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# HR DASHBOARD FOR POEPL ANALYSIS

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# Today's Highlight

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- 2 Business Problem & Project Overview
- 3 Visualization using Tableau
- 4 Insight & Recommendation



# Data Overview

	Employee_Name	EmpID	MarriedID	MaritalStatusID	GenderID	EmpStatusID	DeptID	PerfScoreID	FromDiversityJobFairID	Salary	...	ManagerName	ManagerID	RecruitmentSource	PerformanceScore	EngagementSurvey	EmpSatisfaction	SpecialProjectsCount	LastPerformanceReview_Date	DaysLateLast30	Absences
0	Adinolfi, Wilson K	10026	0	0	1	1	5	4	0	62506	...	Michael Albert	22.0	LinkedIn	Exceeds	4.60	5	0	1/17/2019	0	1
1	Alt Sidi, Karthikeyan	10084	1	1	1	5	3	3	0	104437	...	Simon Roup	4.0	Indeed	Fully Meets	4.96	3	6	2/24/2016	0	17
2	Akinkuolie, Sarah	10196	1	1	0	5	5	3	0	64955	...	Kissy Sullivan	20.0	LinkedIn	Fully Meets	3.02	3	0	5/15/2012	0	3
3	Alagbe, Trina	10088	1	1	0	1	5	3	0	64991	...	Elijah Gray	16.0	Indeed	Fully Meets	4.84	5	0	1/3/2019	0	15
4	Anderson, Carol	10069	0	2	0	5	5	3	0	50825	...	Webster Butler	39.0	Google Search	Fully Meets	5.00	4	0	2/1/2016	0	2

5 rows x 36 columns

```
df.info()

<class 'pandas.core.frame.DataFrame'>
RangeIndex: 311 entries, 0 to 310
Data columns (total 36 columns):
 #   Column                                Non-Null Count  Dtype  
---  --
 0   Employee_Name                        311 non-null    object  
 1   EmpID                                311 non-null    int64   
 2   MarriedID                            311 non-null    int64   
 3   MaritalStatusID                      311 non-null    int64   
 4   GenderID                             311 non-null    int64   
 5   EmpStatusID                          311 non-null    int64   
 6   DeptID                               311 non-null    int64   
 7   PerfScoreID                          311 non-null    int64   
 8   FromDiversityJobFairID               311 non-null    int64   
 9   Salary                               311 non-null    int64   
10   Termd                                311 non-null    int64   
11   PositionID                           311 non-null    int64   
12   Position                             311 non-null    object  
13   State                                311 non-null    object  
14   Zip                                   311 non-null    int64   
15   DOB                                   311 non-null    object  
16   Sex                                   311 non-null    object  
17   MaritalDesc                           311 non-null    object  
18   CitizenDesc                           311 non-null    object  
19   HispanicLatino                       311 non-null    object  
20   RaceDesc                              311 non-null    object  
21   DateofHire                           311 non-null    object  
22   DateofTermination                    104 non-null    object  
23   TermReason                           311 non-null    object  
24   EmploymentStatus                     311 non-null    object  
25   Department                           311 non-null    object  
26   ManagerName                          311 non-null    object  
27   ManagerID                            303 non-null    float64  
28   RecruitmentSource                    311 non-null    object  
29   PerformanceScore                     311 non-null    object  
30   EngagementSurvey                     311 non-null    float64  
31   EmpSatisfaction                      311 non-null    int64   
32   SpecialProjectsCount                 311 non-null    int64   
33   LastPerformanceReview_Date           311 non-null    object  
34   DaysLateLast30                       311 non-null    int64   
35   Absences                             311 non-null    int64   
dtypes: float64(2), int64(16), object(18)
memory usage: 87.6+ KB
```

The dataset comprises a rich assortment of employee attributes, including demographic details, employment status, performance scores, engagement survey results, and more. Key features include Employee\_Name, EmpID, MaritalStatusID, DeptID, PerfScoreID, Salary, Termd, Position, DateofHire, EngagementSurvey, EmpSatisfaction, and various others. These attributes offer a holistic view of the workforce, enabling deep analysis into employee behavior, performance drivers, and organizational dynamics.

Through rigorous analysis and leveraging advanced analytics techniques, this project aims to provide actionable insights to HR practitioners, enabling them to make informed decisions, optimize resource allocation, and cultivate a thriving organizational culture.



# Business Problem

The company faces various challenges in human resource management, including the time it takes to recruit new employees, high turnover rates, low employee performance, lack of diversity representation in the workplace, high absenteeism rates and limitation in diverse age presentation in the team.

