

## [HR People Analytics Project](#)

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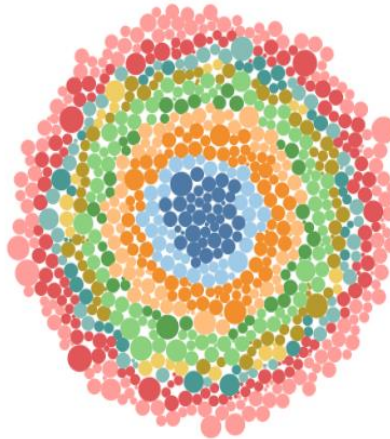
1. Explore trends in employee turnover rates over time by department. This could include calculating the annual attrition rate for each department and visualizing the results over time to identify any patterns or spikes in turnover.



HR People Analytics Dept. Attrition - Tab

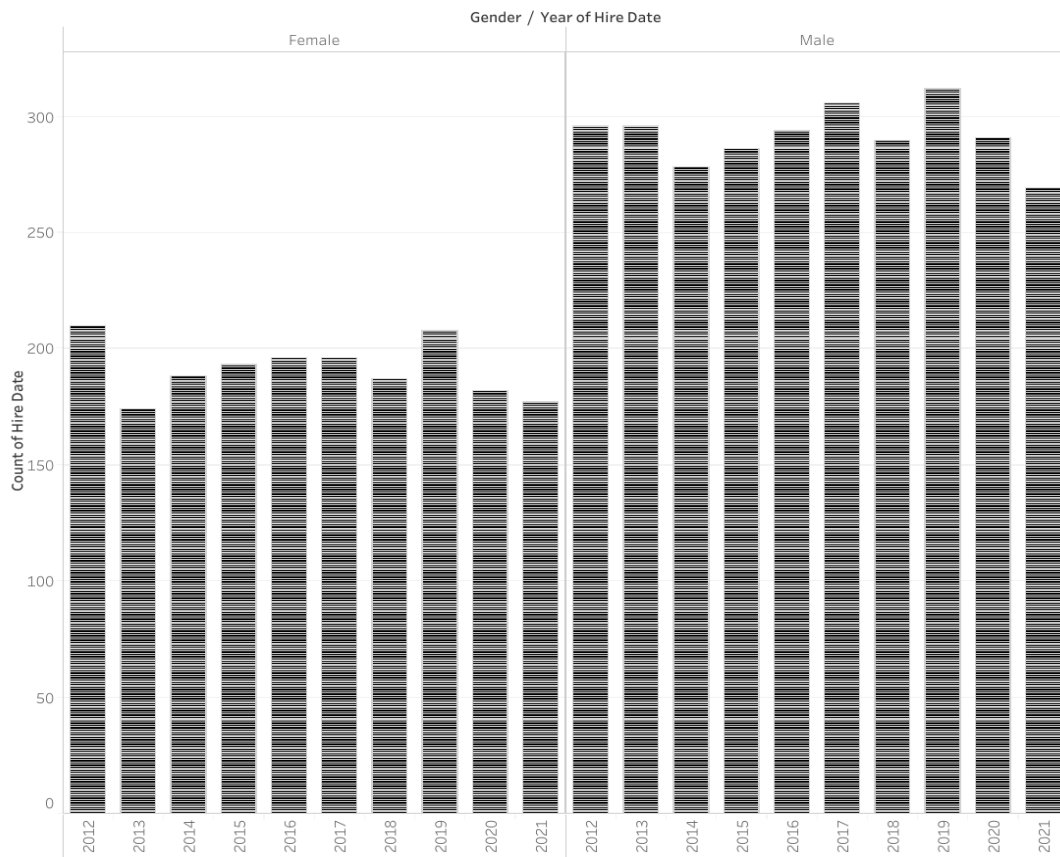
Department	Employee Id	Month, Day, Year o..	Month, Day, Year o..	
Administra..	5582242563	February 11, 2018	February 15, 2020	734
	2825011701	October 7, 2017	March 26, 2020	901
	9058187387	July 30, 2017	August 23, 2018	389
	1943201895	June 22, 2017	April 29, 2018	311
	5632683008	June 12, 2017	April 19, 2019	676
	9108133534	March 18, 2017	March 25, 2019	737

