SDAIA
الهيئة السعودية للبيانات والذكاء الاصطناعي
Saudi Data & AI Authority

HR Analytics

RAYAN ABDULAZIZ

Outlines :

1. BackStory
2. Objects
3. Tools
4. Work flow
5. Conclusion

- **BackStory**

MNC has 9 large broad sectors throughout the organization One problem is to identify the most superior people and the final win is announced only after the evaluation and this delays the transition to new roles and therefore the company needs to help identify the winners.

• Objects

Which department has the most award wins?

Do age has an affect on years of experience and winning award ?

Who has the most won , females or males?

TOOls

- Technologies

PYthon
Jupyter

- Libraries

Pandas
Nunmpy
Matplotlibe
seaborn

- **work flow**

1-import data

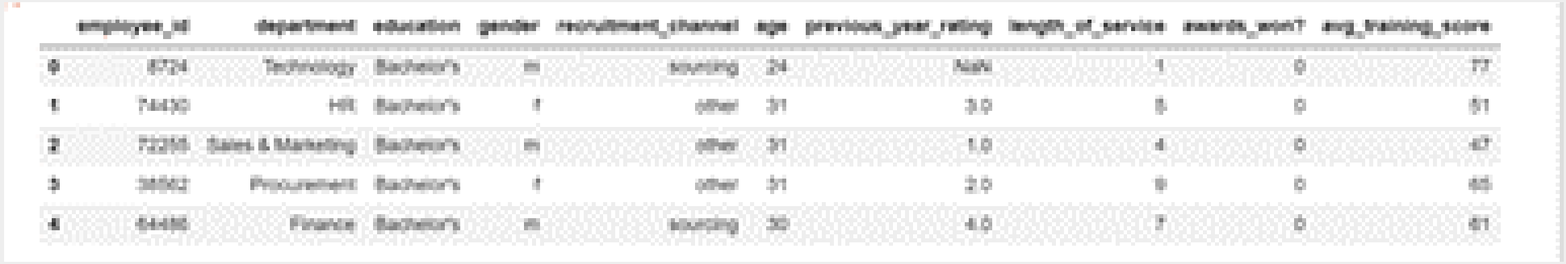
2-Cleaning Data

3-Answer Questions

• Dataset

Get this data from KAGGLE.COM

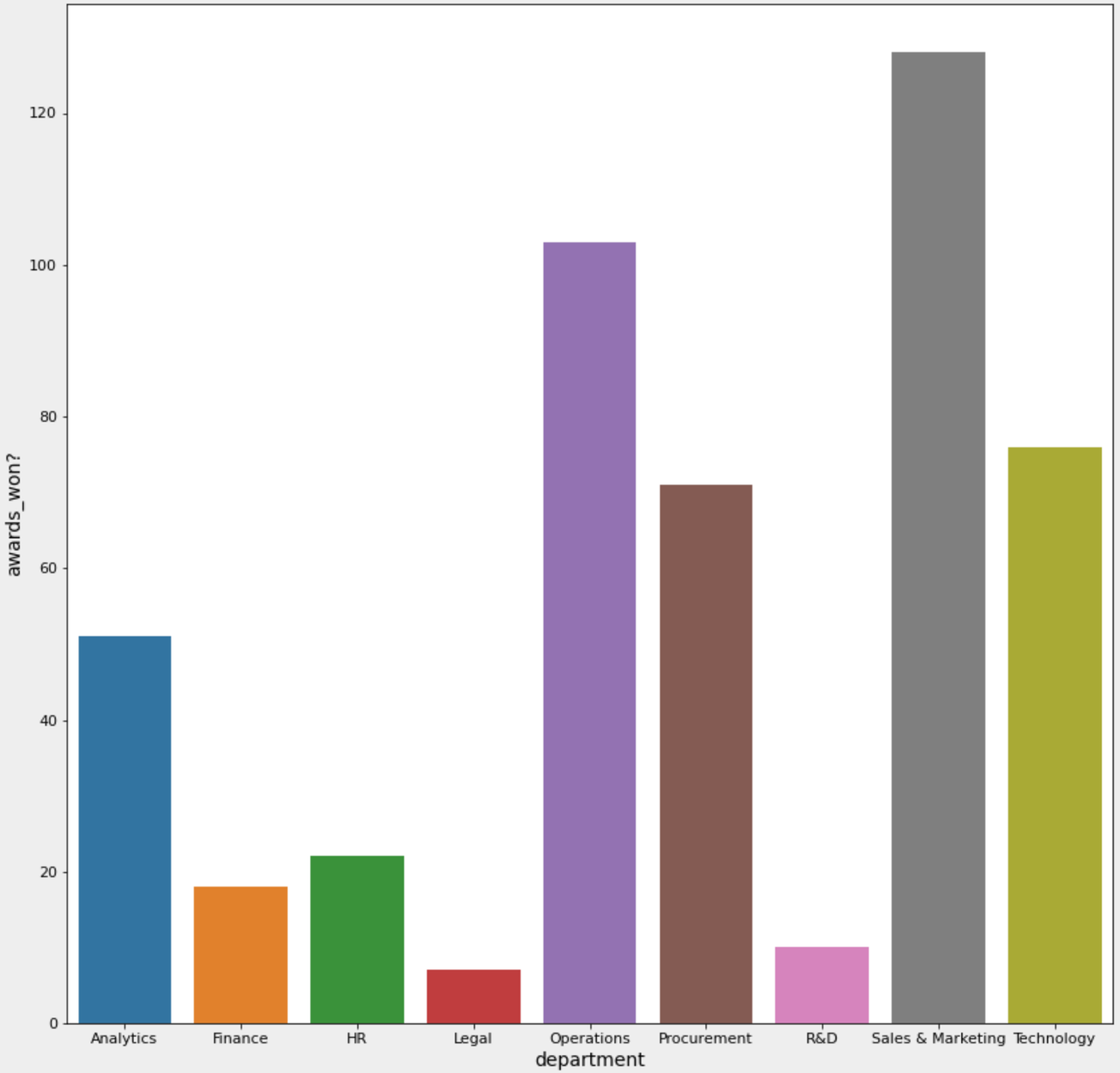
- 23490 rows
- 10 columns



	employee_id	department	education	gender	recruitment_channel	age	previous_year_rating	length_of_service	awards_won?	avg_training_score
0	8724	Technology	Bachelor's	m	sourcing	24	NaN	1	0	77
1	74430	HR	Bachelor's	f	other	31	3.0	5	0	51
2	72255	Sales & Marketing	Bachelor's	m	other	31	1.0	4	0	47
3	38562	Procurement	Bachelor's	f	other	31	2.0	9	0	65
4	64486	Finance	Bachelor's	m	sourcing	30	4.0	7	0	61

