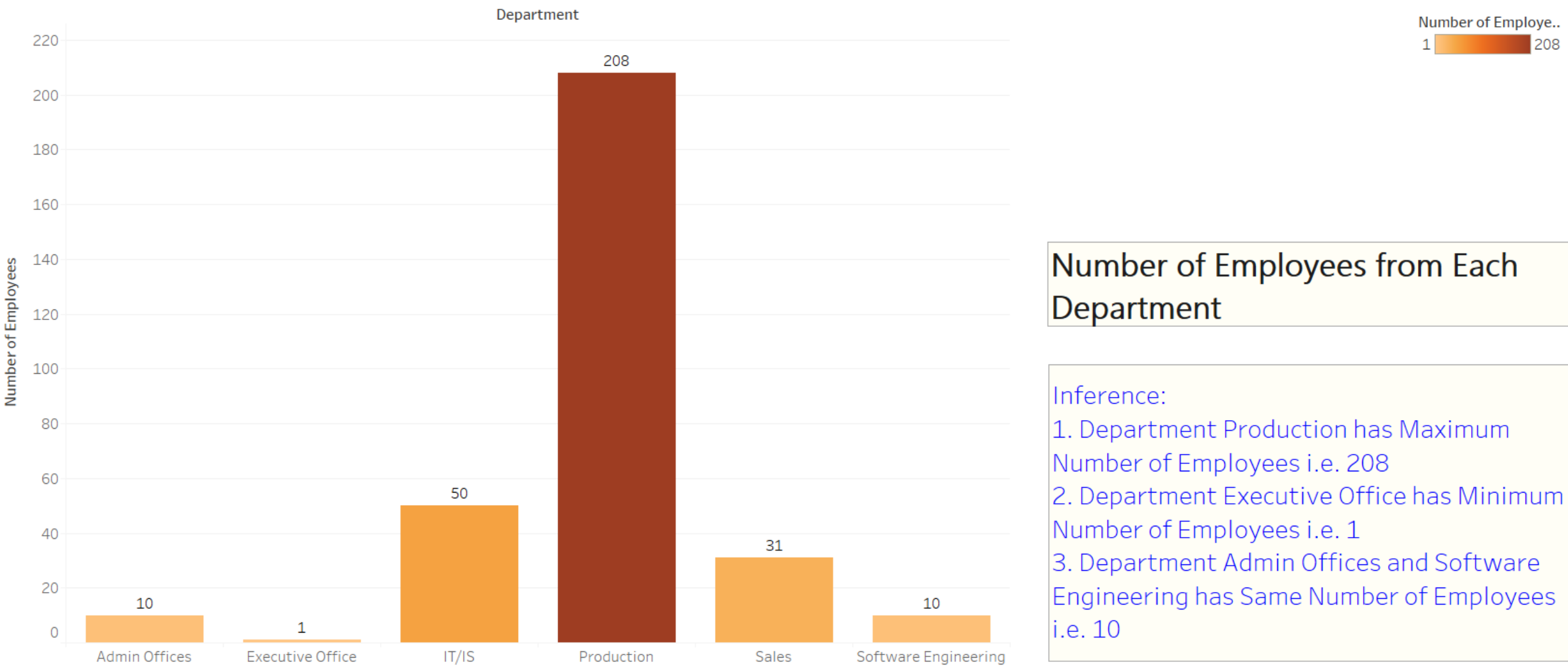


HR Department Dataset

Dataset Link: <https://www.kaggle.com/rhuebner/human-resources-data-set>

Exploration on Number of Employees in Different Departments.

Bar Chart	Kpi	Area Chart	Crosstab	Treemap	Motion Chart (Bar)	Forecast
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Exploration on Number of Employees in Different Departments.



Employee Name	Department	
	Admin Offices	Software Engineering
Andreola, Colby		✗
Boutwell, Bonalyn	✗	
Brown, Mia	✗	
Carabbio, Judith		✗
Del Bosque, Keyla		✓
Exantus, Susan		✓
Foster-Baker, Amy	✗	
Howard, Estelle	✗	
LaRotonda, William	✗	
LeBlanc, Brandon R	✗	
Martin, Sandra		✓
Patronick, Luke		✓
Quinn, Sean	✗	
Saada, Adell		✗
Singh, Nan	✗	
Smith, Leigh Ann	✗	
Steans, Tyrone	✓	
Sweetwater, Alex		✗
Szabo, Andrew		✓
True, Edward		✗

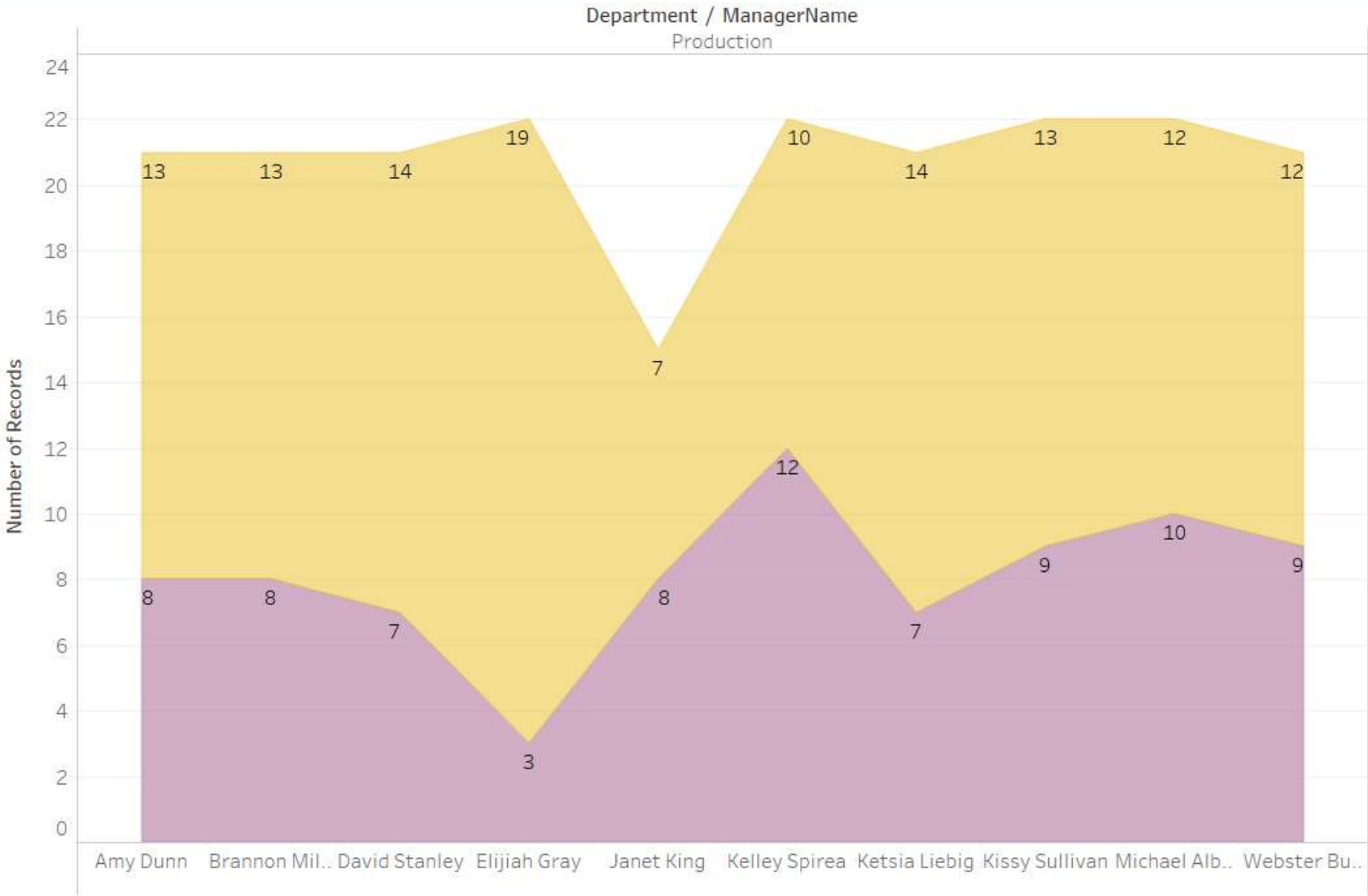
Kpi(Emp Satisfactio..
✓ Above Benchmark
✗ Below Benchmark

Mention the Best Employees in Department Admin Offices and Software Engineering

Inference: Department Software Engineering has More Efficient Employees than Admin Offices

Exploration on Number of Employees in Different Departments.

