

HR Employee Distribution and Analysis On Side Restoration Report

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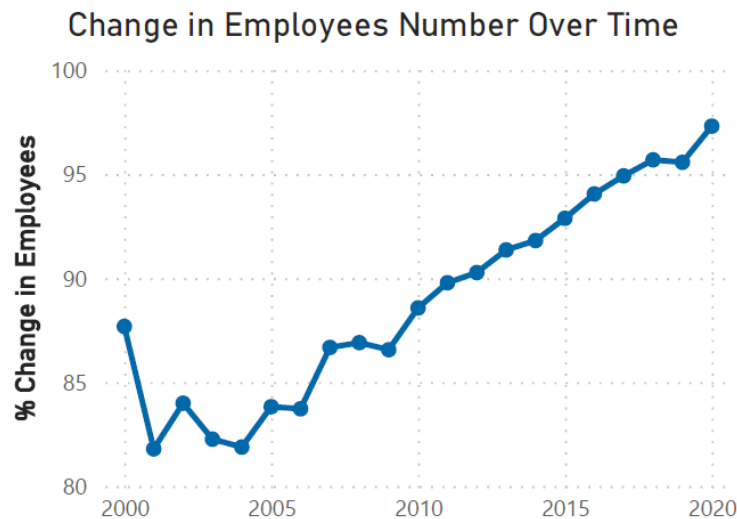
1 Introduction

This report presents a comprehensive analysis of employee distribution and key human resource metrics. The dataset for this analysis was sourced from Kaggle, a platform known for its vast repository of datasets and analytics competitions. The specific dataset can be accessed at [Kaggle HR Dataset](#). This report delves into various aspects of the workforce, including demographic trends, departmental insights, and location-based employee distribution, to provide data-driven insights essential for strategic decision-making in human resource management.

2 Analysis Summary

2.1 Number of Employees & % Change

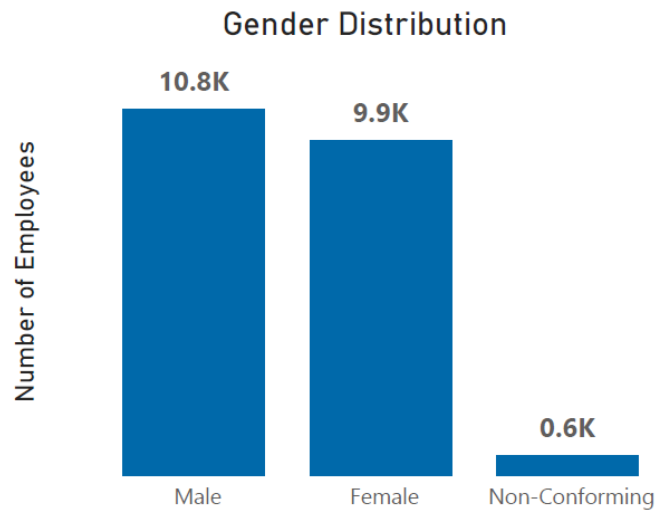
Indicates the total employee count and the percentage change over a specified period, offering insights into organizational growth or downsizing trends.



The line chart titled "Change in Employees Number Over Time" illustrates a steady upward trend in employee growth, indicating a consistent increase in the workforce from 2000 to 2020. The percentage of employee increase appears to have accelerated particularly after 2010.

2.2 Gender Distribution

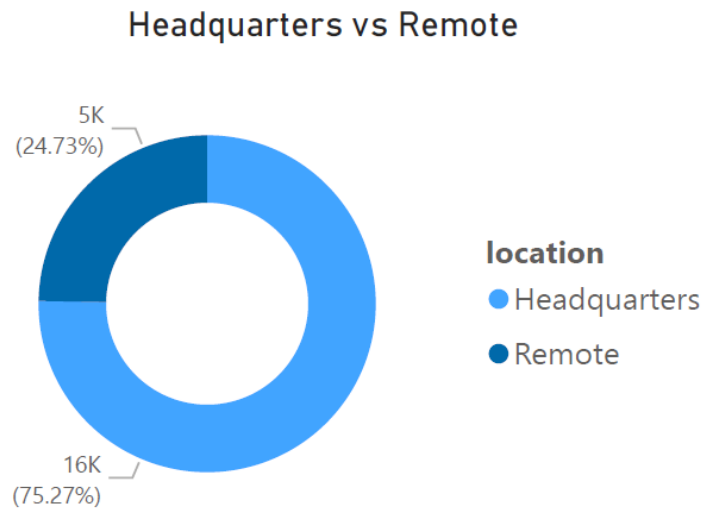
Highlights the gender ratio within the organization, crucial for understanding diversity and inclusion.



The graph shows a nearly balanced gender distribution among employees, with males at 10.8K and females at 9.9K, alongside a smaller group of 0.6K non-conforming individuals.

2.3 Headquarters vs Remote Employees

Compares the number of employees working at headquarters versus remotely, reflecting current work location preferences.



