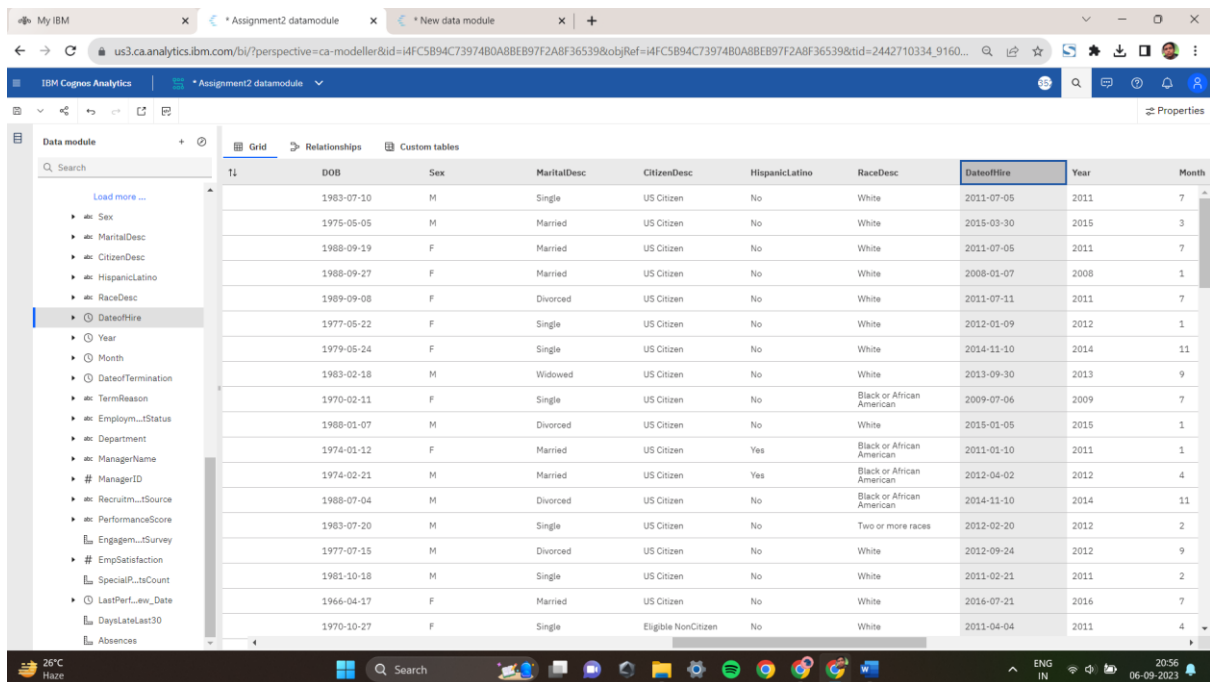


Name: Abhishek Pokale  
VIT Reg no: 21BCE10761

## Assignment-2

### Data Module:

Named as Assignment 2 datamodule ,  
and deleted row Id column which does't contributes  
to the dataset



T1	DOB	Sex	MaritalDesc	CitizenDesc	HispanicLatino	RaceDesc	DateofHire	Year	Month
	1983-07-10	M	Single	US Citizen	No	White	2011-07-05	2011	7
	1975-05-05	M	Married	US Citizen	No	White	2015-03-30	2015	3
	1988-09-19	F	Married	US Citizen	No	White	2011-07-05	2011	7
	1988-09-27	F	Married	US Citizen	No	White	2008-01-07	2008	1
	1989-09-08	F	Divorced	US Citizen	No	White	2011-07-11	2011	7
	1977-05-22	F	Single	US Citizen	No	White	2012-01-09	2012	1
	1979-05-24	F	Single	US Citizen	No	White	2014-11-10	2014	11
	1983-02-18	M	Widowed	US Citizen	No	White	2013-09-30	2013	9
	1970-02-11	F	Single	US Citizen	No	Black or African American	2009-07-06	2009	7
	1988-01-07	M	Divorced	US Citizen	No	White	2015-01-05	2015	1
	1974-01-12	F	Married	US Citizen	Yes	Black or African American	2011-01-10	2011	1
	1974-02-21	M	Married	US Citizen	Yes	Black or African American	2012-04-02	2012	4
	1988-07-04	M	Divorced	US Citizen	No	Black or African American	2014-11-10	2014	11
	1983-07-20	M	Single	US Citizen	No	Two or more races	2012-02-20	2012	2
	1977-07-15	M	Divorced	US Citizen	No	White	2012-09-24	2012	9
	1981-10-18	M	Single	US Citizen	No	White	2011-02-21	2011	2
	1966-04-17	F	Married	US Citizen	No	White	2016-07-21	2016	7
	1970-10-27	F	Single	Eligible NonCitizen	No	White	2011-04-04	2011	4