- Bar Chart
- Kpi
- Area Chart
- Crosstab
- Treemap
- Motion Chart (Bar)
- Forecast



Mention total Number of Male and Female employees working under each manager of Production department.

Inference: Production Department consists of more number of female employees than male employees under all the Managers except Janet & Kelley.

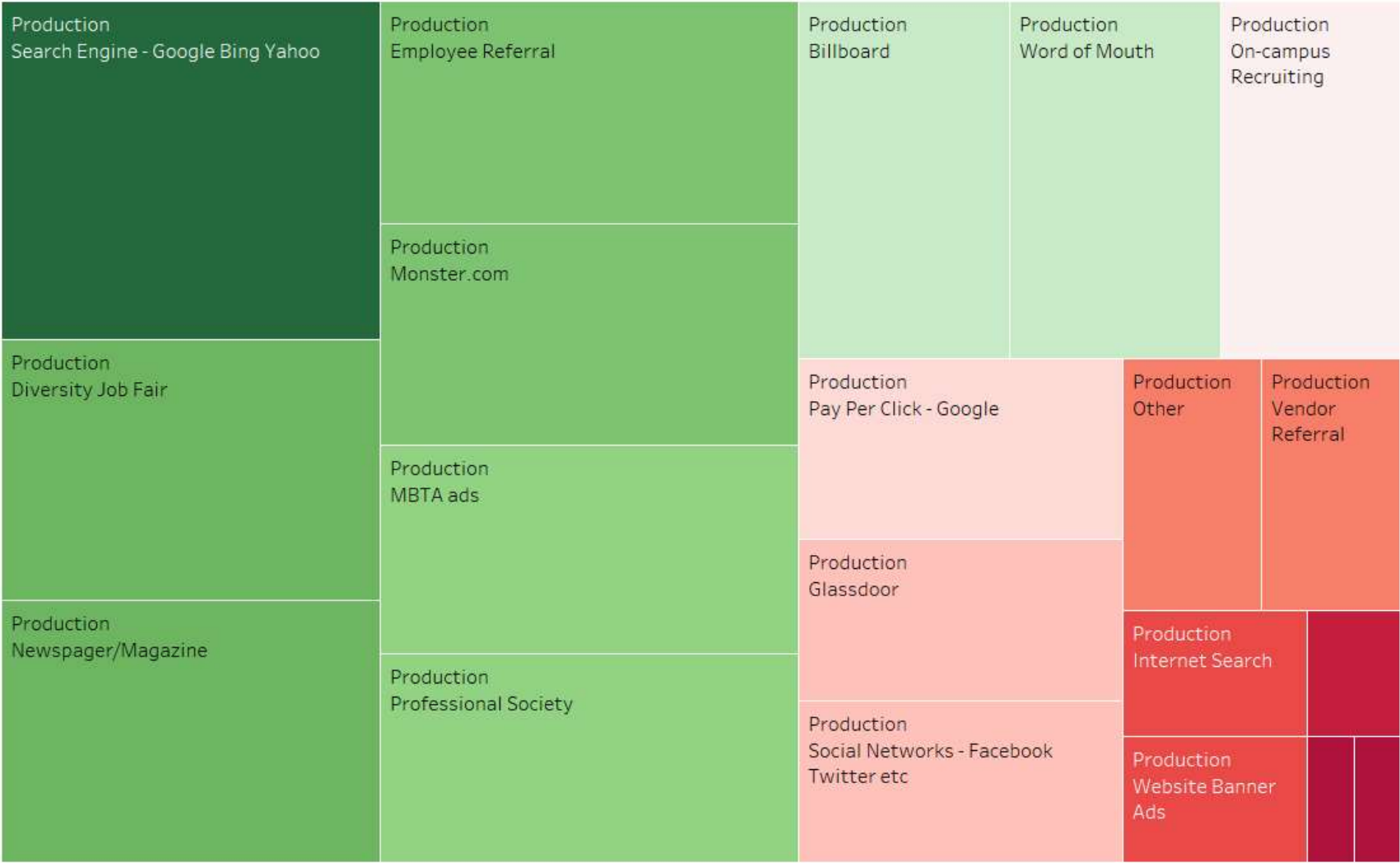
Exploration on Number of Employees in Different Departments.

Bar Chart	Kpi	Area Chart	Crosstab	Treemap	Motion Chart (Bar)	Forecast
-----------	-----	------------	----------	---------	--------------------	----------

Department		
Employee Name	Recruitment Source	Production
Adinolfi, Wilson K	MBTA ads	Above Benchmark
Akinkuolie, Sarah	Newspaper/Magazine	Below Benchmark
Alagbe,Trina	Billboard	Above Benchmark
Albert, Michael	Employee Referral	Below Benchmark
Anderson, Carol	Word of Mouth	Below Benchmark
Anderson, Linda	MBTA ads	Above Benchmark
Athwal, Sam	Employee Referral	Below Benchmark
Bachiochi, Linda	Diversity Job Fair	Below Benchmark
Baczinski, Rachael	Diversity Job Fair	Below Benchmark
Barbara, Thomas	Diversity Job Fair	Below Benchmark
Barone, Francesco A	Social Networks - Fa..	Below Benchmark
Barton, Nader	On-line Web applica..	Above Benchmark
Beak, Kimberly	Employee Referral	Below Benchmark
Beatrice, Courtney	Search Engine - Goo..	Above Benchmark
Becker, Scott	MBTA ads	Below Benchmark
Bernstein, Sean	Word of Mouth	Below Benchmark
Biden, Lowan M	Billboard	Below Benchmark
Billis, Helen	Professional Society	Below Benchmark
Blount, Dianna	Monster.com	Below Benchmark
Bondwell, Betsy	Search Engine - Goo..	Above Benchmark
Bozzi, Charles	Billboard	Below Benchmark
Bramante, Elisa	Other	Above Benchmark
Brill, Donna	Search Engine - Goo..	Below Benchmark
Buccheri, Joseph	Word of Mouth	Below Benchmark
Bugali, Josephine	Diversity Job Fair	Above Benchmark
Burke, Joelle	Employee Referral	Below Benchmark
Burkett, Benjamin	Careerbuilder	Above Benchmark
Butler, Webster L	Pay Per Click - Google	Below Benchmark
Carey, Michael	MBTA ads	Below Benchmark
Chace, Beatrice	Search Engine - Goo..	Below Benchmark
Chan, Lin	Internet Search	Below Benchmark

Recruitment Source of all Employees in Department Production Based on Engagement Survey

Exploration on Number of Employees in Different Departments.



Kpi(Emp Satisfactio..

- ☒ Above Benchmark
- ☐ Below Benchmark

Department

- ☐ Null
- ☐ Admin Offices
- ☐ Executive Office
- ☐ IT/IS
- ☒ Production
- ☐ Sales
- ☐ Software Engine..

Number of Employe..

