Project

Report-2024

**Prepared by:** Shajidul Karim Saadi

**ID:** 01-042-07

**Submission Date: 09-12-2024**

**Exploring the** **HR Analysis in Employee Performance**

**(Shajidul Karim Saadi)**

# Summary: In this Project’s Report I analysis employee performance in difference type of factors like employees age, gender, department, recruitment channel, no of training session, average training score, award win etc. In this project there are 17,417 employee data. Finally, we find some different facts that is really impact on employee performance. For an example Sales and Marketing department win more award other that different departments. Also different educational background employee impact on employee performance.

## Introduction:

In this project totally focus on HR analysis how affect on employee performance. So, at first we have to know the basic meaning of HR. HR stands for **Human Resources**, which is a department within organizations that focuses on managing the people-related aspects of a business. It plays a crucial role in ensuring the organization operates effectively and aligns with its strategic goals by fostering a positive work environment, supporting employee needs, and ensuring compliance with labor laws and policies. **HR Analysis** (or **Human Resource Analysis**) refers to the process of collecting, organizing, and analyzing data related to an organization's workforce (Ullah et al., 2016). The goal is to uncover insights that improve HR practices, enhance decision-making, and align workforce strategies with organizational goals. There has been some progress in conceptualising the focus of an HR system, re ̄ected in the growing consensus that a `high performance’ HR system should be designed to ensure that workers possess high skills and competence, a high level of motivation and the opportunity to contribute discretionary effort (Guest et al., 2004).

### **Discussion:** In this project we collect HR data from different types data sources in **17,417** employees.

### **Employee:** In our project, we determine big data which is based on almost 17,417 employee data. Employees play a critical role in shaping the success and culture of an organization. Typically, a person must have an employer to be considered an employee.

### Department: An organization typically consists of various departments, each with specific roles and responsibilities to ensure the smooth operation and achievement of its objectives. In our project there are 9 department. These all departments work for organizations success.

### Education: According to our dataset we have three educational level of employee like the Bachelors, Masters, below the bachelors etc.

### Others: There are some others factors in our project like the employee age, gender, training, awards win etc.

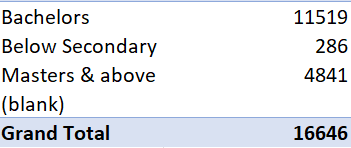
#### Results: In our project we find some results based on several questions. At first we have to see the questions.

1. Calculate the educational level of employees.
2. Which department win most award?
3. Which recruitment channel achieve most average training score?
4. Count down the Male and Female Worker.
5. How many training session, get more award?

We want to know employee performance in difference dimension of working conditions and different types of question.

* **Educational level of employees:**

According to this graph we see that there are 4 type of educational background employee in this organization. Like Bachelors, Below Secondary, Masters and Above and some of Blank.



* **Which department win most award?**

According to our dataset we find that Sales and Marketing department wins more award other than several departments.

* Male and Female Employee: In this particular Organization, the total number of employee are 17,417

**Male:** 12314

**Female:** 5130

##### Reference:

Boudreau, J. W. (2006). Talentship and HR measurement and analysis: From ROI to strategic organizational change. *People and Strategy*, *29*(1), 25.

Dataset from: <https://www.kaggle.com/datasets>

Hassan, M. S., Mizanuzzaman, M., & Islam, K. A. (2020). The Effects of Training to the Employee Performance and Development: A Study of Fareast Islami Life Insurance Company Limited, Bangladesh. *International Journal of Business and Management Future*, *4*(2), 17–40.

Ruona, W. E. A., & Gibson, S. K. (2004). The making of twenty‐first‐century HR: An analysis of the convergence of HRM, HRD, and OD. *Human Resource Management*, *43*(1), 49–66. <https://doi.org/10.1002/hrm.20002>