Extracted Month and Year , i.e to highlight the period  
of hiring

DateofTermination	TermReason	EmploymentStatus	Department	ManagerName	ManagerID	RecruitmentSource	PerformanceScore	EngagementSurvey
Null	N/A-StillEmployed	Active	Production	Michael Albert	22	LinkedIn	Exceeds	4.6
2016-06-16	career change	Voluntarily Terminated	IT/IS	Simon Roup	4	Indeed	Fully Meets	4.96
2012-09-24	hours	Voluntarily Terminated	Production	Kissy Sullivan	20	LinkedIn	Fully Meets	3.02
Null	N/A-StillEmployed	Active	Production	Elijah Gray	16	Indeed	Fully Meets	4.84
2016-09-06	return to school	Voluntarily Terminated	Production	Webster Butler	39	Google Search	Fully Meets	5
Null	N/A-StillEmployed	Active	Production	Amy Dunn	11	LinkedIn	Exceeds	5
Null	N/A-StillEmployed	Active	Software Engineering	Alex Sweetwater	10	LinkedIn	Fully Meets	3.04
Null	N/A-StillEmployed	Active	Production	Ketsia Liebig	19	Employee Referral	Fully Meets	5
Null	N/A-StillEmployed	Active	Production	Brannon Miller	12	Diversity Job Fair	Fully Meets	4.46
Null	N/A-StillEmployed	Active	IT/IS	Peter Monroe	7	Indeed	Fully Meets	5
2017-01-12	Another position	Voluntarily Terminated	Production	David Stanley	14	Diversity Job Fair	Fully Meets	4.2
2016-09-19	unhappy	Voluntarily Terminated	Production	Kissy Sullivan	20	Diversity Job Fair	Fully Meets	4.2
Null	N/A-StillEmployed	Active	IT/IS	Simon Roup	4	Diversity Job Fair	Exceeds	4.28
Null	N/A-StillEmployed	Active	Production	Kelley Spirea	18	Google Search	Fully Meets	4.6
2017-04-06	Another position	Voluntarily Terminated	Production	Michael Albert	22	On-line Web application	Fully Meets	5
2017-08-04	attendance	Terminated for Cause	Production	Kelley Spirea	18	Google Search	Fully Meets	5
Null	N/A-StillEmployed	Active	Production	Kelley Spirea	18	Employee Referral	Exceeds	4.4
Null	N/A-StillEmployed	Active	Production	Elijah Gray	16	Google Search	Fully Meets	5

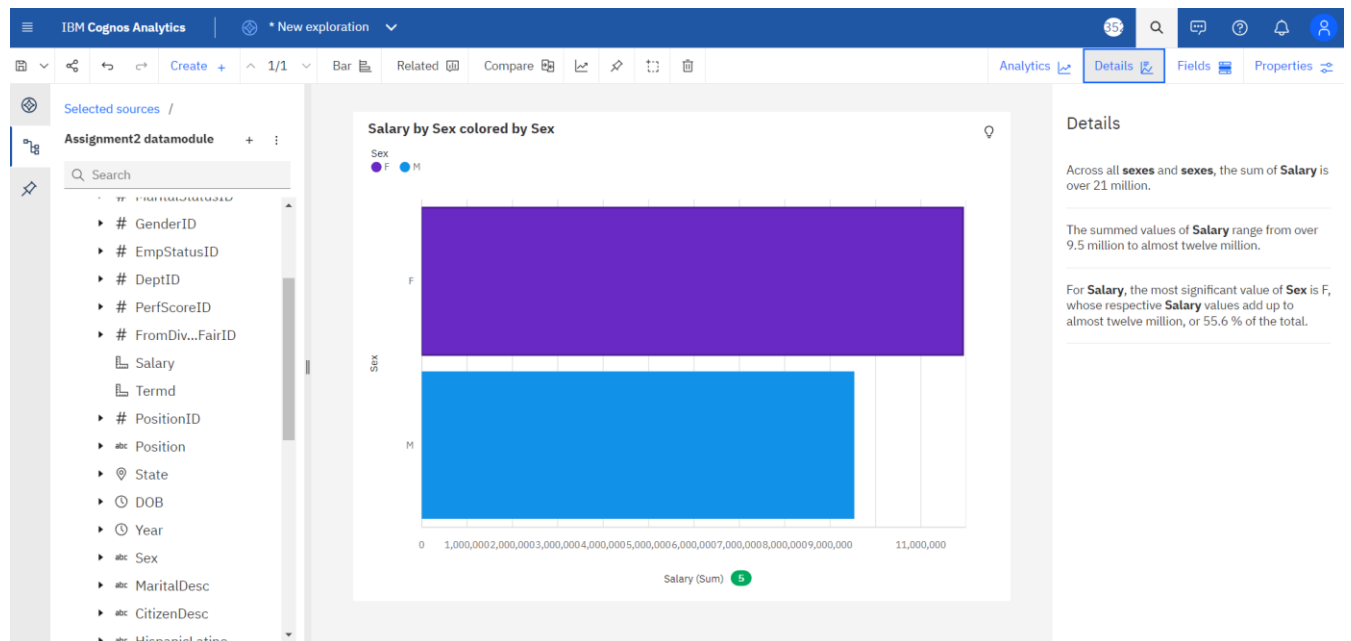
Removed Zip code and extracted Age from date of birth by splitting DOB in year and further calculation