1 22

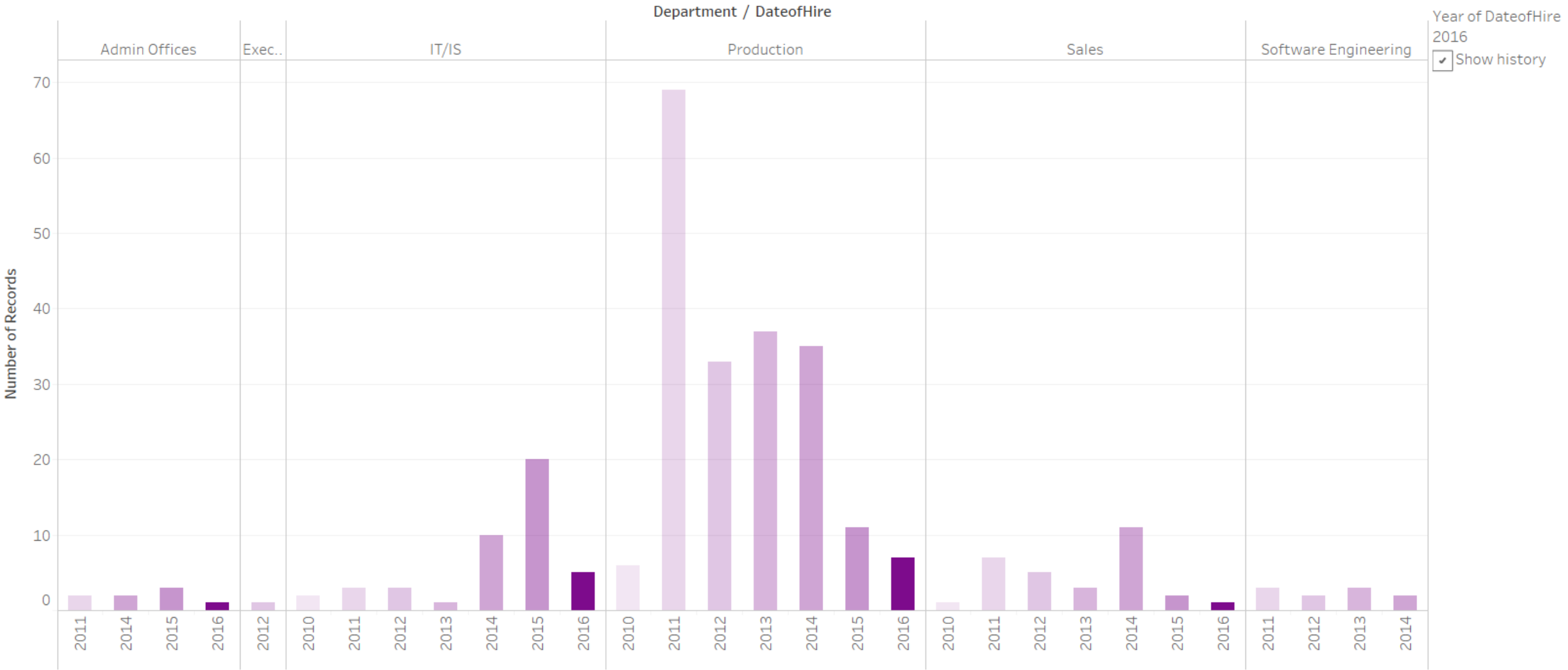
Recruitment Source of Best Employees from Department Production

Inference: Maximum Number of Best Employees i.e. 22 are from 'Search Engine - Google Bing Yahoo' Source

Exploration on Number of Employees in Different Departments.

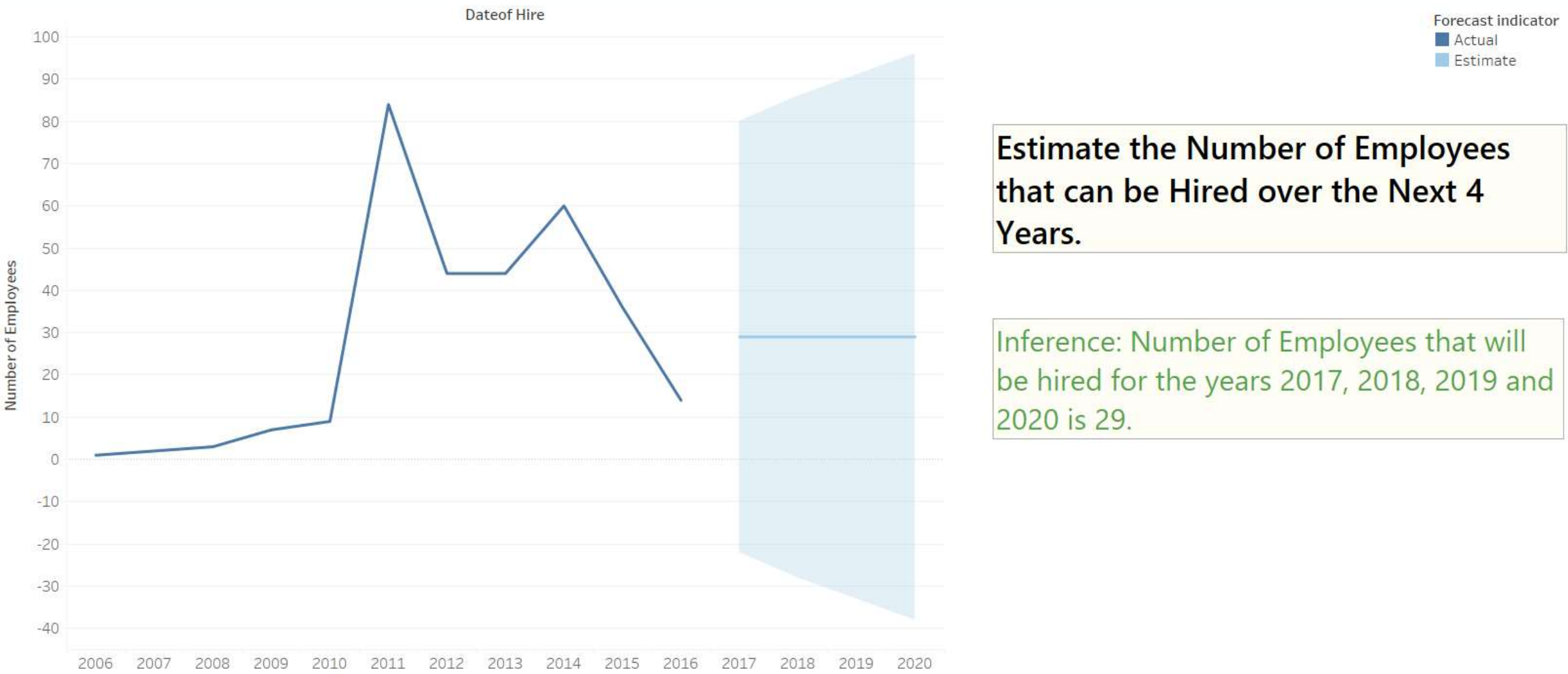
Variation of Number of Employees Hired in each Department over the Years

Forecast



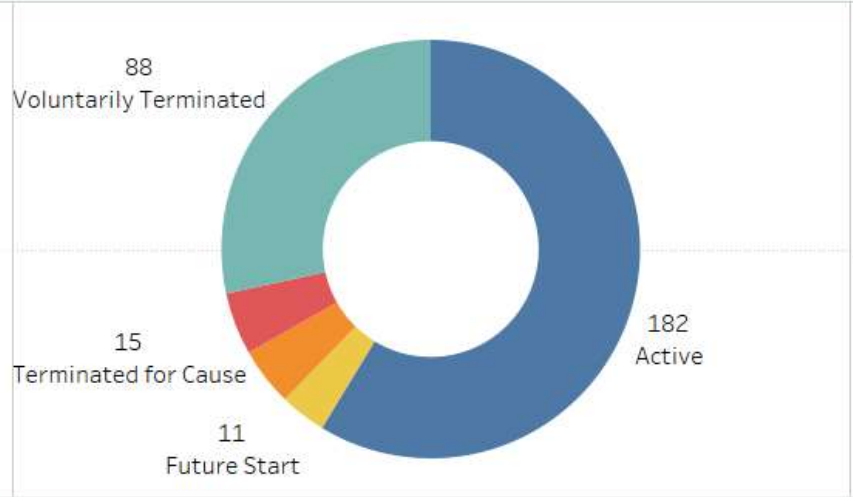
Exploration on Number of Employees in Different Departments.

