

Package ‘hR’

April 29, 2019

Type Package

Title Toolkit for Data Analytics in Human Resources

Version 0.1.9

Author Dale Kube [aut, cre]

Maintainer Dale Kube <dkube@uwalumni.com>

Description Transform and analyze workforce data in meaningful ways for human resources (HR) analytics. Two functions, 'hierarchyLong' and 'hierarchyWide', convert standard employee and supervisor relationship data into useful formats. A 'workforcePlan' app is available for simple workforce planning.

BugReports <https://github.com/dalekube/hR>

Encoding UTF-8

License GPL

LazyData true

RoxygenNote 6.1.1

Imports data.tree, data.table, shiny, rhandsontable, knitr

Suggests rmarkdown

VignetteBuilder knitr

NeedsCompilation no

Repository CRAN

Date/Publication 2019-04-29 04:30:04 UTC

R topics documented:

hierarchyLong	2
hierarchyWide	2
workforcePlan	3

Index	4
--------------	----------

hierarchyLong	<i>hierarchyLong</i>
---------------	----------------------

Description

The `hierarchyLong` function transforms a standard set of unique employee and supervisor identifiers (employee IDs, email addresses, etc.) into a long format that can be used to aggregate employee data by a particular line of leadership (i.e. include everyone who rolls up to Susan). The function returns a long data frame consisting of one row per employee for every supervisor above them, up to the top of the tree (i.e. the CEO in your organization). The levels represent the number of supervisors from the employee (starting with "1" for an employee's direct supervisor).

Usage

```
hierarchyLong(ee, supv)
```

Arguments

<code>ee</code>	An array containing unique identifiers for employees.
<code>supv</code>	An array containing unique identifiers for supervisors. These values should be of the same type as the employee values.

Value

data frame

Examples

```
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")
hierarchyLong(ee, supv)
```

hierarchyWide	<i>hierarchyWide</i>
---------------	----------------------

Description

The `hierarchyWide` function transforms a standard set of unique employee and supervisor identifiers (employee IDs, email addresses, etc.) into a wide format that can be used to aggregate employee data by a particular line of leadership (i.e. include everyone who rolls up to Susan). The function returns a wide data frame with a column for every level in the hierarchy, starting from the top of the tree (i.e. "Supv1" is likely the CEO in your organization).

Usage

```
hierarchyWide(ee, supv)
```

Arguments

ee	An array containing unique identifiers for employees.
supv	An array containing unique identifiers for supervisors. These values should be of the same type as the employee values.

Value

data frame

Examples

```
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")
hierarchyWide(ee, supv)
```

workforcePlan	<i>workforcePlan</i>
---------------	----------------------

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

Index

hierarchyLong, [2](#)

hierarchyWide, [2](#)

workforcePlan, [3](#)