Package ‘hR’

January 14, 2021

Type Package
Title Toolkit for Data Analytics in Human Resources
Version 0.2.50
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Description Transform and analyze workforce data in meaningful ways for human resources (HR) analytics. Get started with workforce planning using a simple Shiny app.

BugReports https://github.com/dalekube/hR
Encoding UTF-8
License GPL
LazyData true
RoxygenNote 7.1.1
Imports data.table, shiny, rhandsontable, knitr
Depends R(>= 2.10)
Suggests rmarkdown
VignetteBuilder knitr
NeedsCompilation no
Repository CRAN
Date/Publication 2021-01-14 06:00:07 UTC

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hierarchy

Description
The hierarchy function transforms a standard set of unique employee and supervisor identifiers (employee IDs, email addresses, etc.) into a wide or elongated format that can be used to aggregate employee data by a particular line of leadership (i.e. include everyone who rolls up to Susan).

Usage
hierarchy(ee, supv, format = "long", descending = TRUE)

Arguments
- **ee**: A vector containing unique identifiers for employees.
- **supv**: A vector containing unique identifiers for supervisors. These values should be of the same type as the employee values.
- **format**: character string; either "long" or "wide"; default = "long".
- **descending**: logical; default = TRUE. Should the hierarchy levels be descending (i.e. the top person in the hierarchy is represented at level 1)?

Value
data table

Examples
```r
ee = c("Dale@hr.com", "Bob@hr.com", "Julie@hr.com", "Andrea@hr.com")
supv = c("Julie@hr.com", "Julie@hr.com", "Andrea@hr.com", "Susan@hr.com")
hierarchy(ee, supv, format="long", descending=TRUE)
```

hierarchyStats

Description
The hierarchyStats function computes summary statistics and span of control metrics from a standard set of unique employee and supervisor identifiers (employee IDs, email addresses, etc.).

Usage
hierarchyStats(ee, supv)
**Arguments**

- **ee**: A vector containing unique identifiers for employees.
- **supv**: A vector containing unique identifiers for supervisors. These values should be of the same type as the employee values.

**Value**

- list

**Examples**

```r
ee = c("Dale@HR.com","Bob@HR.com","Julie@HR.com","Andrea@HR.com")
supv = c("Julie@HR.com","Julie@HR.com","Andrea@HR.com","Susan@HR.com")
hierarchyStats(ee,supv)
```

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**Description**

The `hierarchyValid` function considers a standard set of unique employee and supervisor identifiers (employee IDs, email addresses, etc.) and validates the completeness and quality of the two input vectors representing the overall hierarchy.

**Usage**

```r
hierarchyValid(ee, supv)
```

**Arguments**

- **ee**: A vector containing unique identifiers for employees.
- **supv**: A vector containing unique identifiers for supervisors. These values should be of the same type as the employee values.

**Value**

- logical

**Examples**

```r
ee = c("Dale@HR.com","Bob@HR.com","Julie@HR.com","Andrea@HR.com")
supv = c("Julie@HR.com","Julie@HR.com","Andrea@HR.com","Susan@HR.com")
hierarchyValid(ee, supv)
```
workforceHistory

Workforce history data for a sample team of employees and contractors.

Description

Artificial data that reflects the workforce history data structure often used to manage employment records in a human capital management system (HCM). Modern enterprises store data in this format at the core of their HCM. This data is the root source of all data analysis and reporting related to headcount, hiring, turnover, etc.

Usage

data(workforceHistory)

Format

A data table with 45 rows and 10 variables:

- DATE  Effective date of the record
- SEQ   Effective sequence of the record (used to manage multiple records for the same effective date)
- ACTION Action
- EMPLID Employee ID
- SUPVID Supervisor ID
- TYPE   Employee type (employee or contractor)
- REGTEMP Regular, temporary, or contract employment
- TITLE  Job title
- STATUS Employment status
- NAME   Employee name ...

workforcePlan

Description

Launch a simple, interactive workforce planning worksheet that helps managers and team leaders to execute basic workforce planning tasks and plan ahead for hiring, turnover, and other factors that influence a team’s talent structure. Data analysts can use this alongside team leaders to convey change and proactively think about recruitment, etc.

Usage

workforcePlan(launch.browser = T)
Arguments

launch.browser Logical; whether the app should launch in the user’s default browser
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