- Bar Chart
- Kpi
- Area Chart
- Crosstab
- Treemap
- Motion Chart (Bar)
- Forecast

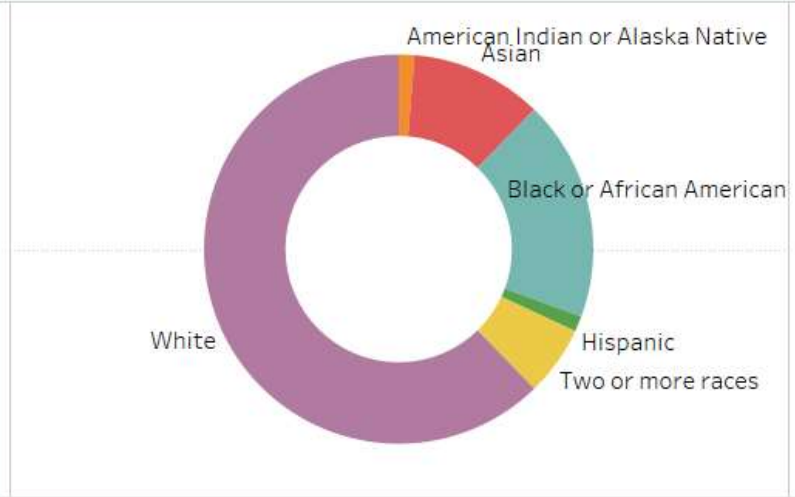


Distribution of Number of Employees Over Different Parameters

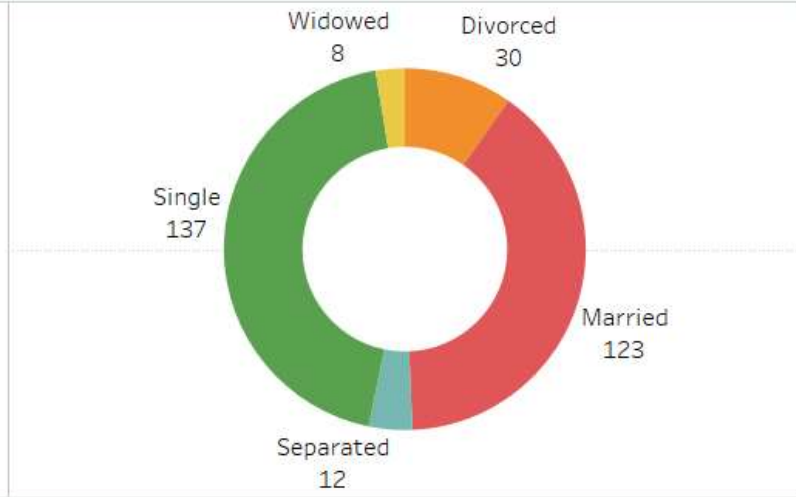
Employment Status



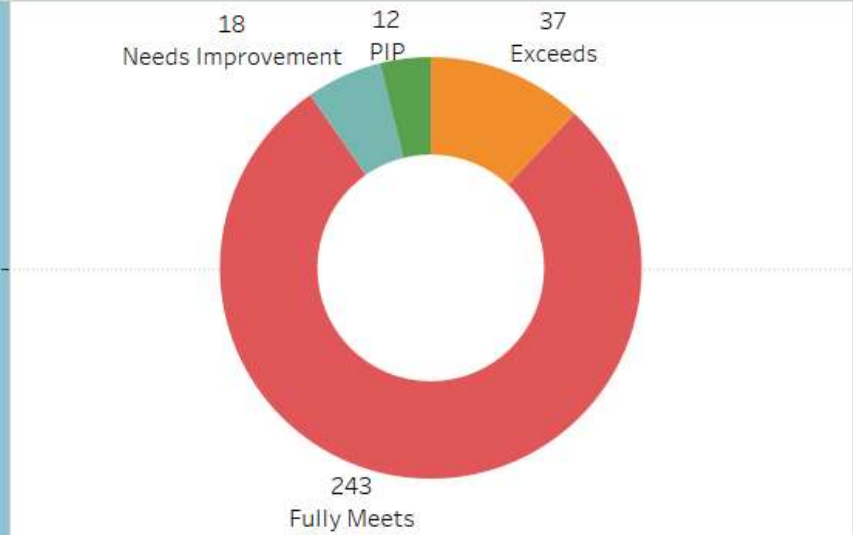
Race



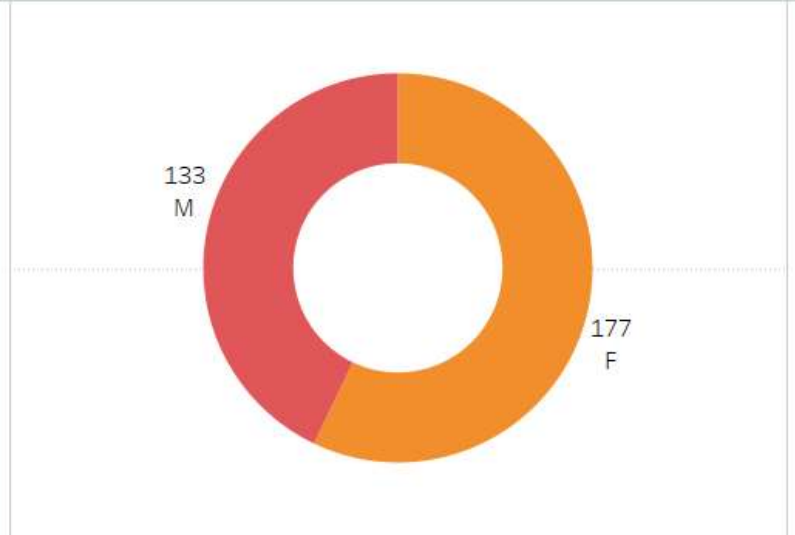
Marital Status



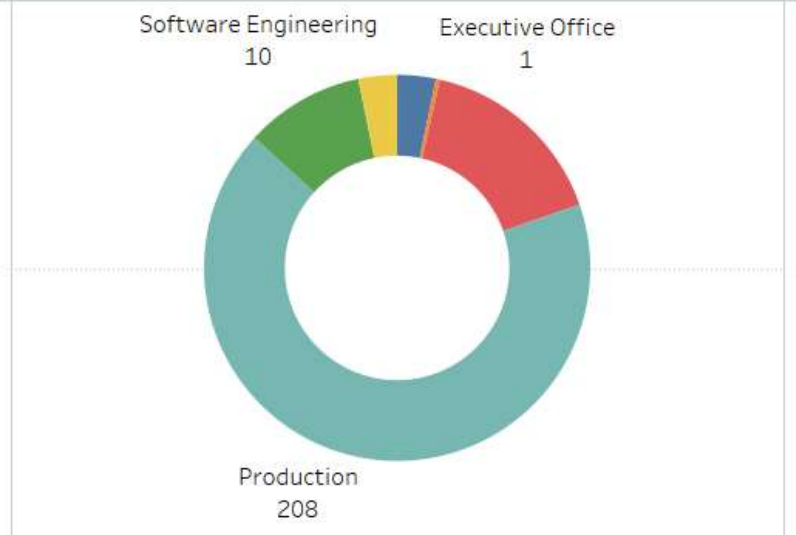
Performance Score



Sex Ratio

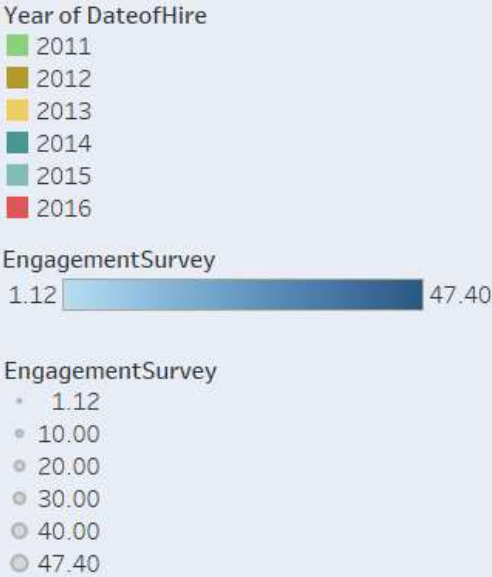
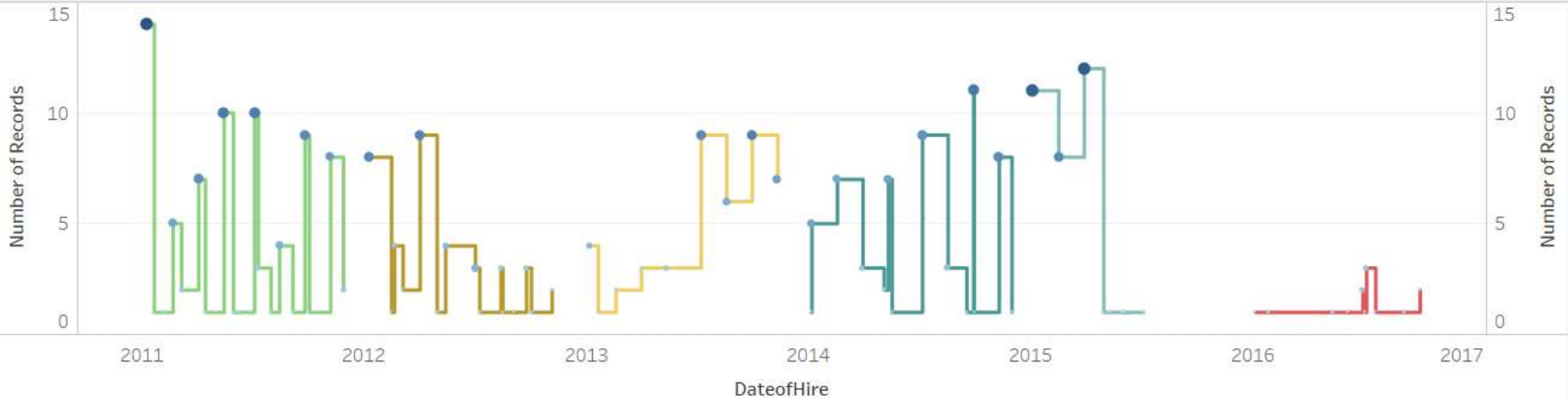


