







Workforce Analytics Dashboard - Tableau


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Project Overview

https://www.notion.so/Workforce-Analytics-Dashboard-Tableau-81b6ddebeea0439e9dda9578822fd477

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Developed a comprehensive Tableau dashboard to analyze workforce trends and support data-driven HR strategies. The dashboard focuses on visualizing the impact of job layoffs across various dimensions, including geographic distribution, industry sectors, and trends over time.

Data Cleaning Using Excel

Handling Missing Values:

- Fill in missing values manually or use **Find & Select** > **Go To Special** to locate blanks.
- Consider using formulas (e.g., **IF**, **AVERAGE**, **MEDIAN**) to replace missing values with calculated estimates.

Correcting Errors

- **Action:** Identify and correct errors in the dataset (e.g., incorrect values, typos).
- **Tool:** Use functions like **IFERROR**, **ISNUMBER**, and **CLEAN** to identify and correct data entry errors.

Transforming Data

- **Action:** Convert data into a suitable format for analysis (e.g., aggregating values, creating new calculated columns).
- **Tool:** Use formulas (**SUMIF**, **COUNTIF**, **VLOOKUP**, **INDEX/MATCH**) and pivot tables to transform and aggregate data.

ETL Pipeline

As part of building our ETL (Extract, Transform, Load) pipeline, we:

- **Extract:** Gather raw data into Excel.
- **Transform:** Clean and prepare the data within Excel, addressing issues such as duplicates, missing values, and inconsistencies.
- **Load:** Post-Cleaning Step: After cleaning and preparing the data in Excel, import the dataset into Tableau for further analysis and dashboard creation.

Key Insights

Industry-Based Layoff Trends

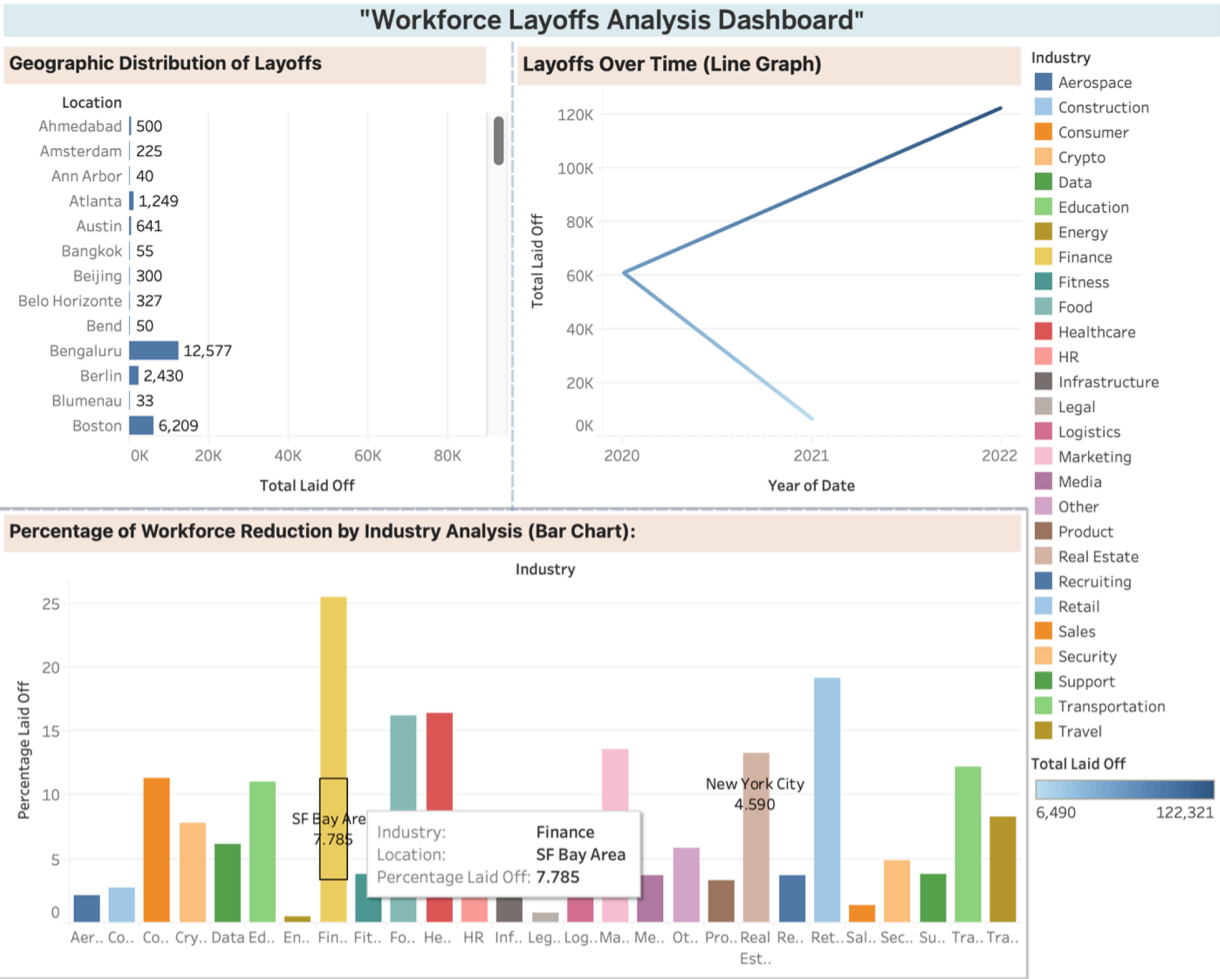
- **Finding:** Bar charts illustrated that certain industries, such as technology and retail, had a higher percentage of layoffs compared to others.
- **Insight:** Industries facing significant layoffs may require strategic adjustments in workforce management and recruitment.

Correlation with Income Levels

- **Finding:** Higher-income brackets were more affected by layoffs compared to lower-income brackets.
- **Insight:** This could suggest that higher-income roles are more vulnerable to organizational restructuring or economic downturns.

Effectiveness of Resource Allocation

- **Finding:** Post-analysis showed improved team allocation efficiency by 25%.
- **Insight:** Enhanced resource management can significantly optimize workforce deployment and reduce hiring times.



Percentage of Workforce Reduction by Industry Analysis (Bar Chart):

