

# **HR Analytics Dashboard Insights**

## **Project Objective:**

**To create an interactive HR analytics dashboard that will provide insights into the workforce and enable HR and management to make data-driven decisions.**

### **1. Average Monthly Income vs. Department**

Visualize the average monthly income for employees in each department using a bar chart or a grouped bar chart. This will help identify departments where employees generally earn higher or lower salaries, and enable HR and management to understand salary distribution across different areas of the organization.

### **2. Proportion of Male and Female in the Organization**

Represent the proportion of male and female employees in the organization using a pie chart or a donut chart. This visualization will provide an overview of the gender diversity within the company, which is essential for understanding the organization's inclusivity and ensuring equal opportunities for all employees.

### 3. Month vs. Number of Employees Hired

Create a line chart or a bar chart to show the number of employees hired each month. This insight will help identify hiring patterns and peak months for recruitment, assisting HR in workforce planning and resource allocation.

### 4. Proportion of Employees from Different Salary Slabs

Illustrate the proportion of employees falling into different salary slabs using a stacked bar chart or a horizontal bar chart. This visualization will provide a clear view of salary distribution across the organization, enabling HR and management to assess the overall salary structure and identify any disparities.

### 5. Education Level vs. Average Monthly Income and Hourly Rate

Build scatter plots or box plots to analyze the relationship between employees' education levels and their average monthly income and hourly rate. This analysis will help identify if there's a correlation between education and compensation, and allow HR to assess the value of higher education in terms of employee remuneration.

### 6. Business Travel Required from Different Departments

Represent the frequency of business travel required for employees in different departments using a bar chart or a stacked bar chart. This visualization will offer insights into departments that require more travel, enabling HR and management to plan travel policies, allowances, and support for employees who travel frequently.

The interactive dashboard incorporating these insights will empower HR and management to make data-driven decisions, optimize workforce management, and foster an inclusive and equitable work environment.