Department

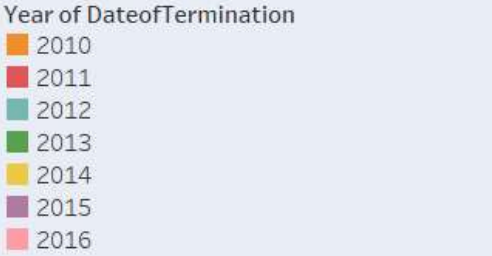
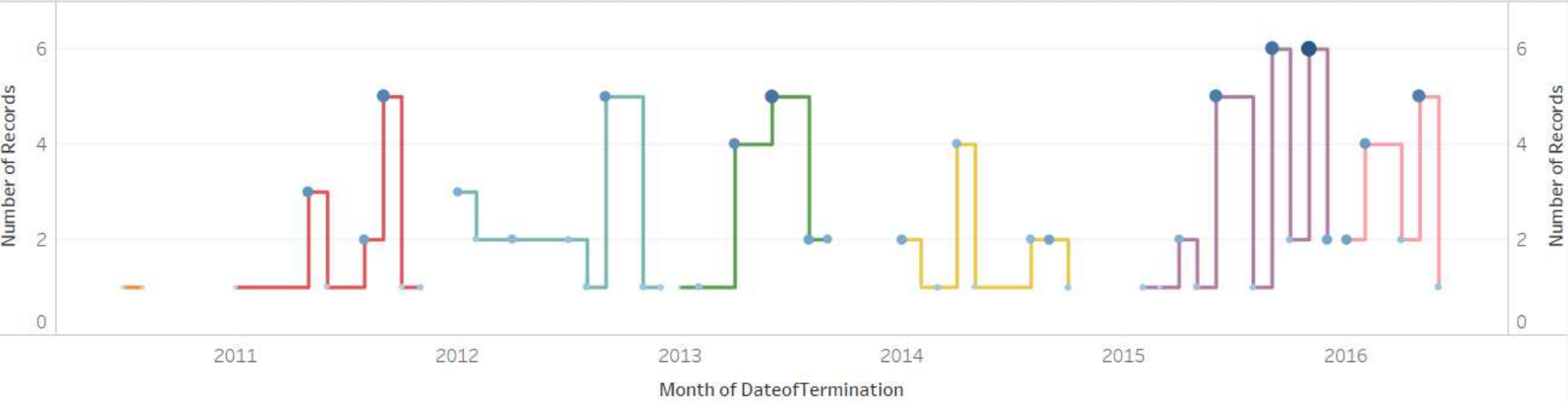


Joiner's and Leaver's Report

Joiner's Report



Leaver's Report



Exploration on Payrate

Bubble Chart

Bar Chart

Motion Chart

Trend Line

Box Plot

Bump Chart

Line Chart

TreeMap

Pareto Chart

Waterfall Chart

- Department
- Admin Offices
 - Executive Office
 - IT/IS
 - Production
 - Sales
 - Software Engine..



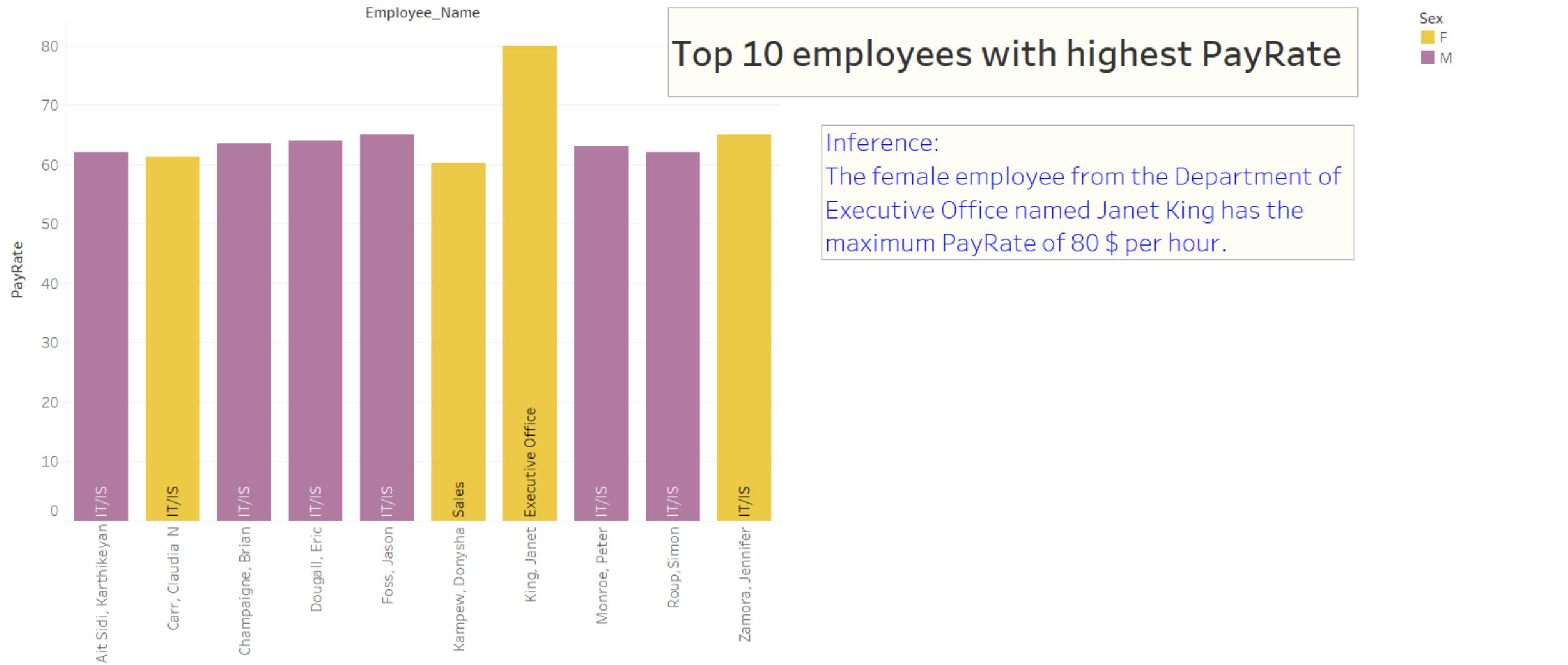
Distribution of Each Department According to their Average PayRate

