HR REPORT

Question:

1. What's the age distribution in the company?
2. What's the gender breakdown in the company?
3. How does gender vary across departments and job titles?
4. What's the race distribution in the company?
5. What's the average length of employment in the company?
6. Which department has the highest turnover rate?
7. What is the tenure distribution for each department?
8. How many employees work remotely for each department?
9. What's the distribution of employees across different states?
10. How are job titles distributed in the company?
11. How have employee hire counts varied over time?

Insights:

1. There are more male employees than female or non-conforming employees.
2. The genders are fairly evenly distributed across departments. There are slightly more male employees overall.
3. Employees 21-30 years old are the fewest in the company. Most employees are 31-50 years old. Surprisingly, the age group 50+ have the most employees in the company.
4. Caucasian employees are the majority in the company, followed by mixed race, black, Asian, Hispanic, and native Americans.
5. The average length of employment is 7 years.
6. Auditing has the highest turnover rate, followed by Legal, Research & Development and Training. Business Development & Marketing have the lowest turnover rates.
7. Employees tend to stay with the company for 6-8 years. Tenure is quite evenly distributed across departments.
8. About 25% of employees work remotely.
9. Most employees are in Ohio (14,788) followed distantly by Pennsylvania (930) and Illinois (730), Indiana (572), Michigan (569), Kentucky (375) and Wisconsin (321).
10. Employee hire counts have increased over the years

Discovered following insights using this Dashboard:

1)     Attrition Rate by Gender, Department & Education Field

2)     Job Satisfaction Department wise

3)     Employee Count by Age Group