A majority of 16K employees work at the headquarters, demonstrating a centralization of the workforce.

2.4 Average Length of Employment

Presents the average tenure of employees, which is essential for assessing employee loyalty and retention strategies.

Average Length of Employment (Years)

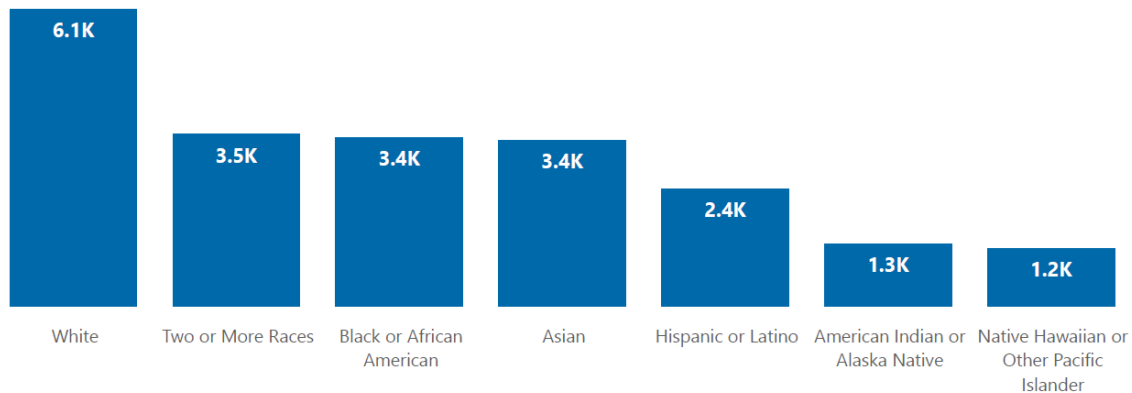
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The average tenure stands at 8 years, suggesting moderate employee retention.

2.5 Race Distribution

Provides an overview of the racial diversity within the organization, important for fostering an inclusive workplace.

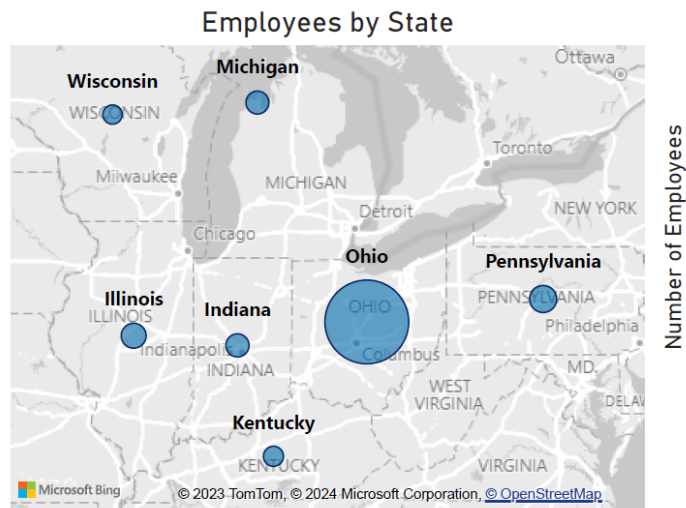
Race Distribution



The racial makeup is predominantly White (6.1K), with the least representation being Native Hawaiian or Other Pacific Islander.

2.6 Employees by State

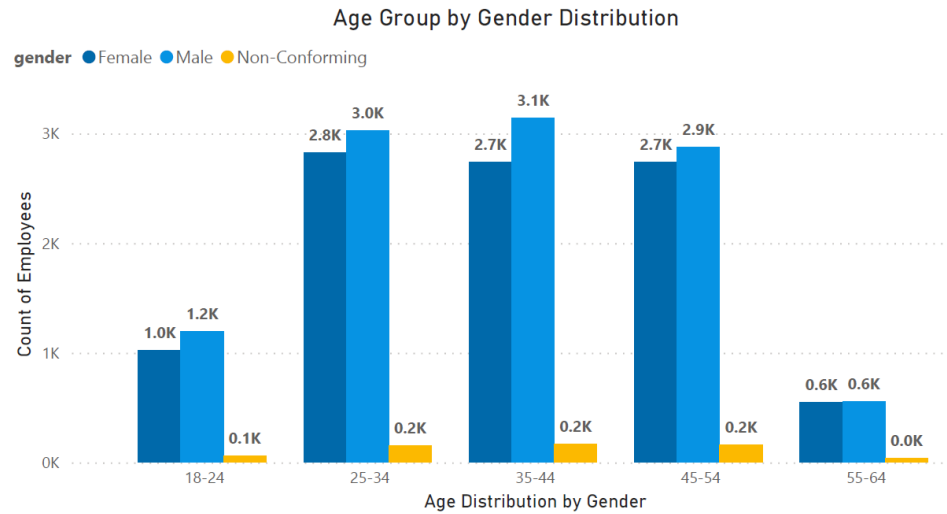
Shows the geographical distribution of employees, useful for regional workforce planning.