Inference:

1. Department Executive Office has Maximum Payrate.
2. Department Production has minimum Payrate.

Exploration on Payrate

- Bubble Chart
- Bar Chart
- Motion Chart
- Trend Line
- Box Plot
- Bump Chart
- Line Chart
- TreeMap
- Pareto Chart
- Waterfall Chart



Exploration on Payrate

- Bubble Chart
- Bar Chart
- Motion Chart
- Trend Line
- Box Plot
- Bump Chart
- Line Chart
- TreeMap
- Pareto Chart
- Waterfall Chart



Display the Average Payrate with respect to Date of Hire of the Employees Monthwise across all the Years (2006-2017)

Exploration on Payrate

Bubble Chart

Bar Chart

Motion Chart

Trend Line

Box Plot

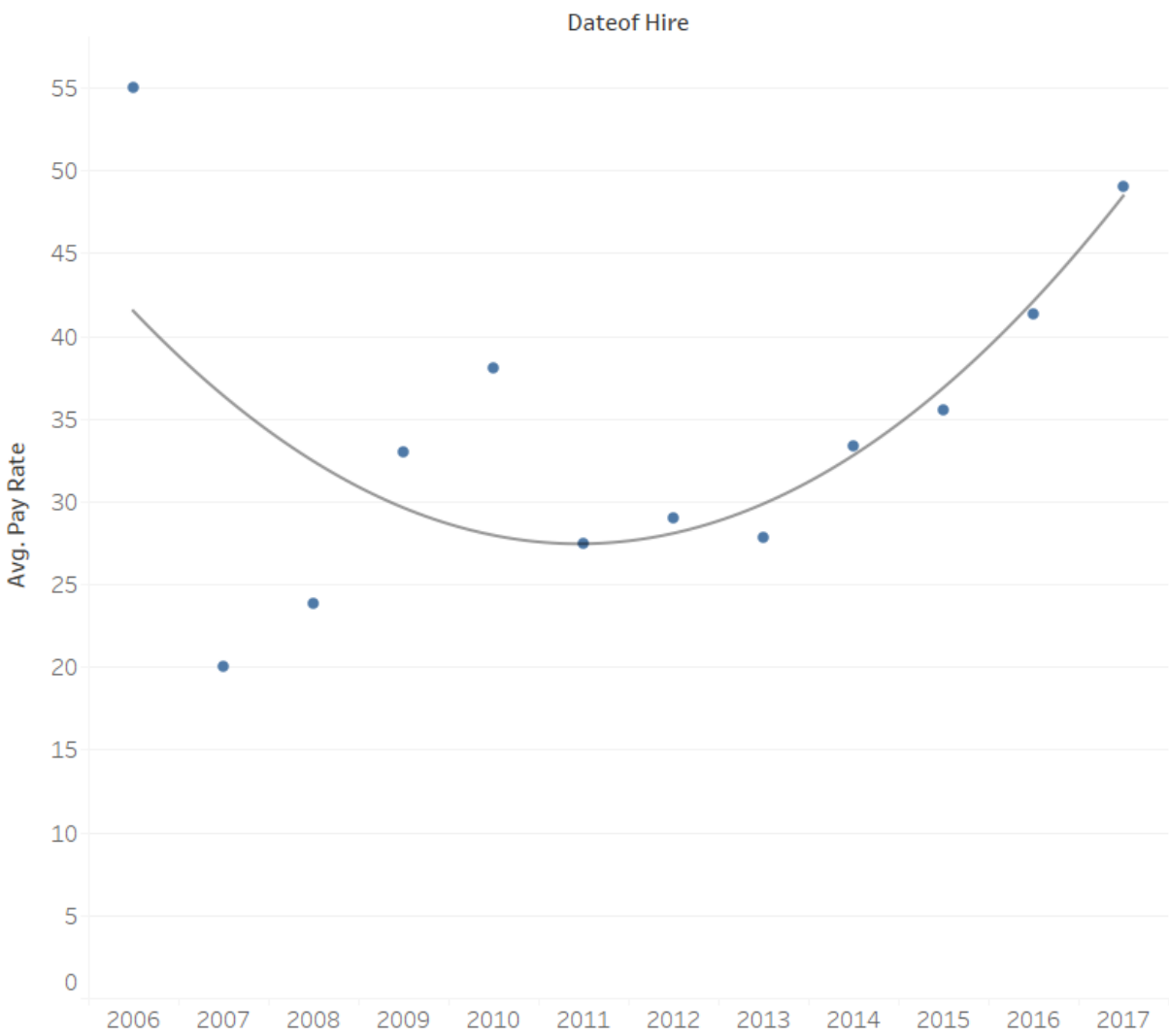
Bump Chart

Line Chart

TreeMap

Pareto Chart

Waterfall Chart

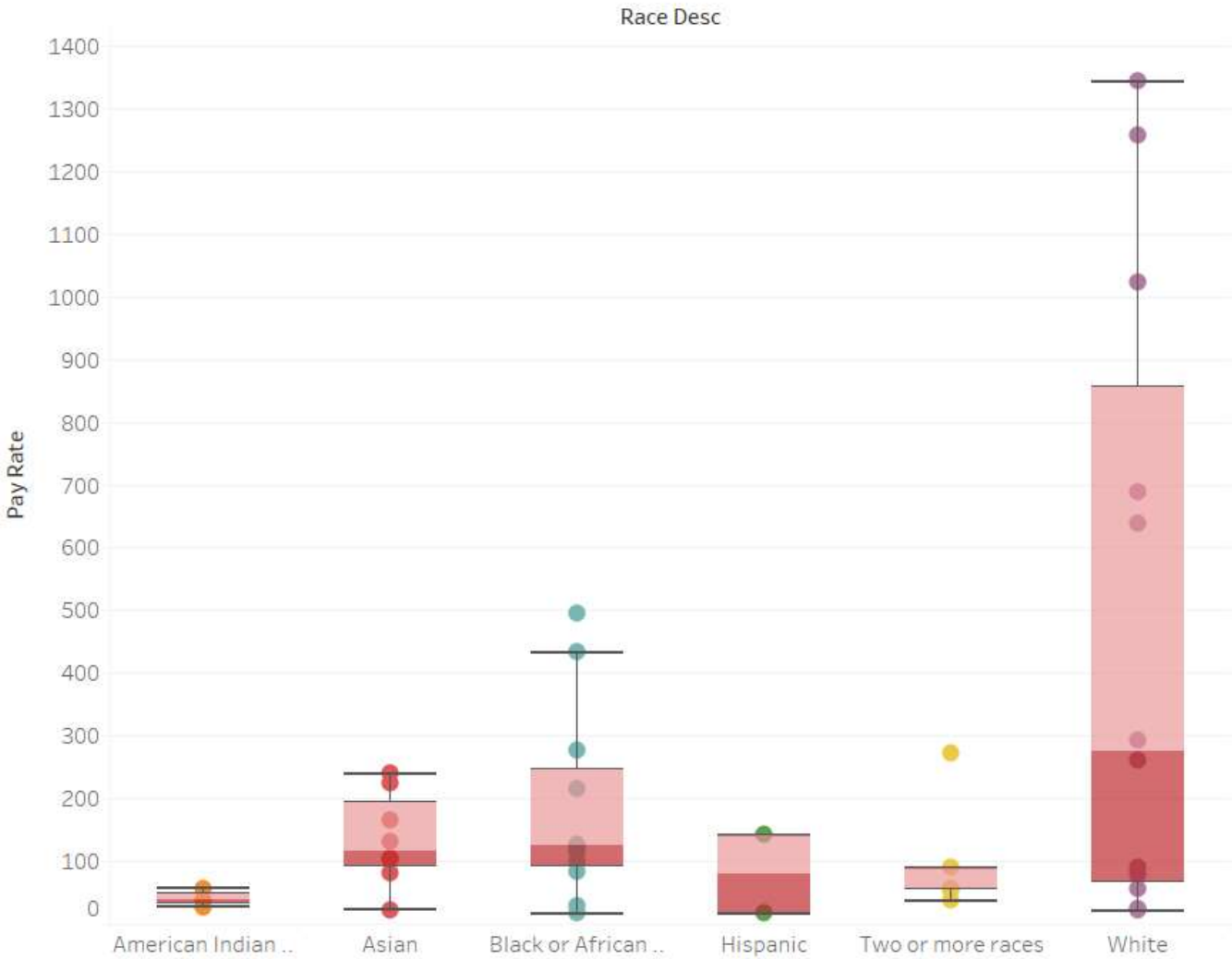


Describe the Line of Best Fit for the Average Payrate across all the years (2006-2017)

