

HR ANALYTICS REPORT

Data literacy with tableau

TEAM ID:

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PROJECT TITTLE:

HR ANALYTICS WITH TABLEAU

PAPER TITTLE:

DATA LITERACY WITH TABLEAU

DETAILS:

III YEAR,

B.SC., MATHEMATICS,

PG & RESEARCH DEPARTMENT OF MATHEMATICS,

KALAINGAR KARUNANIDHI GOVERNMENT ARTS & SCIENCE COLLEGE,

UNIVERSITY AFFLIATED

THIRUVALLUVAR UNIVERSITY, VELLORE.

1 INTRODUCTION

1.1 Overview

A brief description about our project :

An HR Analytics project using Tableau involves leveraging Tableau data visualization and analytics capabilities to gain insights From insights from HR data. Here's brief description of the steps involved :

1. ***Data Gathering***: Collect HR data from various sources, such as HRIS systems, spreadsheets, or surveys. This data can include information about employees and more.
2. ***Data Preparation***: Cleanse and preprocess the data to ensure it's in a suitable format for a Analysis.
3. ***Connecting to Tableau***: Import the cleaned data into Tableau.
4. ***Data Exploration***: Use Tableau drag-and-drop interface to explore the HR data.
Create various visualizations to identify trends, patterns, and outliers.
5. ***Dashboard Creation***: Build interactive dashboards in Tableau to present key HR metrics
And insights. Dashboards can include multiple visualizations like bar charts, line graphs,
And tables.
6. ***Filtering and Interactivity***: Make the dashboards interactive by adding filters and
Parameters.
7. ***Data Storytelling***: Use Tableau to tell a compelling data story. Explain the significance

of our findings and provide actionable insights based on the visualizations.

8. ***Sharing and Collaboration***: Share our Tableau dashboards with relevant stakeholders within the HR department and the organization as a whole. Tableau offers options for sharing via Tableau Server or Tableau Online.
9. ***Continuous Monitoring***: Continuously update and monitor your HR analytics project as new data becomes available. Ensure that your dashboards stay relevant and provide up-to-date insights.
10. ***Feedback and Iteration***: Gather feedback from users and stakeholders to improve the Tableau dashboards and refine the analysis as needed.

Different visualizations:

1. KPI
2. Department wise Attrition
3. No. Of Employees by Age Group
4. Job Satisfaction Rating
5. Education Field wise Attrition

1.2 Purpose:

Using Tableau for HR analytics, we can achieve several significant outcomes and benefits, including:-

