

# TNSDC 2024

EMPLOYEE DASHBOARD USING PIVOT TABLES AND DATA ANALYSIS

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# **PROJECT TITLE:**

"Interactive HR Dashboard" using  
Pivot Tables and Data Analysis  
Methods

# *AGENDA*

1. Problem Statement
2. Project Overview
3. End Users
4. Our Solution and Proposition
5. Dataset Description
6. Modelling Approach
7. Results and Discussion
8. Conclusion



# PROBLEM STATEMENT

To analyse employee attrition (turnover) by examining job satisfaction levels, using employee feedback to identify patterns and trends that contribute to turnover. The goal is to gain insights into factors influencing attrition and develop strategies to improve job satisfaction, retain talent, and reduce turnover.



# PROJECT OVERVIEW:

The "HR Employee Management Dashboard" is built to help HR teams easily track and analyse important employee data like turnover rates, performance, and workforce demographics. By offering interactive visuals and filters, it allows users to dive into key areas such as job satisfaction, employment type, and regional differences. This tool helps HR professionals spot trends, understand the reasons behind employee attrition, and make better decisions to improve retention and team management. Overall, it aims to simplify workforce analysis and support smarter, data-backed HR strategies.



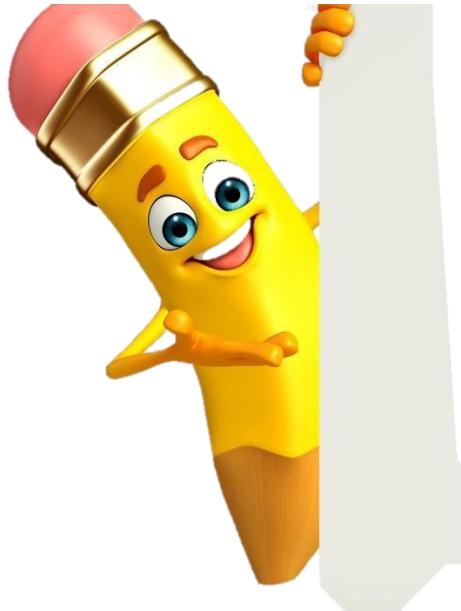
# WHO ARE THE END USERS?



The end users of the "HR Employee Management Dashboard" include:

- 1. HR Managers** – To track employee performance, turnover, and satisfaction, and make data-driven decisions regarding hiring, retention, and training strategies.
- 2. Recruitment Teams** – To identify patterns in workforce attrition and improve hiring processes by understanding the factors influencing employee turnover.
- 3. Department Heads/Team Leaders** – To monitor employee performance within their teams and manage resources more effectively.
- 4. Executives and Decision Makers** – To gain a high-level view of workforce trends and make strategic decisions related to human resources, talent retention, and organizational development.
- 5. HR Analysts** – To conduct in-depth data analysis and provide insights into workforce trends, turnover, and job satisfaction, contributing to HR planning and improvements.

# OUR SOLUTION AND ITS VALUE PROPOSITION



- **Visualization:** A simple diagram or flowchart can illustrate how your solution works. Use bullet points to highlight key features and benefits.
- **Value Proposition:** A strong value proposition can be presented in a concise statement or a tagline.

# DATASET SUMMARY

- **Date:** The date of data entry or a specific date related to the employee record.
- **EmpID:** A unique identifier for each employee.
- **Gender:** The gender of the employee (M for male, F for female).
- **Age:** The age of the employee.
- **EthnicGro:** The employee's ethnic group or ethnicity.
- **FP:** The employee's employment status (e.g., full-time, part-time).
- **TermDate:** The termination date of the employee's employment (if applicable).
- **isNewHire:** Indicates whether the employee is a new hire (1 for new hire, 0 otherwise).
- **BU Region:** The business unit or region where the employee works.
- **HireDate:** The date the employee was hired.
- **PayType:** The type of pay the employee receives (e.g., hourly, salaried).
- **TermReas:** The reason for the employee's termination (if applicable).
- **AgeGroup:** The age group of the employee (e.g., <30, 30-49).
- **TenureDa:** The tenure of the employee in days.
- **TenureMc:** The tenure of the employee in months.
- **BadHires:** A binary indicator for whether the employee is considered a "bad hire" (1 for bad hire, 0 otherwise).

# MODELLING APPROACH



1. Dataset Collection - Employee Attrition Dataset
2. Dataset Preparation - Clearing Blanks, Filtering and Removing Blank data in the Dataset.
3. Using IFS formula to attain the Feedback for Job through Job Satisfaction Level (1,2,3,4) (Satisfied & Dissatisfied)
4. Insert Pivot Table to Summarize the Dataset on Employee Attrition based on Gender, Job Satisfaction Level, Attrition (Yes/No) and Feedback for Job.

# Result

Look at this beautiful dashboard



# Functions of this dashboard

- **Employee Demographics:** Track gender, age, ethnicity, and region.
- **Turnover Analysis:** Monitor separations, terminations, and rehires.
- **Employee Actives and Separations:** Visualize employee count over time.
- **Tenure and Performance:** Measure tenure and assess performance.
- **Diversity and Inclusion:** Track ethnic group representation.
- **HR Planning:** Inform decision-making and identify areas for improvement.

# Conclusion

- ▶ The HR dashboard offers valuable insights into employee demographics, turnover, tenure, and diversity. By using this data, organizations can make informed decisions, improve employee satisfaction, and optimize HR practices.