employment status
- \$31 average pay rate of employee across all 6 departments
- \$14 and \$80 minimum and maximum employee pay rate



# INSIGHTS

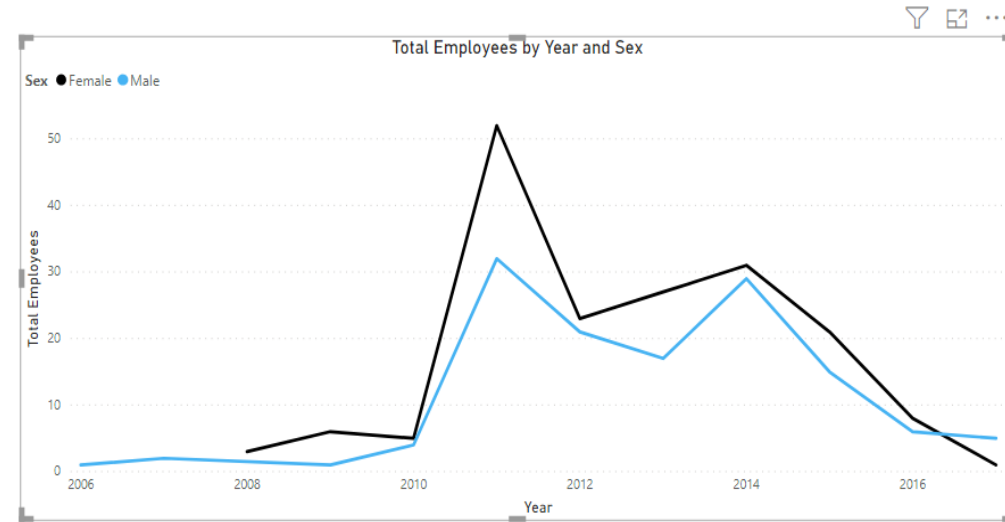
- By Citizen description, US Citizens account for 95% total pay
- By race description, Whites account for 60% of total pay
- Average pay reduces by a magnitude of 24.91 when State is MA and MA has noticeably more total males than other states.
- Production department employees accounts for the 50% of total pay





# INSIGHTS

- A general downward trend from 2014 to 2017 but the decline in employees hired is steeper for females as compared to males.
- From the employees hired in the past year (2016 -2017) a 40% decrease in female hired as compared to the 40% increase in male employed
- 33.33%, as compared to all previous years where the percentage of white race dominates other races, there was an equal amount of new hires by race in 2017

[illegible]



# RECCOMENDATION

- Lack of cultural diversity in the company as whites account for majority of employee
- Encourage more males to be hired to ensure gender equality
- Promote multicultural work environment