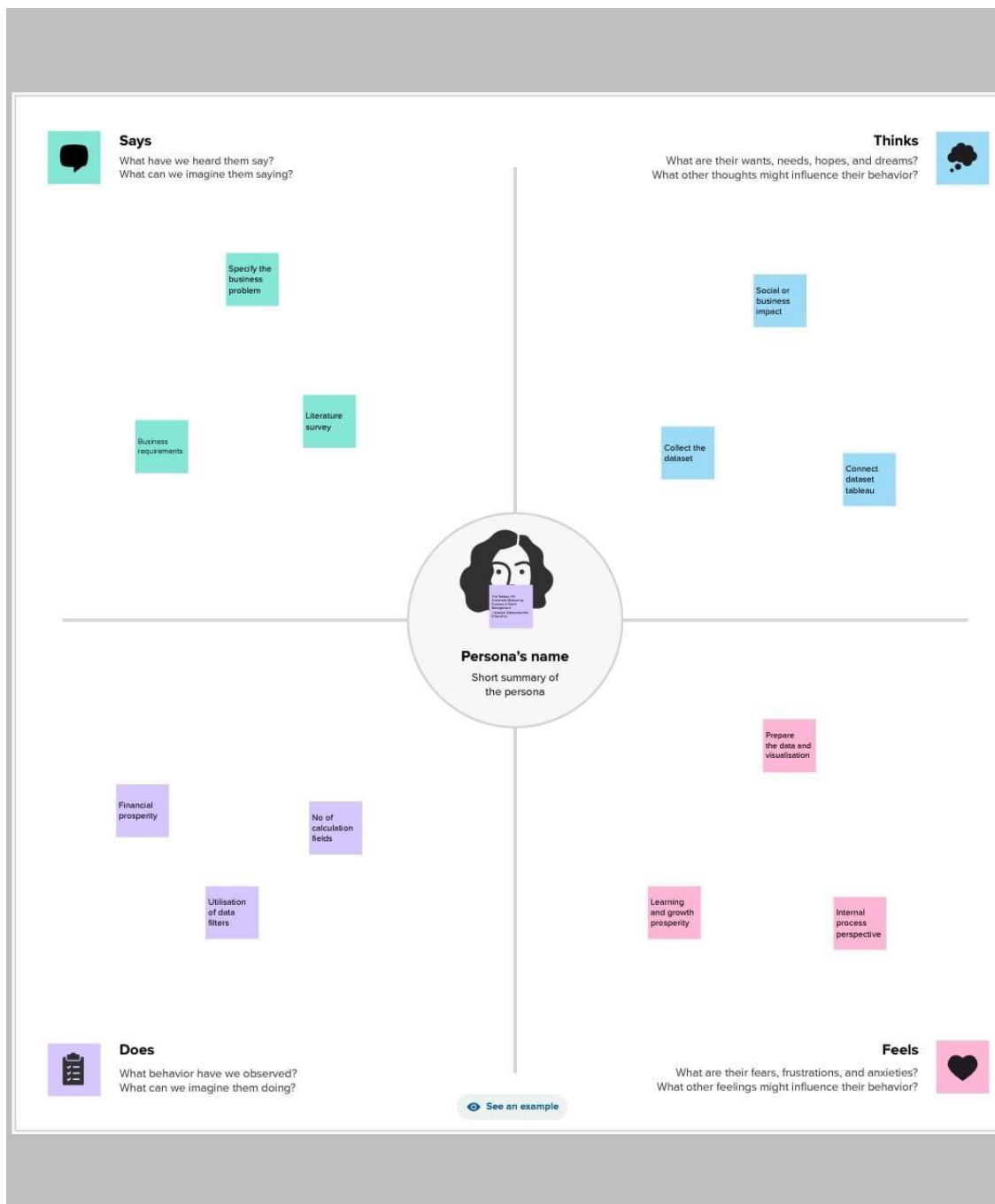
1. ***Data-Driven Decision-Making ***: Tableau enables HR profession to base their decisions on data and visual insights rather than intuition. This leads to more informed and Effective HR strategies.
2. ***Improved Recruitment***: We can analyse recruitment data to identify the most Successful sourcing channels, optimize job postings, and reduce time-to-fill positions ,

Resulting in more efficient hiring processes.

