Introduction

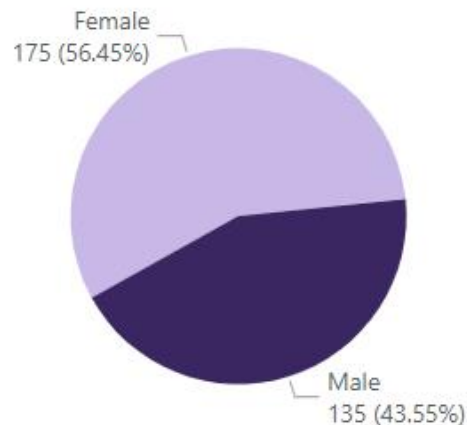|	
The **Situation**	You've just been **hired as a Junior Data Analyst** at DataSense SoftDev*, a fast growing software global development company, to **design and deliver an end-to-end data analytics solution for HR Department** - from scratch!
The **Task**	The HR Manager needs a way to **track HR Records** and identify some employee segmentation and some statistics such as department, position, gender, age, etc.. to get overall understanding about manpower details of a company at a glance. All you've given are **3 raw CSV Files**, containing HR Data, Department Lookup details, and Position Lookup details. You are expected to process dirty data to cleaned data and submit to your teammate (Senior Data Analyst) with essential EDA, Data Viz, and provide data-driven insights.
The **Objectives**	Use **Power BI Desktop** to: • Process data to **Clean** • **Create new Dimensions** to meet business requirements • Extract, Transform, Load (**ETL**) • **Model data** and identify the relationships of each table • Prepare the data for further analysis such as **exploratory data analysis**, **number crunching**, etc. • Create a **DataViz** and **provide data-driven insights**

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HR DASHBOARD

310
of Employees

| Active | Terminated for Cause | Voluntarily Terminated |

Total Employees by Gender

Female
175 (56.45%)

Male
135 (43.55%)

Total Employees by Department

- # of Employees by Department
- Average Absences per Department

209
10.14

10.49
49

11.55
31

8.73
11

8.67
9

10.00
1

Production | IT/IS | Sales | Software Engineeri... | Admin Offices | Executive Office
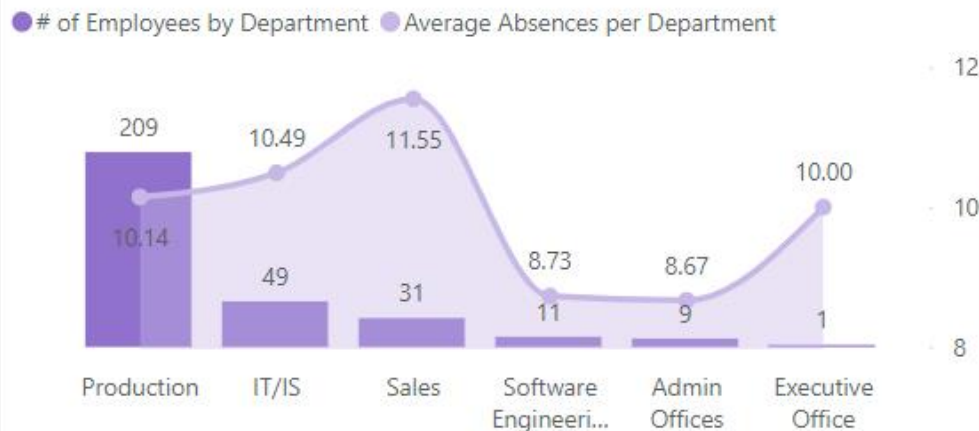
Total Employees by Position

Production Technician I	137
Production Technician II	57
Area Sales Manager	27
Production Manager	14
Software Engineer	10
Data Analyst	8
IT Support	8
Network Engineer	5
Sr. Network Engineer	5
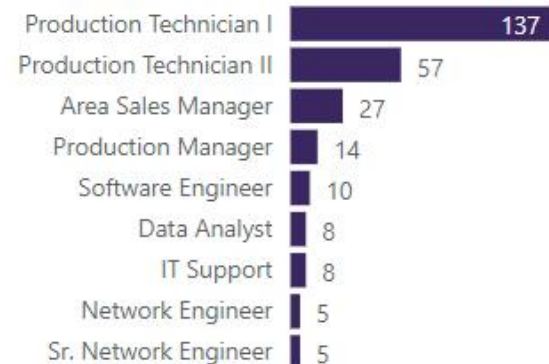
Employee Location by State and Citizenship Status

Citizenship ● Eligible Non-Ci... ● Non-Citizen ● US Citizen

UNITED STATES

Gulf of Mexico

MEXICO

CUBA

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Race, Tenure and Age

- American Indian or ...
- Asian
- Black or African A...
- Hispanic
- Two or more races
- White