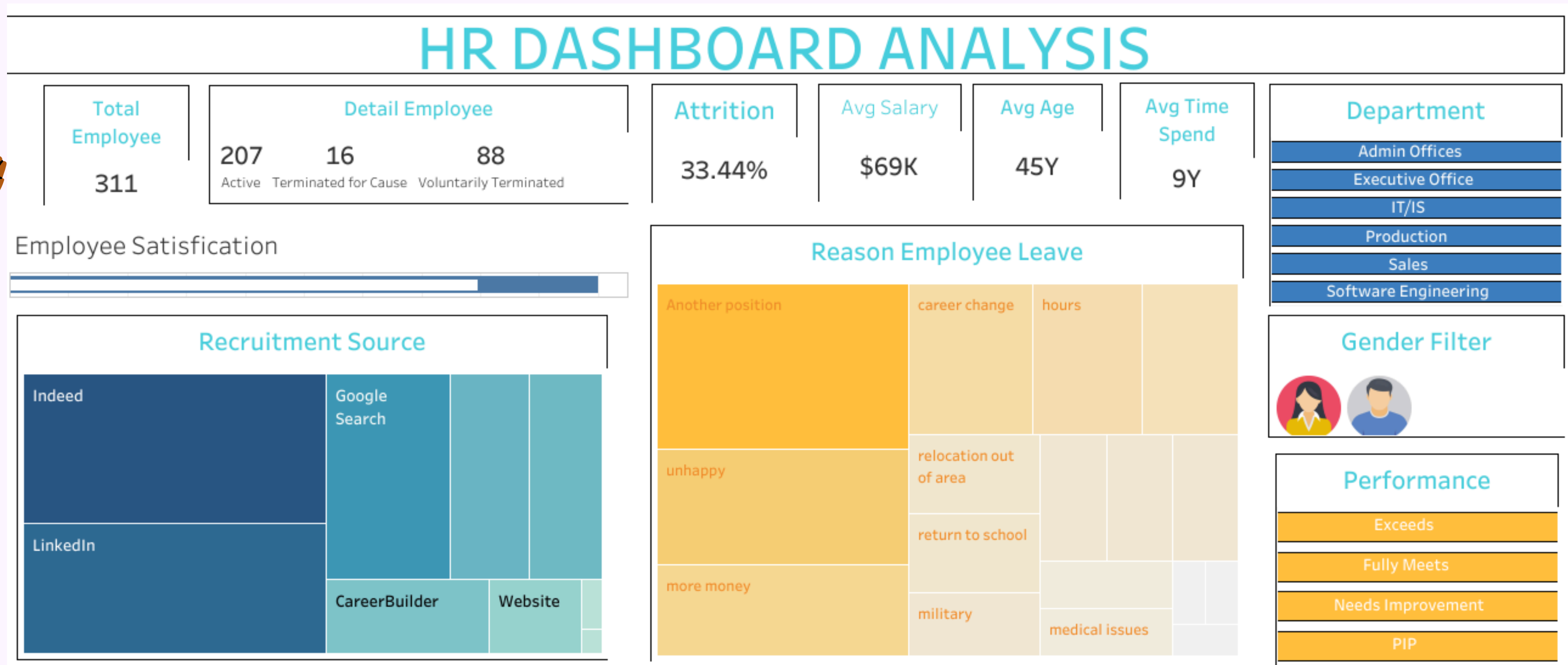


# Project Overview

This project delves into the realm of HR analytics, aiming to extract actionable insights from a comprehensive dataset provided. The dataset encompasses a wide array of employee attributes, ranging from personal demographics to performance metrics and engagement surveys. Through a series of analytical steps, including data understanding, preprocessing, visualization, A/B testing, and People Analytics implementation, the project seeks to unravel patterns, trends, and correlations within the workforce data.



# Data Visualization





# Insight



## 1. Attrition Rate Analysis:

- The attrition rate of 33.44% indicates a significant turnover within the organization. This could lead to disruptions in workflow, loss of institutional knowledge, and increased recruiting costs.


## 2. Reasons for Termination:

- The top reasons for employee termination include seeking another position (20 employees), dissatisfaction (14 employees), and higher salary elsewhere (11 employees). This suggests potential issues with job satisfaction, career advancement opportunities, and compensation competitiveness within the organization.

## 3. Recruitment Source Analysis:

- The majority of employees were recruited through job boards such as Indeed (87 employees) and LinkedIn (76 employees), indicating the effectiveness of online recruitment channels. However, a relatively smaller number of employees were recruited through referrals (31 employees), suggesting potential opportunities to leverage employee referrals for talent acquisition.

## 4. Average Age and Tenure:

- The average age of employees is 45 years, indicating a mature workforce. The average tenure of 9 years suggests that employees tend to stay with the organization for a considerable period, highlighting the importance of retention efforts in maintaining institutional knowledge and employee loyalty.
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# Recomendation

## 1. Enhance Employee Engagement and Satisfaction:

- Conduct regular employee engagement surveys to assess job satisfaction levels and identify areas for improvement. Addressing issues related to work-life balance, career development opportunities, and recognition programs can help increase employee satisfaction and reduce turnover.

## 2. Review Compensation and Benefits Packages:

- Evaluate the competitiveness of the organization's compensation and benefits packages compared to industry standards. Consider adjusting salaries, offering performance-based bonuses, and enhancing benefits such as healthcare, retirement plans, and flexible work arrangements to attract and retain top talent.

## 3. Provide Career Development Opportunities:

- Offer training programs, mentorship opportunities, and career advancement pathways to support employee growth and development. Providing clear paths for advancement and investing in employee skill development can increase job satisfaction and loyalty.





# Recomendation

## 1. Strengthen Referral Programs:

- Encourage employee referrals by incentivizing employees to refer qualified candidates and recognizing employees who refer successful hires. Employee referrals often result in higher-quality hires who are more likely to stay with the organization.

## 2. Address Reasons for Termination:

- Conduct exit interviews with departing employees to understand the reasons behind their decision to leave. Use this feedback to address any underlying issues related to job dissatisfaction, career advancement, compensation, or attendance problems.

## 3. Promote a Positive Organizational Culture:

- Foster a supportive and inclusive work environment that values diversity, transparency, and open communication. Encourage collaboration, teamwork, and mutual respect among employees to create a positive organizational culture that fosters employee engagement and retention.





# Thank You!



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[Link Tableau](#)