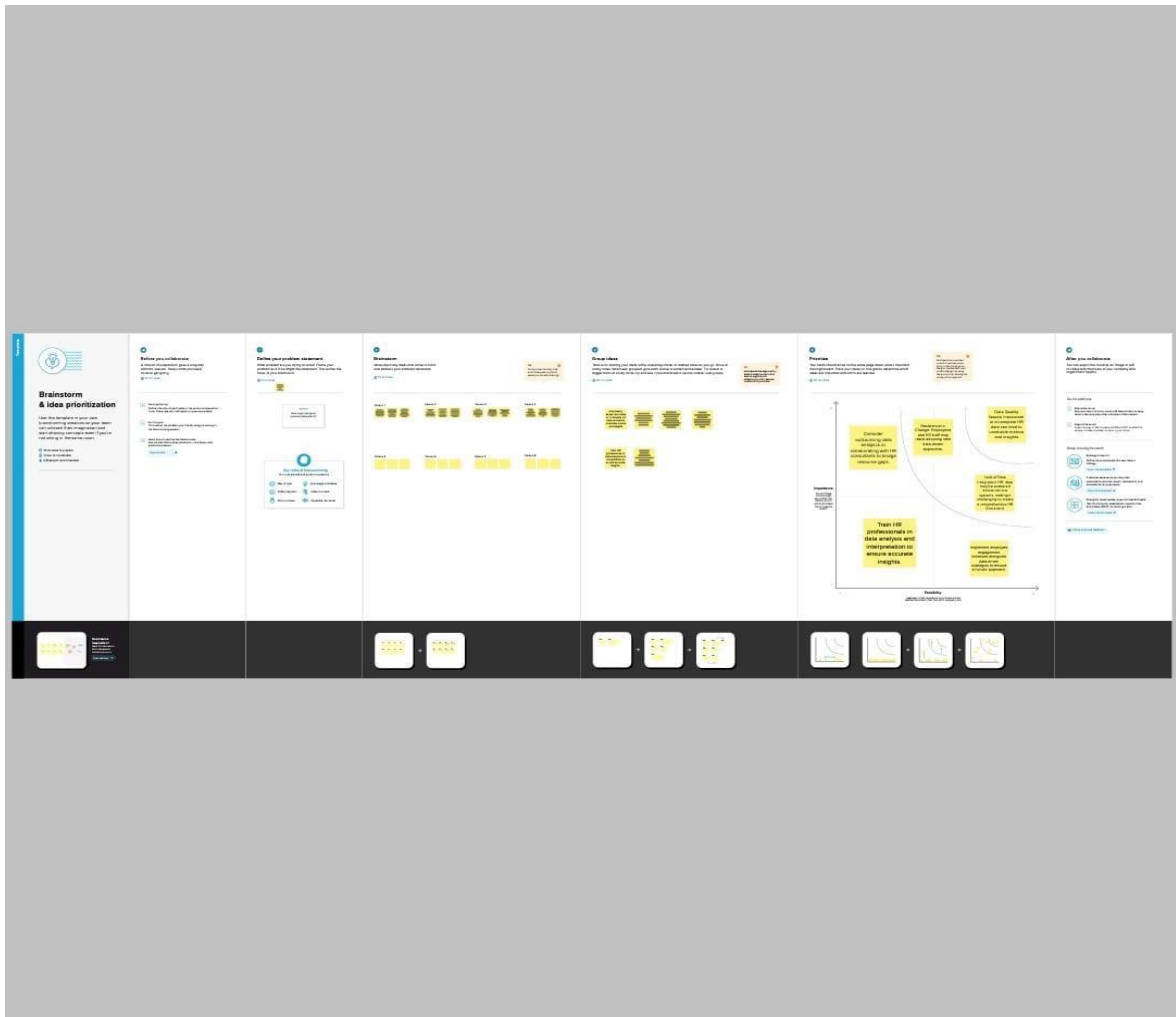
3. * Reduced Turnover*: By identifying turnover trends and potential causes through Tableau visualizations.
4. * Enhanced Employee Engagement*: Visualizing employee survey data in Tableau helps HR understand engagement levels.
5. * Workforce Planning*: Tableau assists in forecasting workforce needs, ensuring that your Organization has the right talent in place to meet future demands.
6. *Talent Development *: You can analyse performance metrics and training data to Identify high-potential employees.
7. *Cost Optimization*: Tableau help HR identify areas where cost savings can be achieved.
8. *Customized Reporting*: Create customized reports and dashboards that cater to the specific needs of HR stakeholders.
9. * Communication and Transparency*: Share Tableau dashboards with leadership and employees to promote transparency and open communication about HR-Related matters.
10. * Continuous Improvement*: Regularly update and refine your Tableau HR analytics project to reflect changing HR dynamics and business needs.

2 Problem Definition & Design Thinking

2.1 Empathy Map Screenshot



2.2 Brainstorming Map Screenshot



3.RESULT:

HR analytics is the process of collecting and analysing Human Resource (HR) Data in order to improve an organization's workforce performance. The process can also Be referred to as talent analytics, people analytics or even workforce analytics. This method of data Analysis takes that is routinely collected by HR and correlates it to HR and organizational objectives. Doing so provides measured evidence of how HR initiatives are contributing to the organization's Goals and strategies.