Black or African American

Age

80

60

40

5   10   15
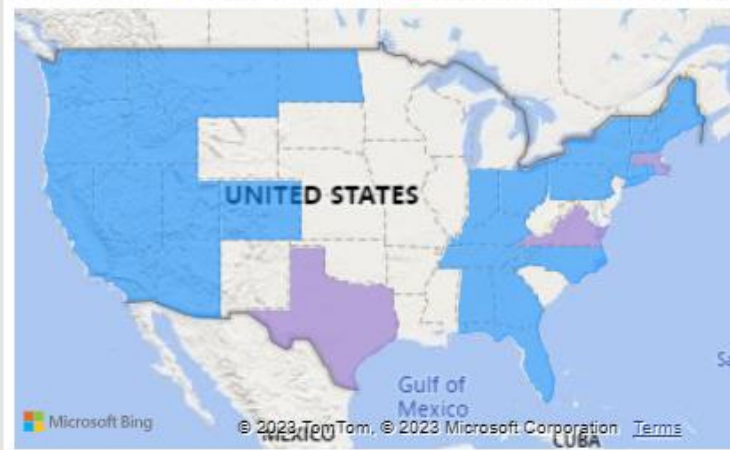
Tenure
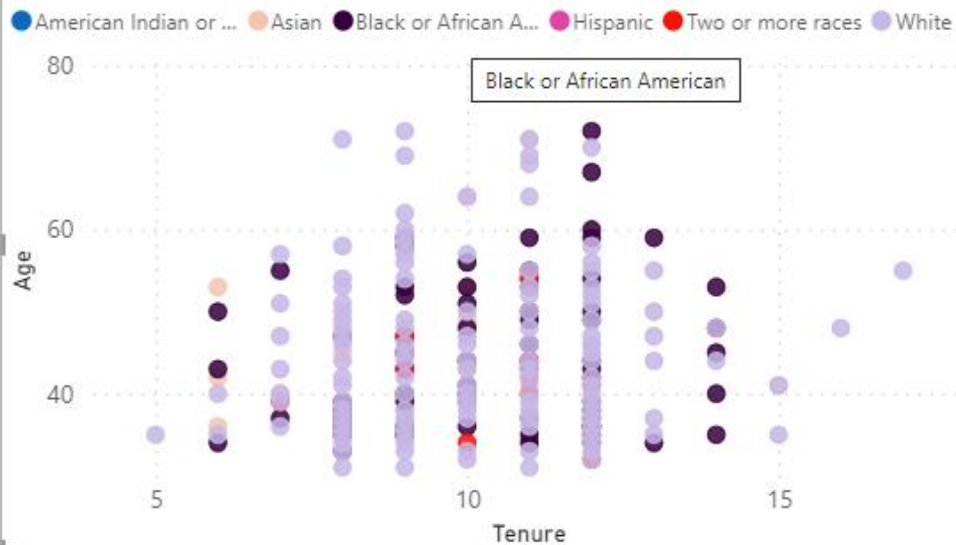
Total Employees by Marital Status

30 (9.68%)

8 (2.58%)

136 (43.87%)

Description
- Single
- Married
- Divorced
- Separated
- Widowed

124 (40%)
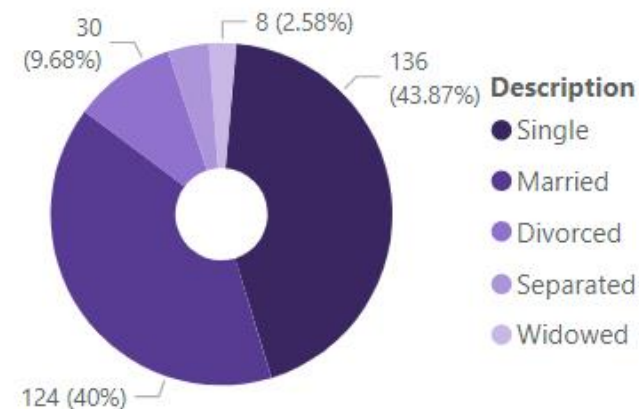
Analysis and Insights

1. Gender Distribution: Out of the total company population, there are 175 female employees, accounting for approximately 56.45% of the workforce.

2. Departmental Employee Counts: The Production Department boasts the largest number of employees, totaling 209, followed by the IT/IS Department with 49 employees.

3. Most Common Job Position: The Production Technician role is the most common, with 137 employees occupying this position.

4. Longevity in the Company: Approximately 74 employees have been with the company for at least 12 years, with 47 of them being female.

5. Racial Demographics: Of the total employees, 186 identify as white, and 103 of these individuals are female.

6. Hispanic Employee: There is only one male Hispanic employee in the company.

Analysis and Insights

7. State-Based Distribution: A total of 275 employees hail from Massachusetts, and among them, 170 are white.

8. Marital Status: Among the employees, 136 are single, while 124 are married.

9. Absenteeism Rates: Due to the higher number of female employees, the total number of absences is also higher among them, totaling 1798 absences.

10. Departmental Absences: The Production Department, in addition to having the most employees, also records the highest number of absences, totaling 2120. Specifically, 120 absences are attributed to the Production Manager, while 1400 are linked to the Production Technician 1 position.

This analysis provides insights into the gender, departmental, job position, tenure, racial, and geographic distribution, as well as absenteeism rates within the company. These details can be valuable for HR and management in making informed decisions and addressing workforce-related issues.

Thank you!

Aster Ryan Lingad