Inference: The Payrate follows Polynomial Trend Line as the Line of Best Fit

Exploration on Payrate

- Bubble Chart
- Bar Chart
- Motion Chart
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- Line Chart
- TreeMap
- Pareto Chart
- Waterfall Chart



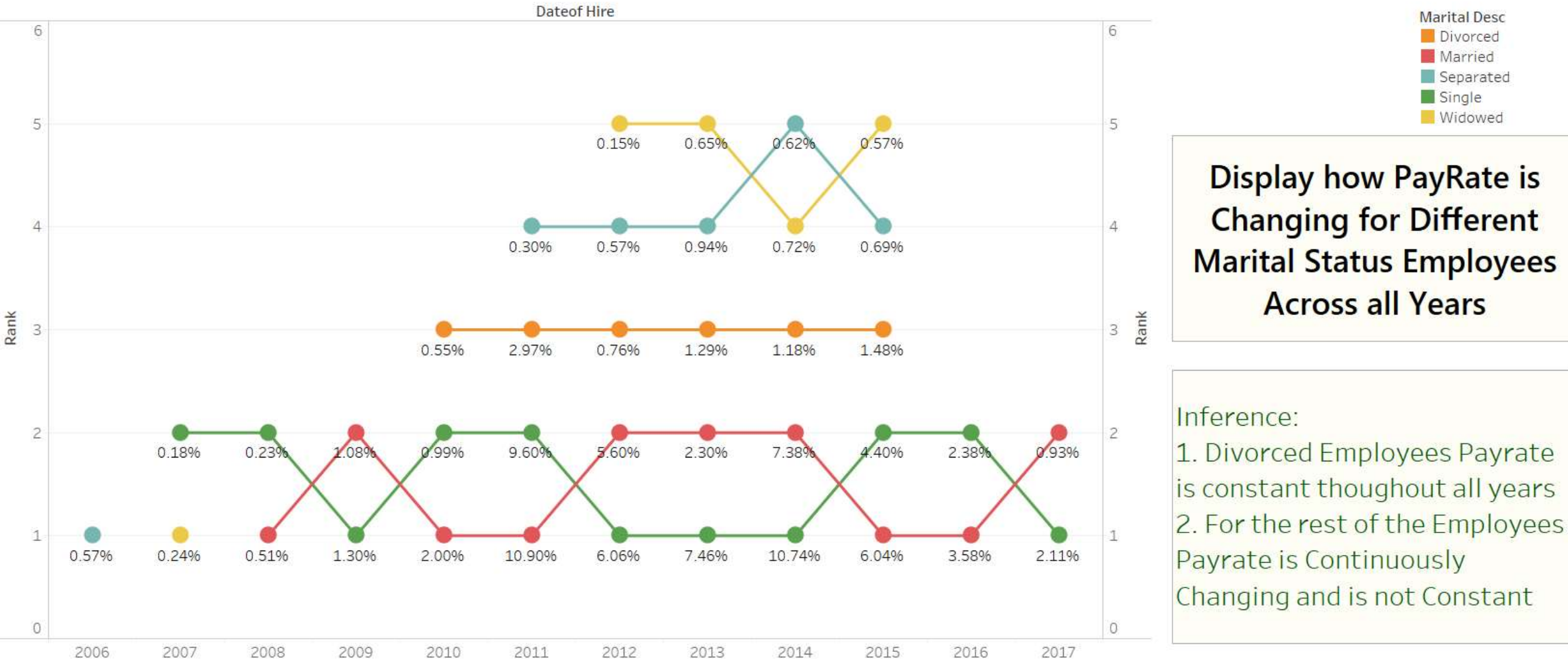
Display the Five Number Summary of Payrates for Each Race of Employees.

Five Number Summary Includes:

1. Maximum Value
2. Minimum Value
3. Lower Quartile
4. Upper Quartile
5. Median

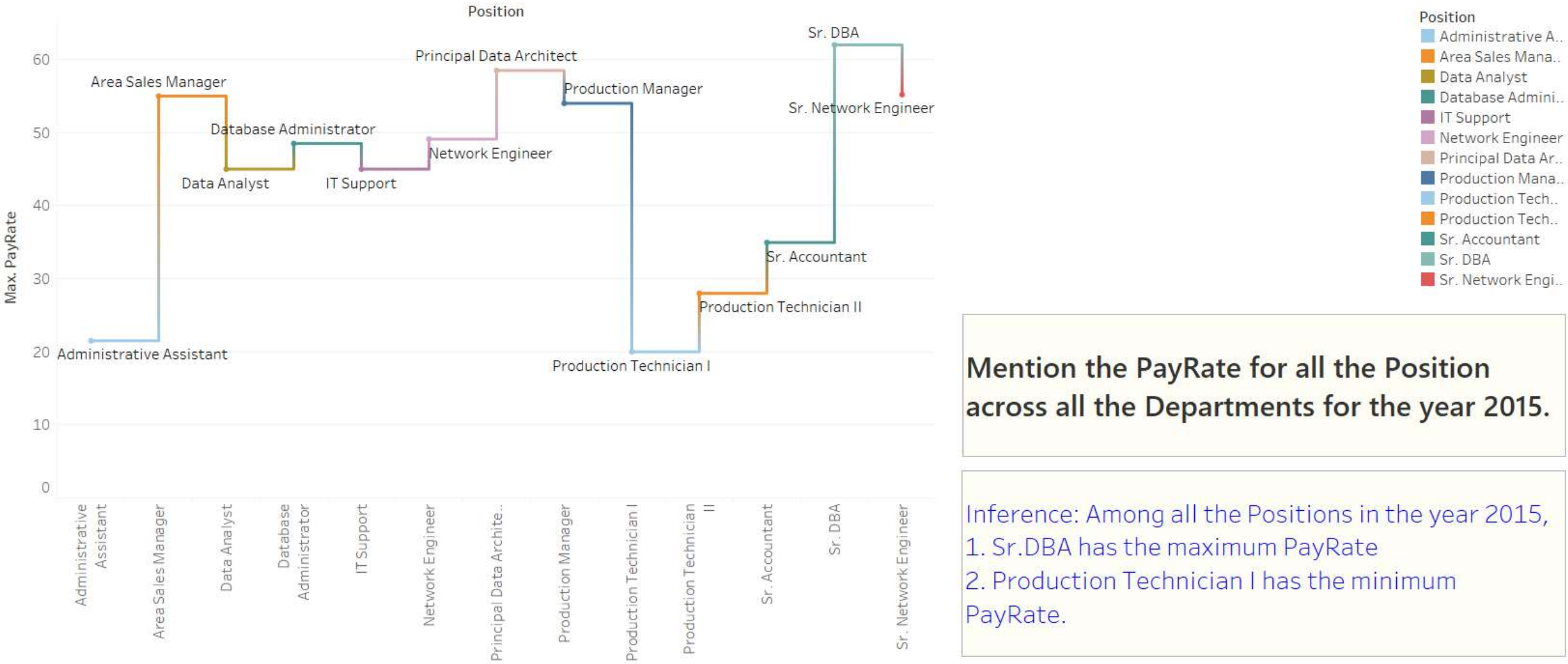
Exploration on Payrate

- Bubble Chart
- Bar Chart
- Motion Chart
- Trend Line
- Box Plot
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- Line Chart
- TreeMap
- Pareto Chart
- Waterfall Chart