HR ANALYTICS DASHBOARD

Department

Employee Count

1,470

Attrition count

237

Attrition Rate

16.12%

Active Employees

1,233

Avg. Age

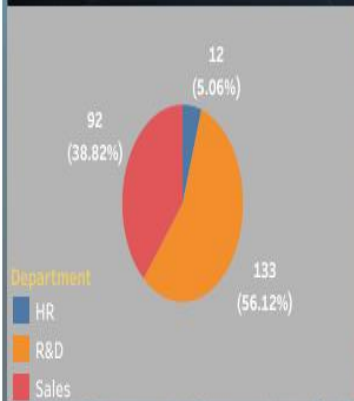
37

Attrition by Gender

Female 87

Male 150

Department wise Attrition



No of Employee by Age Group



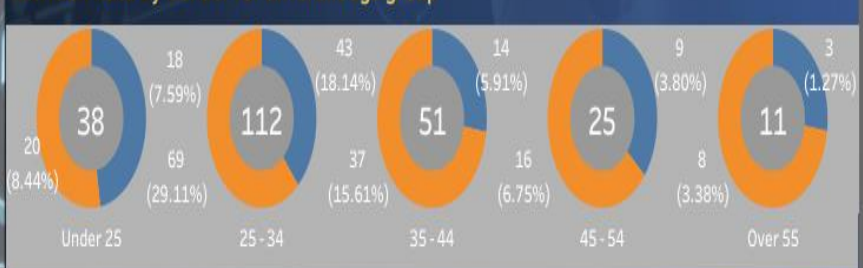
Job Satisfaction Rating

| Job Role | Job Satisfaction | | | | Grand Total |
|---------------|------------------|-----|-----|-----|-------------|
| | 1 | 2 | 3 | 4 | |
| Healthcare .. | 26 | 19 | 43 | 43 | 131 |
| Human Res.. | 10 | 16 | 13 | 13 | 52 |
| Laboratory .. | 56 | 48 | 75 | 80 | 259 |
| Manager | 21 | 21 | 27 | 33 | 102 |
| Manufactur.. | 26 | 32 | 49 | 38 | 145 |
| Research Di.. | 15 | 16 | 27 | 22 | 80 |
| Research Sc.. | 54 | 53 | 90 | 95 | 292 |
| Sales Execu.. | 69 | 54 | 91 | 112 | 326 |
| Sales Repre.. | 12 | 21 | 27 | 23 | 83 |
| Grand Total | 289 | 280 | 442 | 459 | 1,470 |