A significant number of employees (17K) are from Ohio, showing a geographic concentration of the workforce.

2.7 Age Distribution by Gender

Breaks down employee age groups across genders, offering insights into generational diversity.



The largest age group is 25-34 years, followed by 35-44, indicating a relatively young workforce.

2.8 Departmental Termination Rates

Reveals termination rates by department, aiding in identifying areas with high turnover and potential HR interventions.

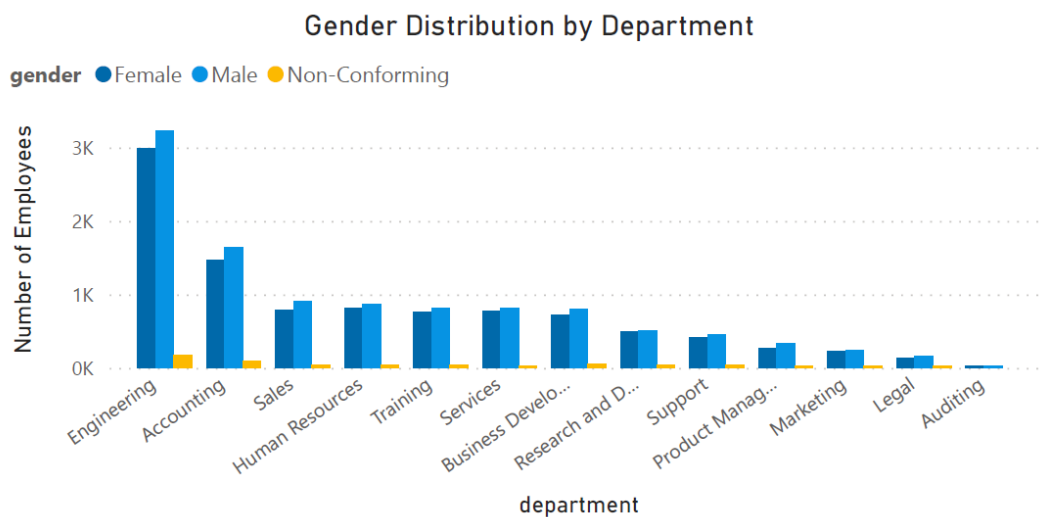
Departments by termination rates

department	termination_rate
Marketing	0.09
Business Development	0.10
Support	0.10
Product Management	0.11
Services	0.11
Engineering	0.11
Sales	0.11
Accounting	0.11
Human Resources	0.11
Research and Development	0.12
Training	0.12

Marketing and Training departments show the highest turnover rates (0.09 and 0.12 respectively), while Research and Development, Support, and Legal departments exhibit the lowest.

2.9 Gender Distribution by Department

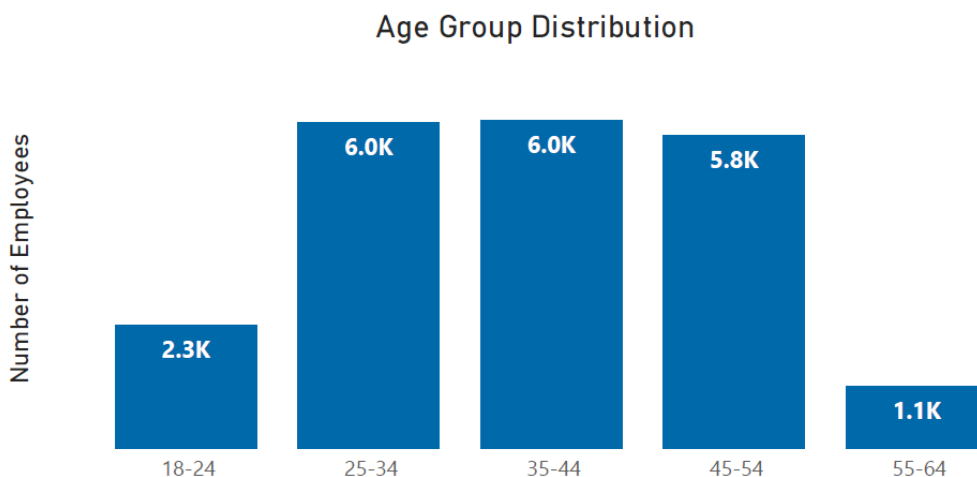
Examines gender distribution across various departments, highlighting diversity in different organizational segments.



Gender distribution varies across departments, with some like Engineering and Sales having more male employees.

2.10 Age Group Distribution

Offers a detailed view of the age group distribution within the workforce, crucial for understanding the demographic makeup and planning for generational changes.



The 55-64 age group is the least represented in the workforce.

3 Conclusions

This comprehensive analysis underscores significant aspects of workforce distribution, gender and racial diversity, departmental dynamics, and geographic concentration, guiding targeted HR strategies and policies for balanced growth and diversity.