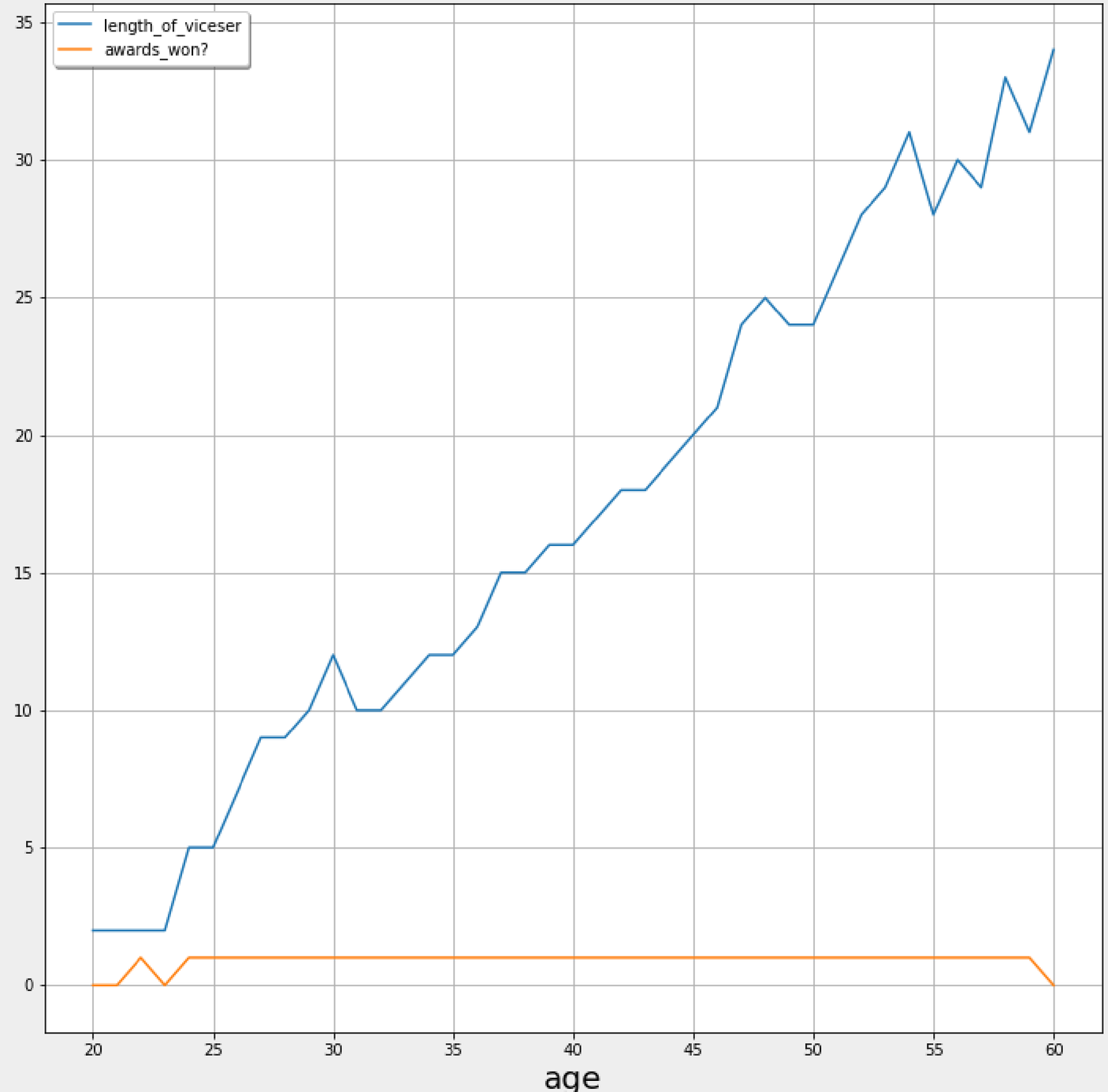
Results

Which department has the most award wins?



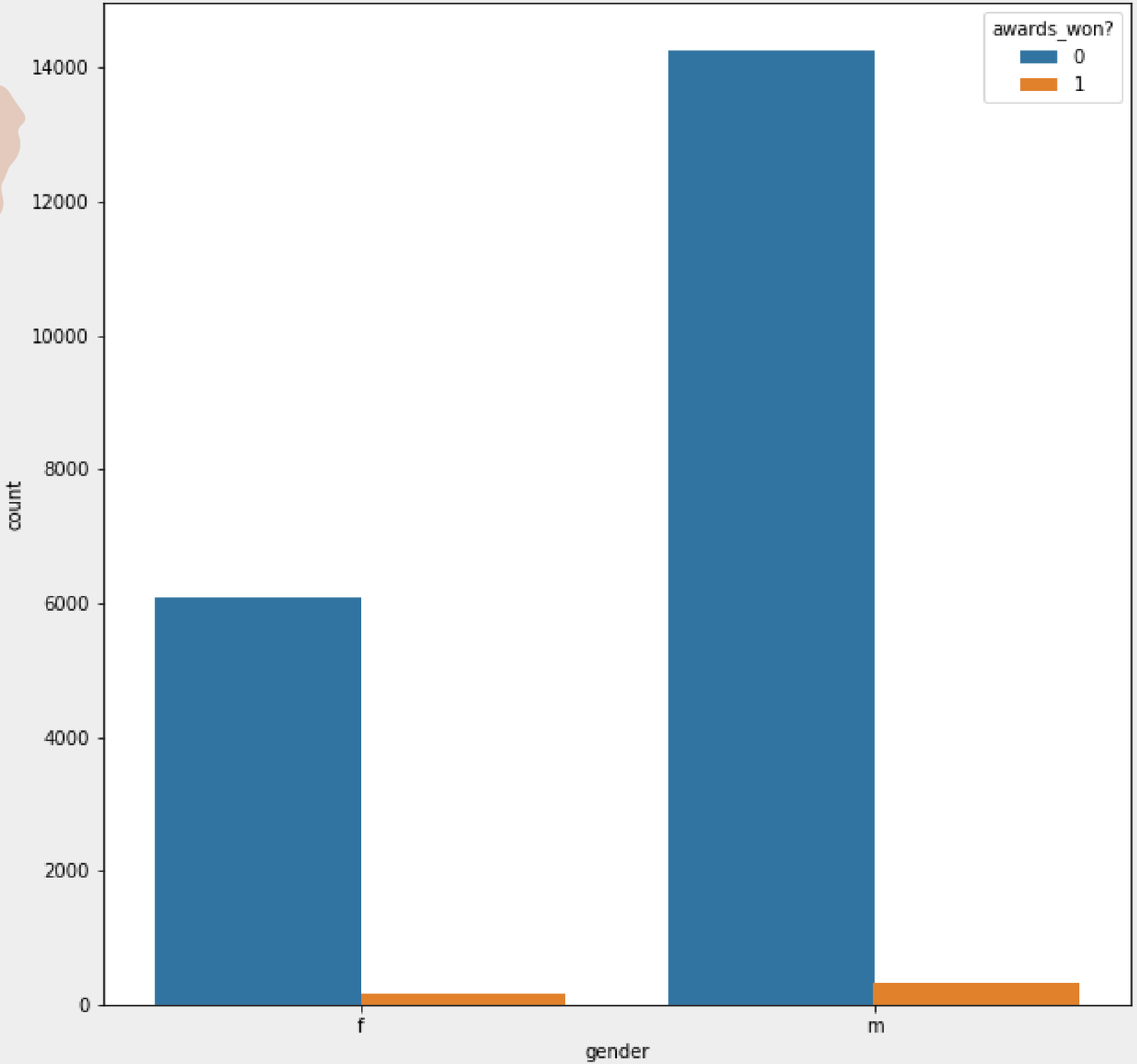
Results

Do age has an affect on years of experience and winning award ?



Results

Who has the most won , females or males?



- **Conclusion**

In conclusion, this result will help the company identify the most superior employees.

THANKS