Education Field wise Attrition

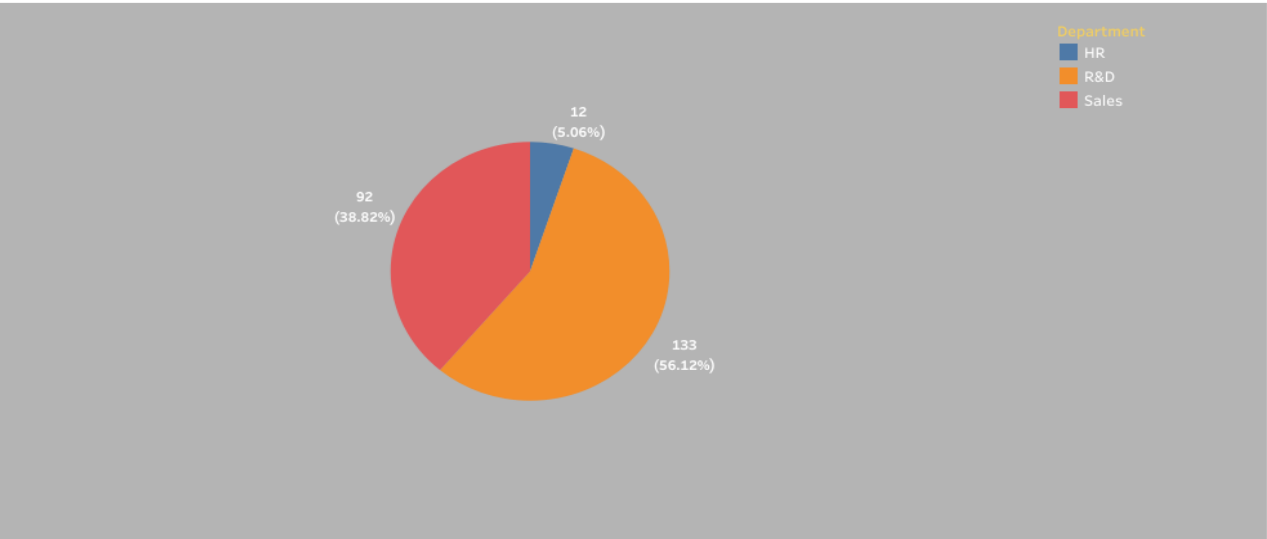


Attrition Rate By Gender for different age group



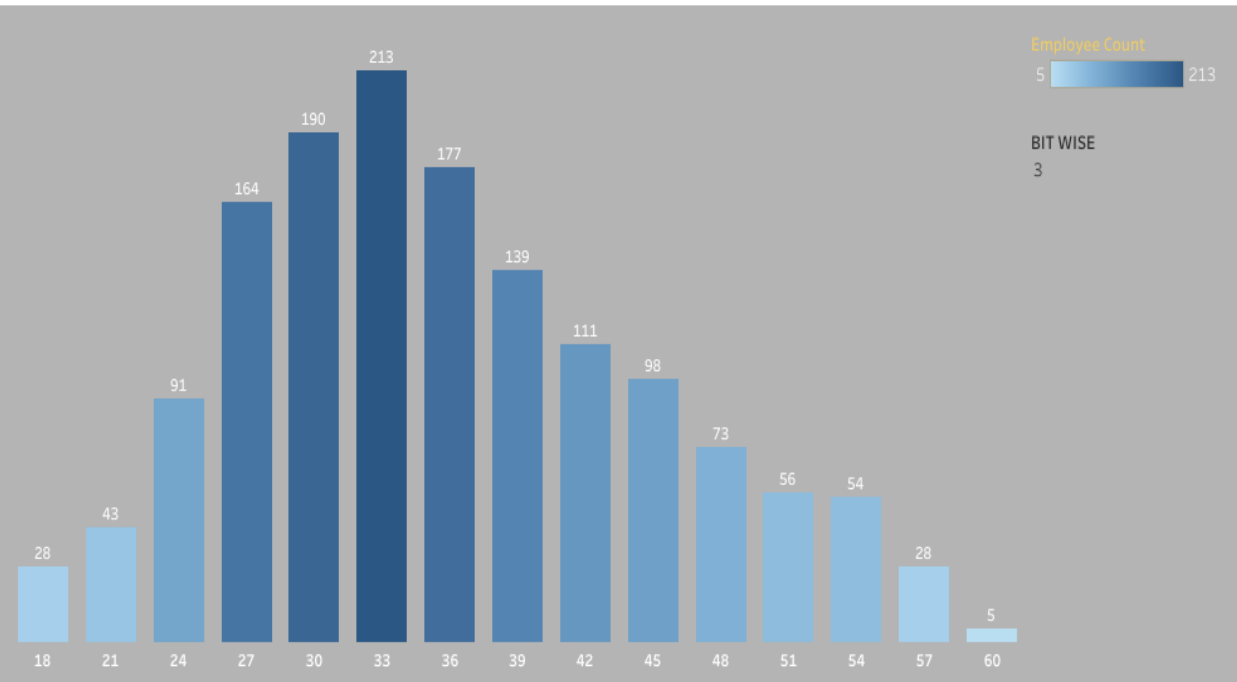
HR ANALYTICS STORY LINE

| | | | | |
|---|--|--|--|---|
| This department wise attrition represents t.. | The highest no. of employees i.e.213 are.. | Employees are expected to be satisfi.. | Most of the attrition accures in the field of .. | Males are expected to leave the organisatio.. |
|---|--|--|--|---|