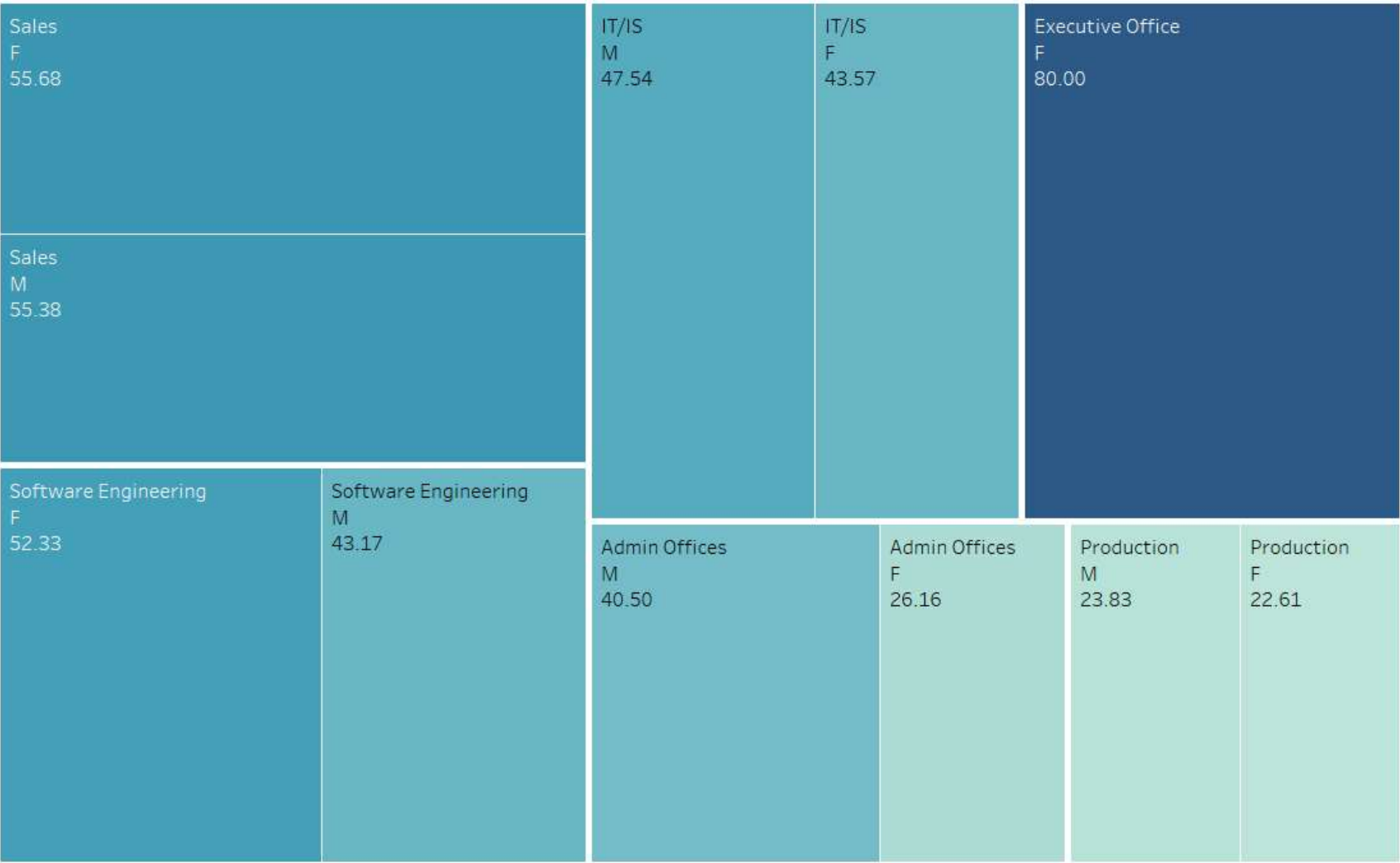


Exploration on Payrate

- Bubble Chart
- Bar Chart
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- Pareto Chart
- Waterfall Chart



Exploration on Payrate



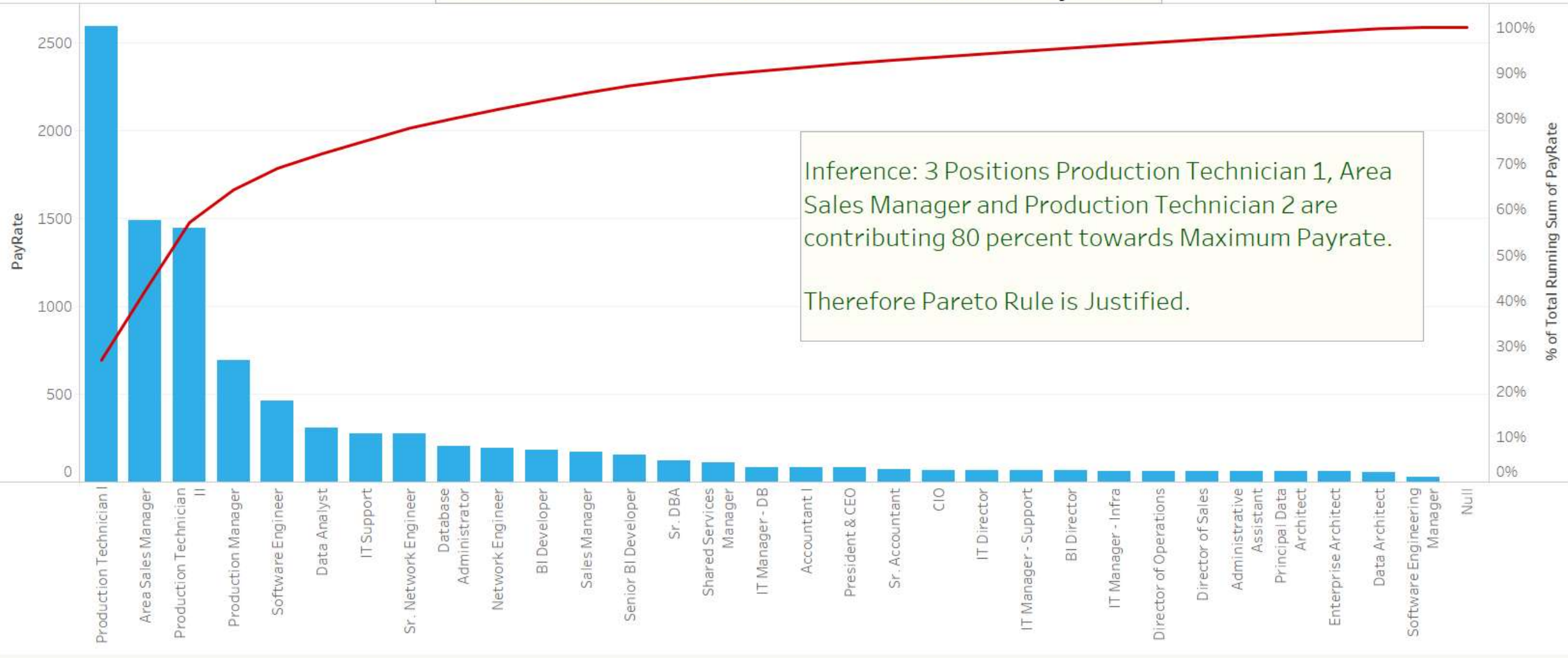
Compare between the male and female employee's average PayRate (hourly pay rate) in different departments across all the years.

- Inference:
1. Maximum Payrate Average for Females is 80\$ in Department Executive Office.
 2. Minimum Payrate Average for Females is 22.6\$ in Department Production.
 3. Maximum Payrate Average for Males is 55.38\$ in Department Sales.
 4. Minimum Payrate Average for Males is 23.83.6\$ in Department Production.

Exploration on Payrate

- Bubble Chart
- Bar Chart
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- Waterfall Chart

Which Position Accounts for Maximum Payrate?



Exploration on Payrate

- Bubble Chart
- Bar Chart
- Motion Chart
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- Waterfall Chart