HR People Analytics Dept. Attrition



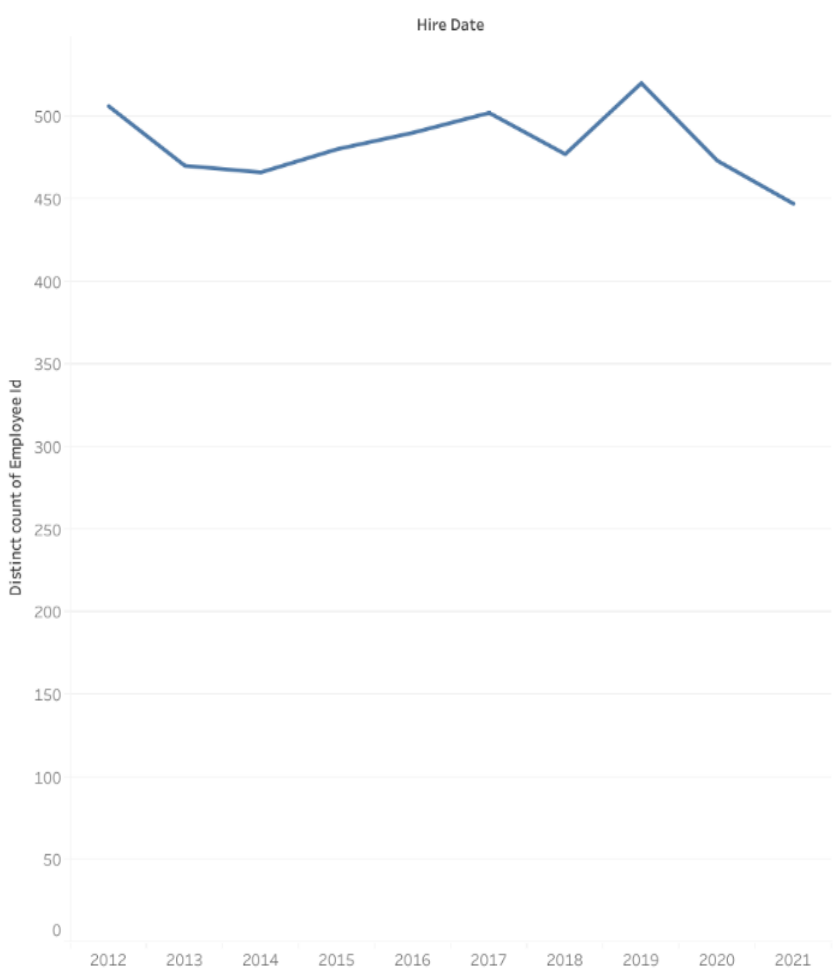
2. Analyze gender diversity in the organization's hiring practices. This could involve calculating the percentage of new hires who are male versus female each year, and visualizing the results to identify any trends or disparities in hiring by gender.

Gender diversity/year



3. Investigate trends in employee headcount over time. This could involve calculating the total number of employees in the organization each year, and visualizing the results to identify any changes in headcount over time.

Headcount over time

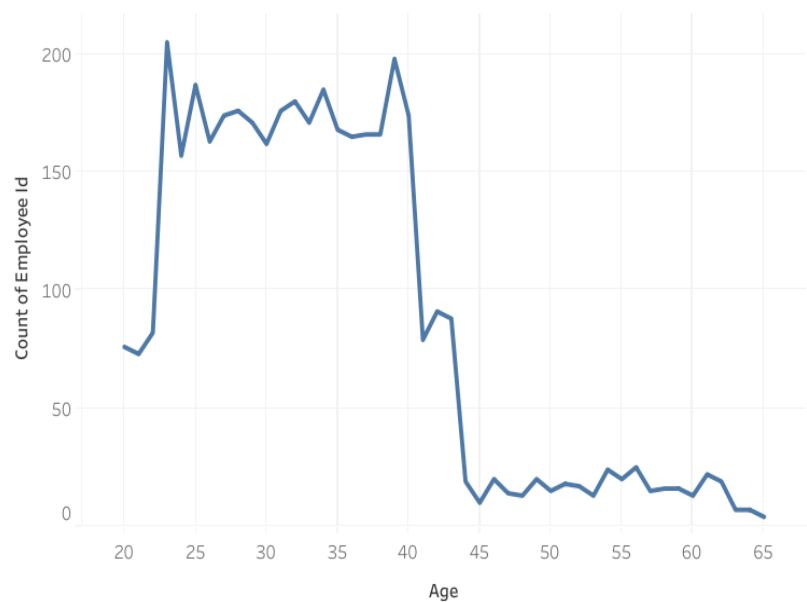


Headcount over time tab

Year of Hire..	
2012	506
2013	470
2014	466
2015	480
2016	490
2017	502
2018	477
2019	520
2020	473
2021	447

4. Examine the distribution of employee ages across the organization. This could involve creating a histogram or other visualization of the ages of all employees and identifying any patterns or trends in the distribution.

employee ages



employee ages tab

Age	
23	205
24	198
25	188
26	175
27	178
28	172
29	165
30	175
31	182
32	172
33	185
34	168
35	165
36	168
37	168
38	168
39	198
40	175
41	82
42	92
43	15
44	18
45	10
46	15
47	12
48	15
49	12
50	15
51	12
52	15
53	12
54	22
55	18
56	25
57	12
58	12
59	12
60	18
61	15
62	5
63	2
64	2
65	4

- Explore the relationship between employee salary and various demographic factors such as gender, race, and education level. This could involve creating scatter plots or other visualizations to identify any trends or correlations between salary and these variables.

salary vs. various demographics