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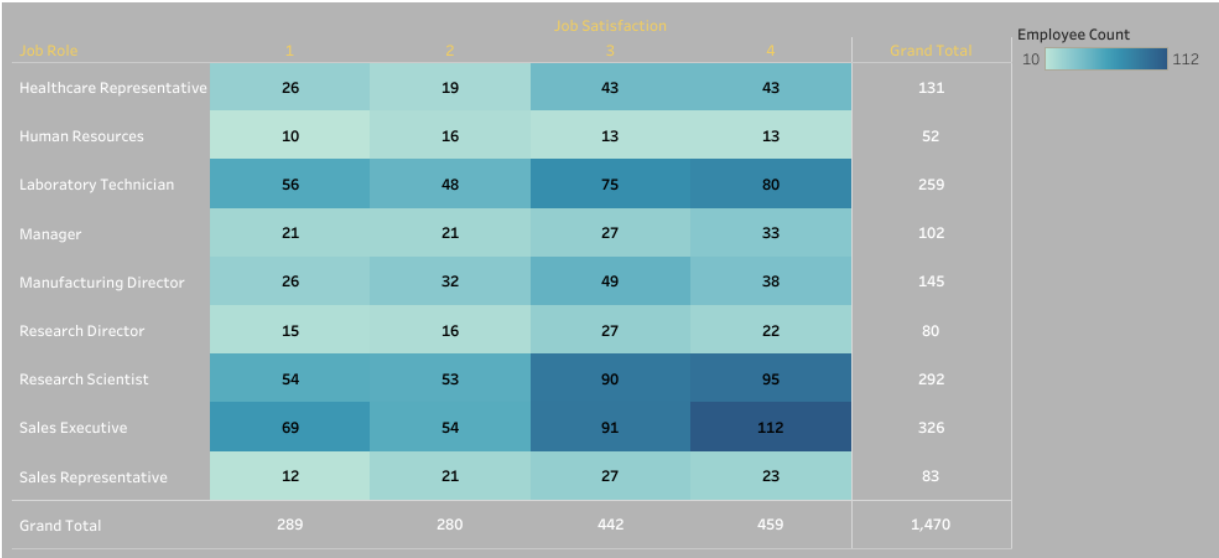
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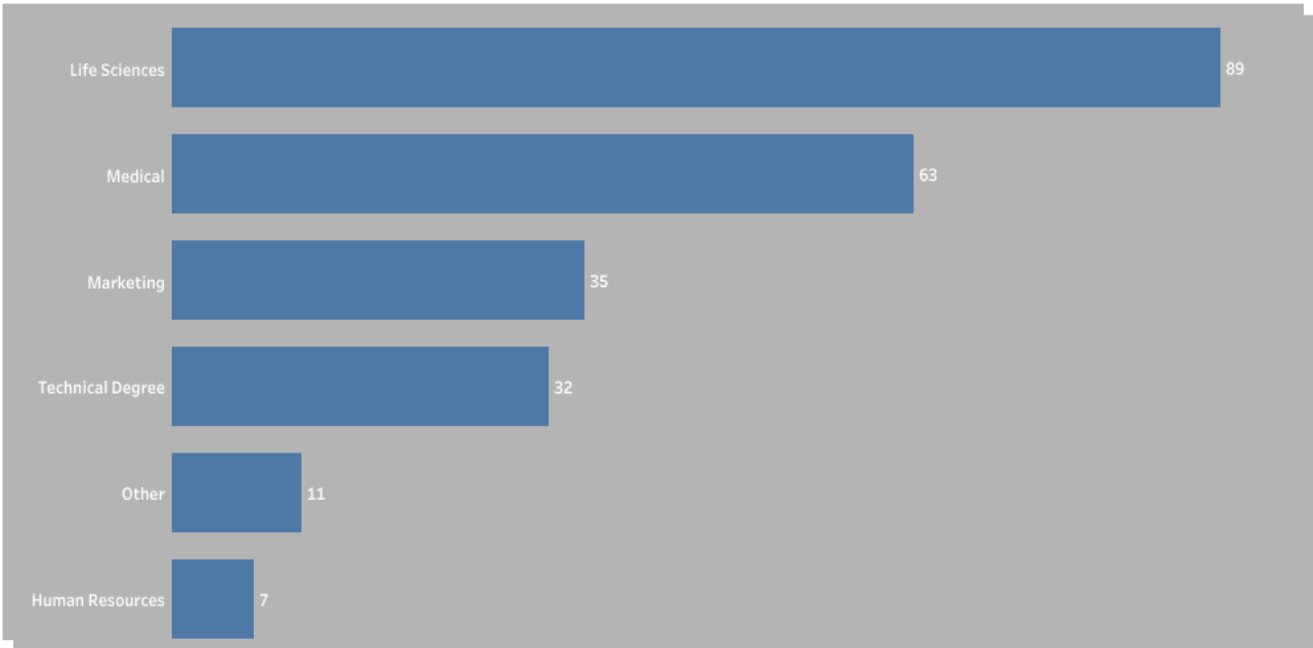
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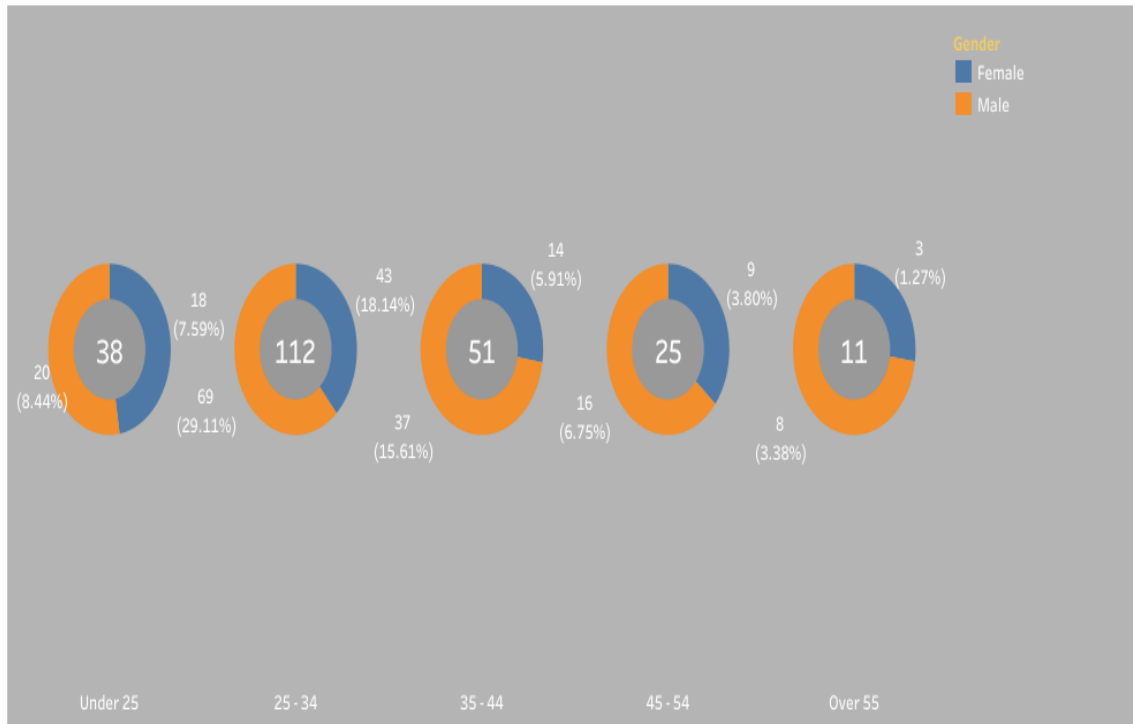
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ADVANTAGES & DISADVANTAGES:-