DOB	Year
1979-05-24	1979
1983-02-18	1983
1970-02-11	1970
1988-01-07	1988
1974-01-12	1974
1974-02-21	1974
1988-07-04	1988
1983-07-20	1983
1977-07-15	1977
1981-10-18	1981
1966-04-17	1966
1970-10-27	1970
1986-04-04	1986
1979-04-06	1979
1970-12-22	1970
1958-12-27	1958
1989-09-01	1989
1990-09-21	1990

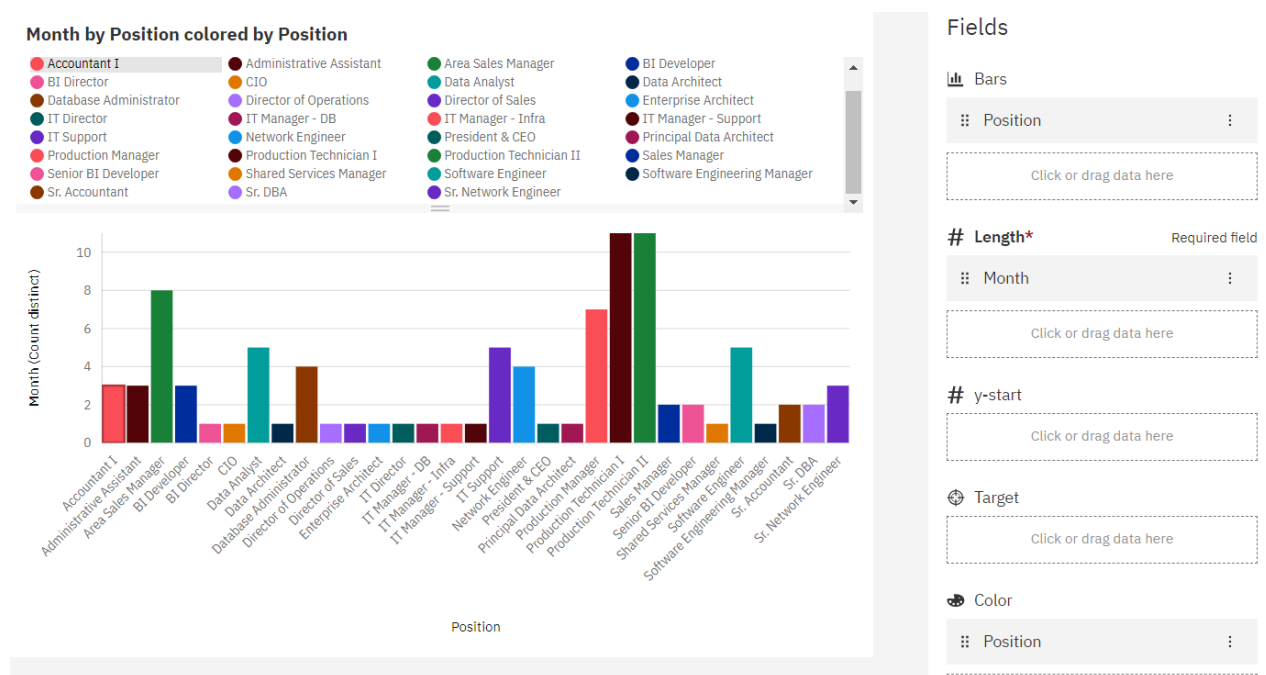
↑↓	AgeEmployee
	40
	48
	35
	35
	34
	46
	44
	40
	53
	35
	49
	49
	35
	40
	46
	42
	57
	53

