

Package ‘hR’

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Type Package

Title An HR Analytics Toolkit

Version 0.1.1

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Description Manipulate and visualize people data in meaningful and common ways. This package is meant for 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, visNetwork

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)
```

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.

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)
```

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.

Value

data frame

Examples

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

idPad

idPad

Description

This function converts an all-integer employee ID into a specified format that includes leading zeroes. HR systems often create employee IDs that have leading zeroes. The leading zeroes can be lost when they are worked on in Excel or other tools. It's usually helpful to convert the IDs back the correct format when performing lookups.

Usage

```
idPad(id, len)
```

Arguments

- `id` An employee ID.
- `len` The standard length requirement for each employee ID. Leading zeroes will be added to fill up the space to meet the requirement.

Value

character value

Examples

```
idPad(id="12345", len=9)
```

`visRoleChanges`*visRoleChanges*

Description

This function requires two vectors representing the titles of employees from two different time periods. This function is useful for visualizing "before-and-after" role changes.

Usage

```
visRoleChanges(before, after)
```

Arguments

`before` A vector representing the job titles BEFORE a change.

`after` A vector representing the job titles AFTER a change. This must be paired with the BEFORE job titles and must be of the same length.

Value

`visNetwork`

Examples

```
before = c("builder", "recruiter", "manager", "builder", "builder")
after = c("builder", "recruiter", "manager", "manager", "builder")
visRoleChanges(before, after)
```

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