Advantages:

***Speed*:** Tableau can process large datasets quickly, enabling real-time.

***Interactivity*:** Interactive dashboards with filters and parameters empower users to Explore data.

***Scalability*:** Tableau can scale to accommodate the evolving needs of an organization as It grows.

***Collaboration*:** Users can collaborate on dashboards and share them easily within the Organization using Tableau Server.

Disadvantages:-

***Cost*:** Tableau can be expensive, especially for enterprise-level deployments.

***Learning Curve*:** Although user-friendly, there is a learning curve to master all of Tableau's Features, particularly for complex analyse.

***Data Preparation*:** Data cleaning and preprocessing may need to be done outside of Tableau, as it's not a data preparation tool.

***Performance*:** Handling extremely large datasets can sometimes lead to performance Issues.

***Data Security*:** Ensuring data security and compliance with privacy regulations Is the responsibility of the organization, and this can be challenging.

***Maintenance*:** Keeping Tableau dashboards up to date and relevant requires ongoing Effort and resources.

3 APPLICATIONS:

The areas this solution can be apply are recruitment, talent Acquisition, employee retention, employee engagement, workforce planning, Performance management, cost optimization employee satisfaction, employee Feedback etc.,

4 CONCLUSION:

Leveraging Tableau for HR analytics offers a data-driven solution that
Empowers organizations to make informed decisions. It enhances recruitment,
Reduces turn over and optimizes employee engagement.

However, implementation costs and a learning curve must be considered. Data
Quality and security are critical, and continuous improvement is essential
For ongoing success in using Tableau for HR analytics.

SOME FINDINGS:

1. From this department wise attrition chart, clear that Research and Development i.e., R&D has higher rate of about 56.12%.
2. From the regression of employees by age group, maximum is at the age of 32 to 34 about 213 and least is 60 years and 5 employees is at the end.
3. 112 employees from sales executive role rated 4 by their job satisfaction 80 laboratory, Technicians follow the list while 69 sales executive rate 1 for satisfaction.
4. 89 employees are from life sciences background medical science scores second with 63 employees while resource background.
5. 112 employees in 25 to 34 age group are attrit.

5 FUTURE SCOPE:

Here are some of the predictions for the future of HR analytics.

1. Increased use of AI and machine learning: The use of AI and machine learning in HR

Analytics expected to increase, allowing business to make more accurate predictions and data driven decisions.

2. Greater emphasis on employee experience: HR analytics will focus more on employee experience, including employee engagement, satisfaction, and well-being.

3. More emphasis on diversity and inclusion: HR analytics will play a more significant role in promoting diversity and inclusion in the workplace.

4. Greater use of predictive analytics: predictive analytics will become more prevalent in HR analytics, allowing business to predict future trends and make data-driven decisions accordingly.

5. Increased focus on skills: Development HR analytics will play a more significant role in identifying Skills gaps and developing training programs to address them.

There are just a few examples of how HR Analytics is expected to evolve in the future.

Thank You