# Exploration

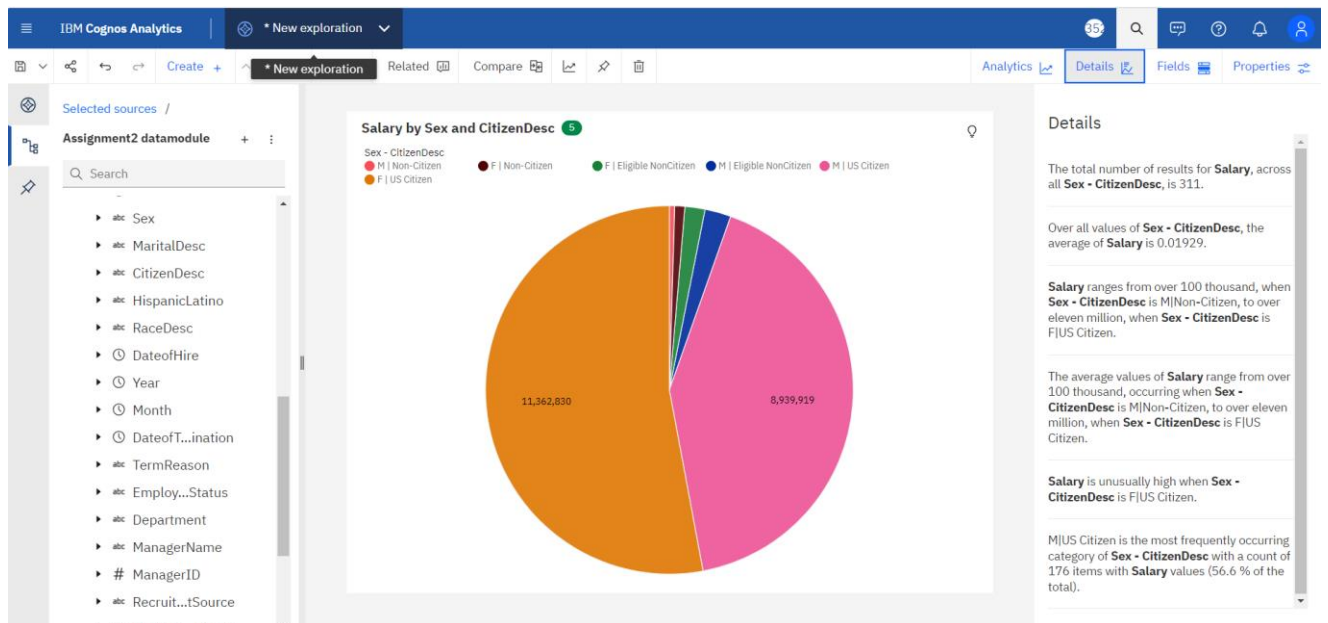
## 1) Gender by salary



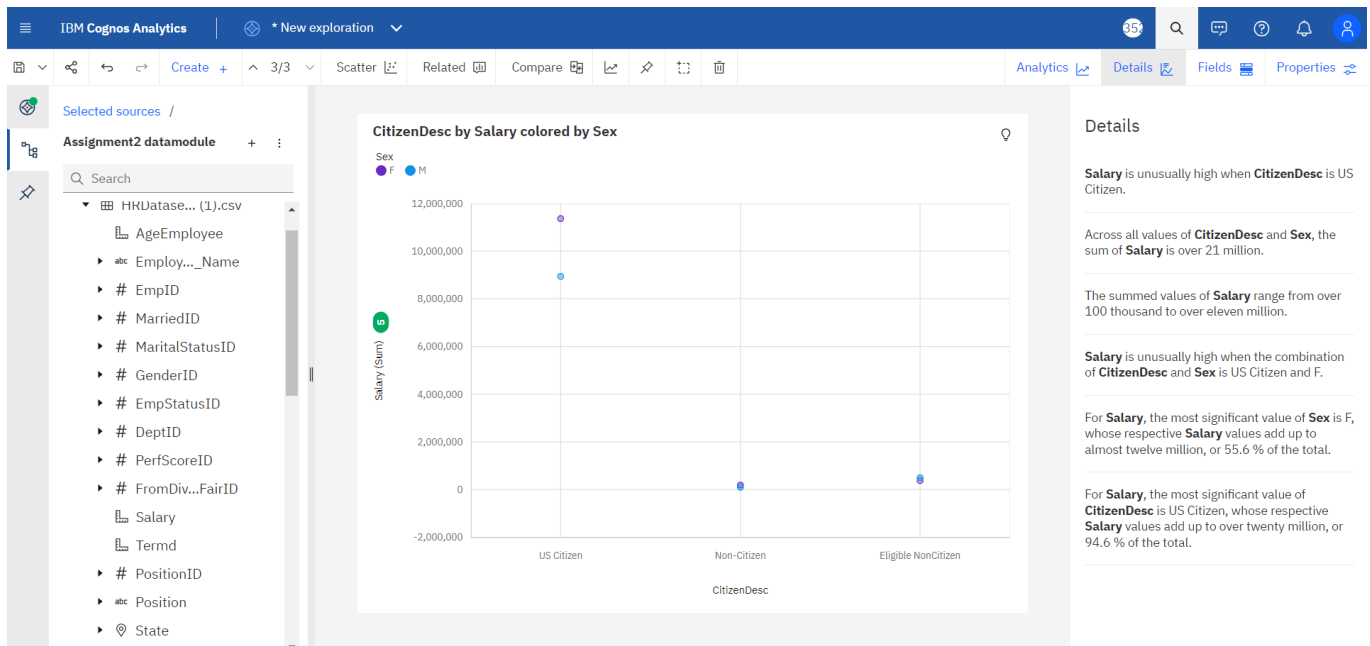
## 2) Month by position to