

Package ‘hR’

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Type Package

Title An HR Analytics Toolkit

Version 0.1.3

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Description Manipulate, analyze, and visualize people data in meaningful ways.
This package is meant for practitioners of Human Resources analytics (often referred to as talent analytics or people analytics).

Encoding UTF-8

License GPL

LazyData true

RoxygenNote 6.0.1

Imports data.tree, reshape2

NeedsCompilation no

Repository CRAN

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hierarchyLong	<i>hierarchyLong</i>
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Description

This function takes employee and supervisor identifiers (name, ID, etc.) and returns a long data frame consisting of one row per employee for every supervisor above them, up to the CEO.

The resulting format is useful for quickly filtering to a specific part of the workforce that directly and indirectly reports up through a particular leader.

Usage

```
hierarchyLong(ee, supv, printTree = TRUE)
```

Arguments

ee	A list of values representing employees (e.g. employee IDs).
supv	A list of values representing the supervisors of the employees. These values should be of the same type as the employee values.
printTree	Logical indicator to print the calculated data tree to the console.

Value

data frame

Examples

```
ee = c("Dale", "Bob", "Julie", "Susan")
supv = c("Julie", "Julie", "Susan", "George")
hierarchyLong(ee, supv)
```

hierarchyWide	<i>hierarchyWide</i>
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Description

This function takes employee and supervisor identifiers (name, ID, etc.) and returns a wide data frame consisting of a single row per employee and their respective reporting hierarchy in a wide format.

The resulting format is very useful for subsequent aggregation of employee data for a particular leadership tree.

Usage

```
hierarchyWide(ee, supv, printTree = TRUE)
```

Arguments

<code>ee</code>	A list of values representing employees (e.g. employee IDs).
<code>supv</code>	A list of values representing the supervisors of the employees. These values should be of the same type as the employee values.
<code>printTree</code>	Logical indicator to print the calculated data tree to the console.

Value

data frame

Examples

```
ee = c("Dale", "Bob", "Julie", "Susan")
supv = c("Julie", "Julie", "Susan", "George")
hierarchyWide(ee, supv)
```

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