see for which position we see there is more hiring



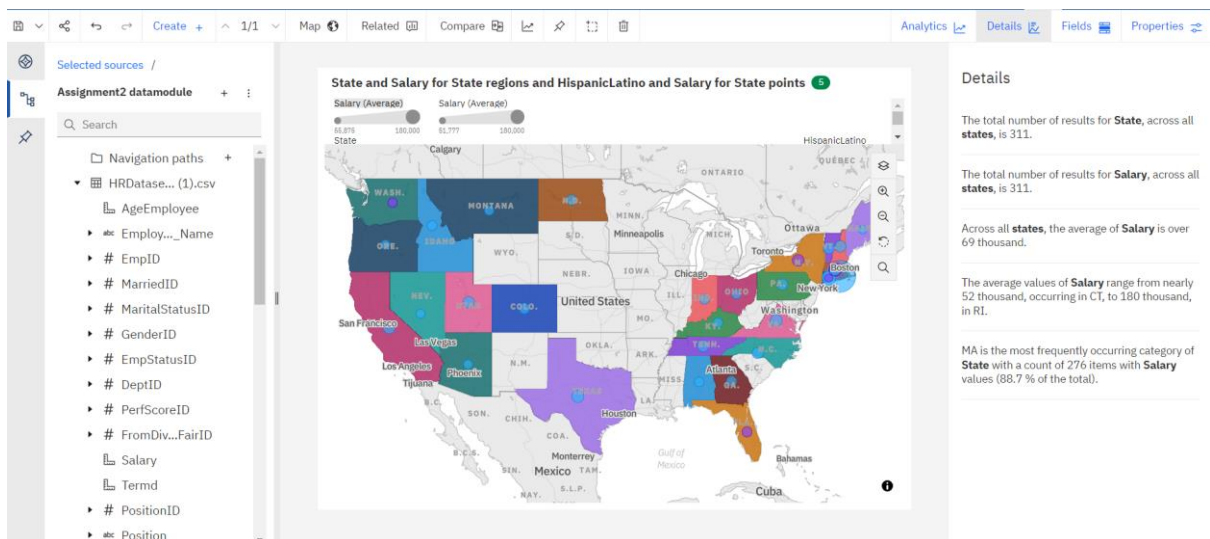
### 3) Salary by Female/Male and there citizenship



### 4) Citizenship by salary for genders



## 5) State and Salary for State regions and HispanicLatino and Salary for State points



## 6) Sales by each department

## Salary by Department colored by Department



Department

● Admin Offices

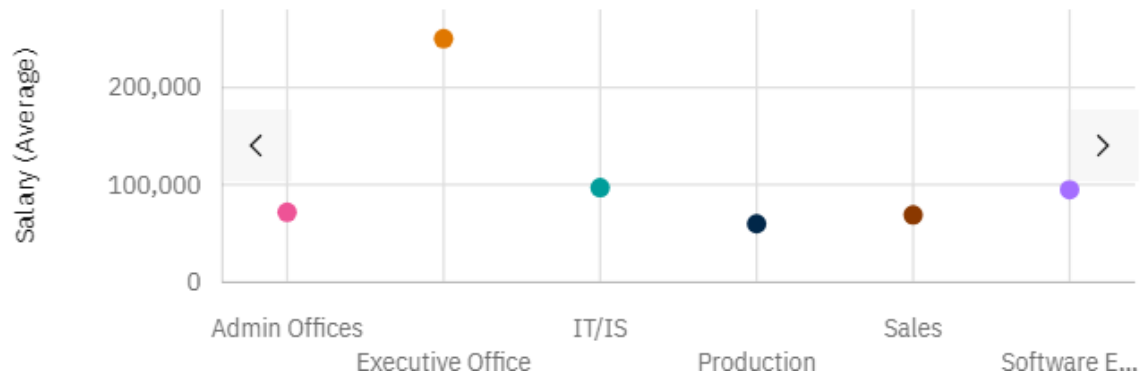
● Executive Office

● IT/IS

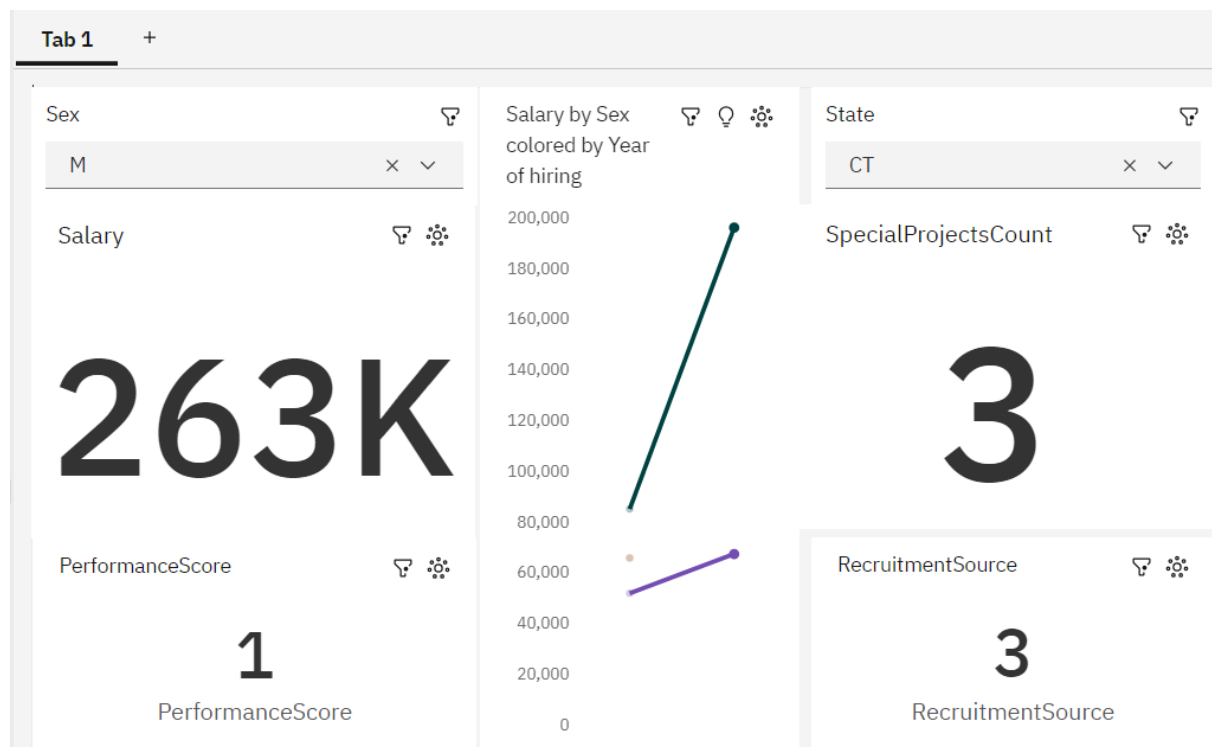
● Production

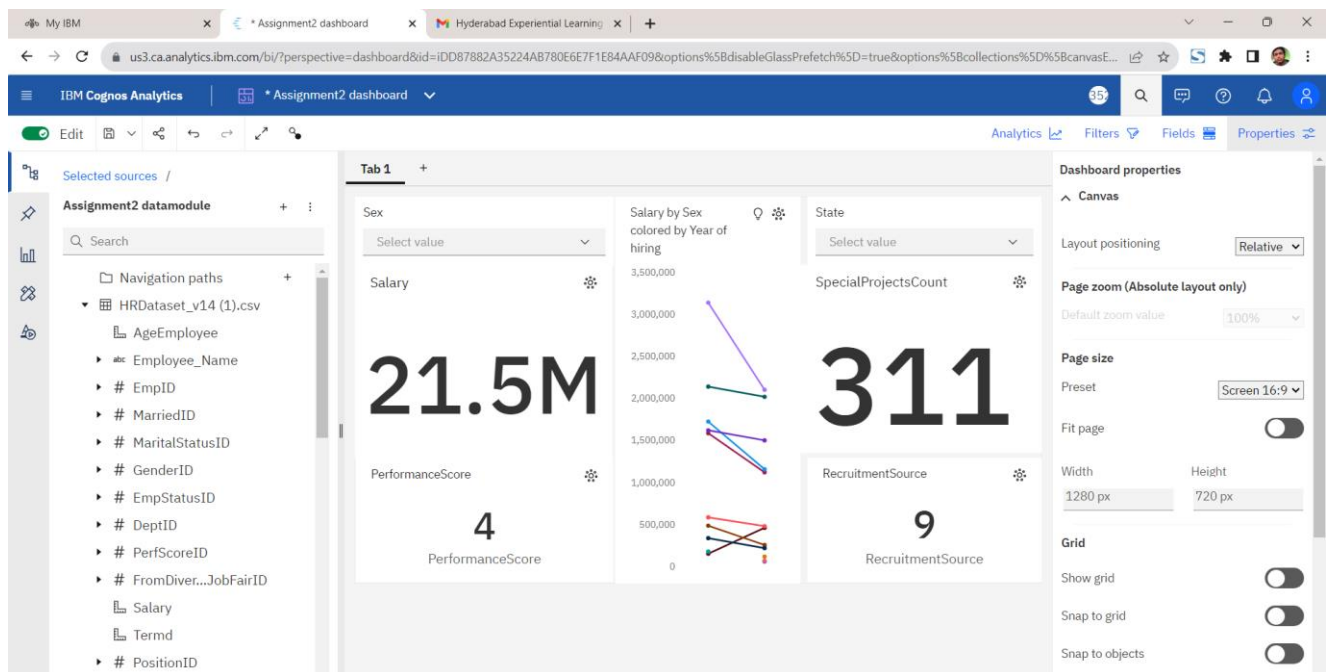
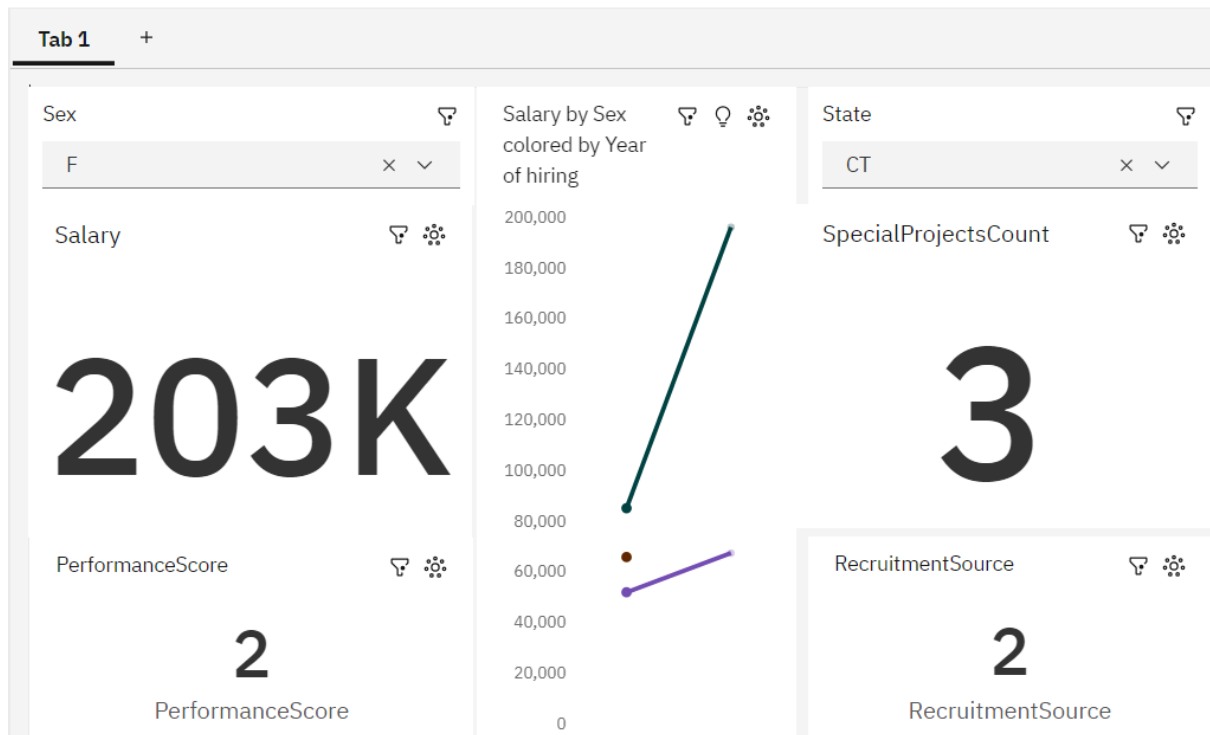
● Sales

● Software Engineering



## Dashboard





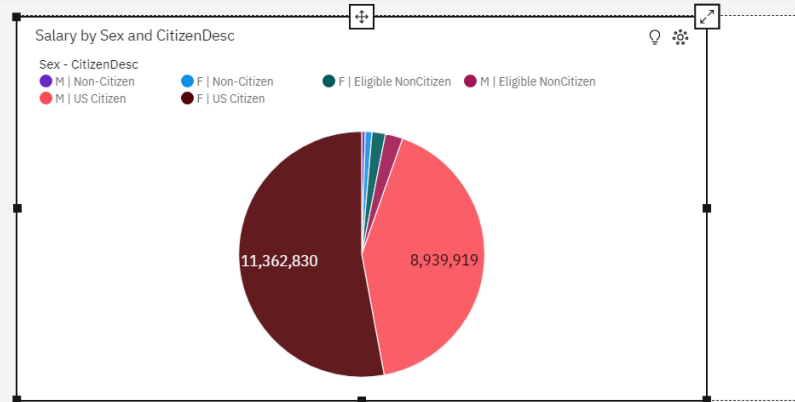
Report





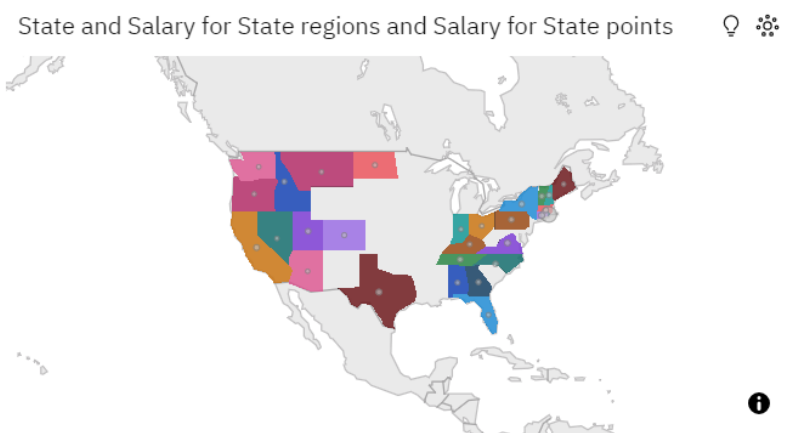
## Salary Bifurcated by gender and citizenship

- How females are dominating in the organizations in United States(Citizen)



## Salary offered in different regions

- Dot Shows the highest number of average salary offered
- Near Botson region The peak was seen



# Salary offered to each department

- The executive department got offered the most average salary surprisingly performing better then 2times of IT department

Salary by Department colored by Department

