



HUMAN RESOURCES



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Introduction

- Shield PharmaCare is a medium-sized pharmaceutical company experiencing high employee turnover.
- The company's goal is to reduce employee turnover to 10% by the end of next year.
- The dashboard will provide HR teams with advanced analytics for monitoring key metrics such as Age, Job Level, Job Role, Job Satisfaction, Marital Status, Monthly Income, Year at the Company, Total Working Hours and Years with Current Manager.
- This will help ensure a long talent lifecycle and aid in achieving the company's turnover reduction goal.



HR Dashboard

Demographics

Job Role

History

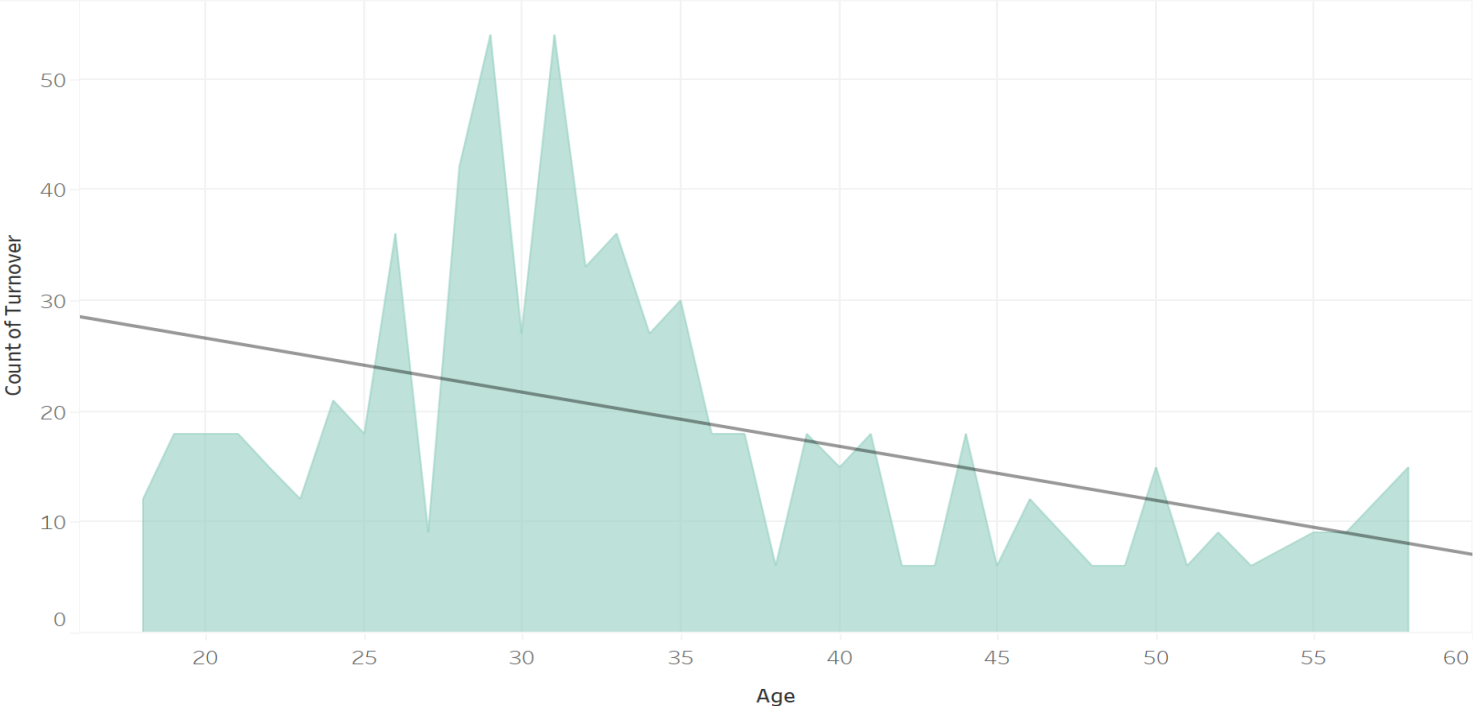
Satisfaction

Financial

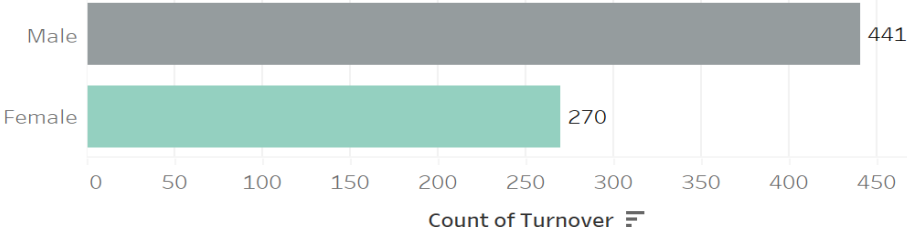
Summary

Yes

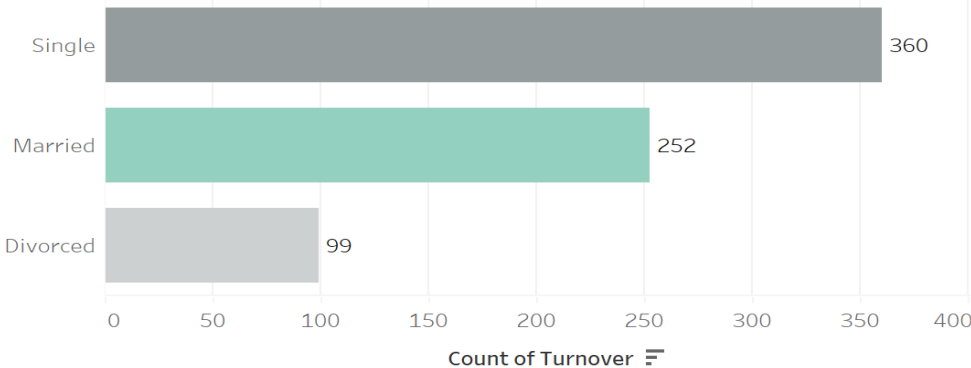
Turnover by Age



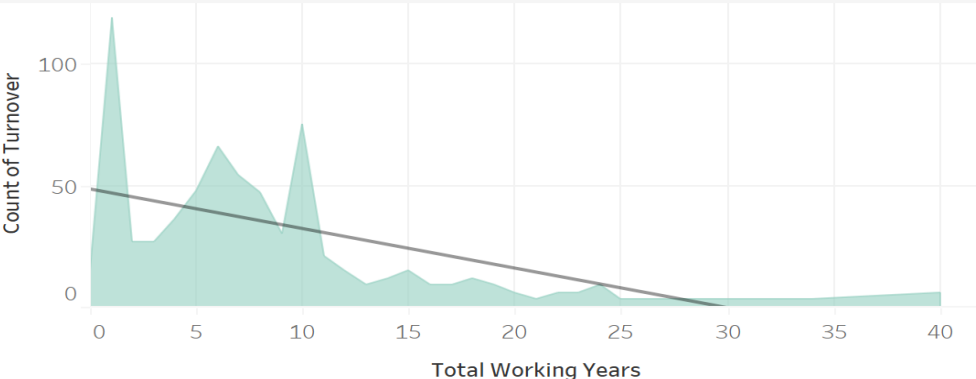
Turnover by Gender



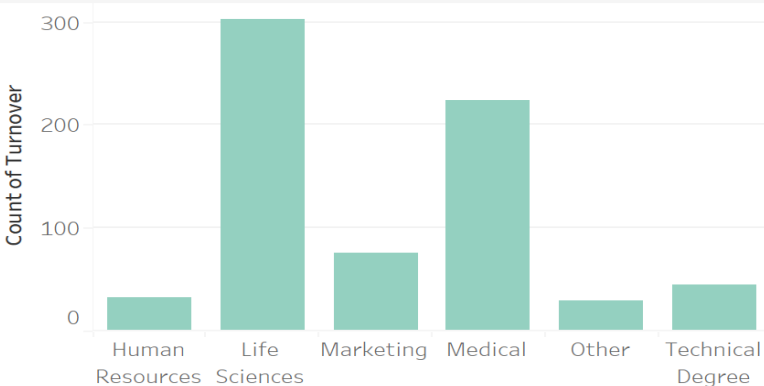
Marital Status



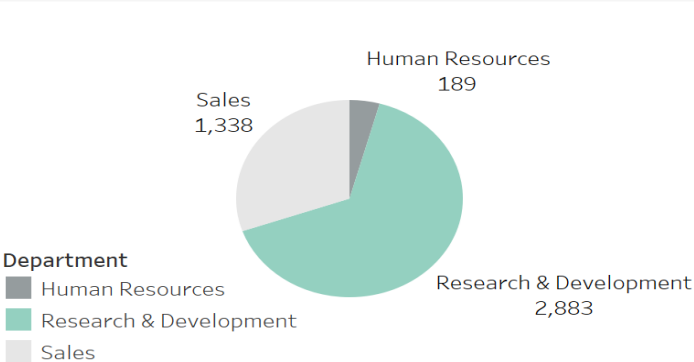
Working Years



Education Field



Turnover by Department



Demographic

Age: Helps identify if there are any age groups that are particularly vulnerable to high turnover rates. For instance, if there is a high rate of turnover among younger employees, this may indicate that they are less likely to be satisfied with their job or are seeking more opportunities for career growth.

Gender: Identify if there are any gender-based patterns in turnover rates among women compared to men, this may indicate that there are issues with gender equality or work-life balance that need to be addressed.

Marital Status: Can help identify if there are any patterns in turnover rates based on marital status. This may indicate that they are seeking better work-life balance or are facing personal challenges that are impacting their work.

Working Years: Identify turnover rates based on how long employees have been with the company. This may indicate that they are not being adequately onboarded or trained.

Educational Fields: Can identify patterns in turnover rates based on employees' educational backgrounds. Indicating that they are seeking more challenging or intellectually stimulating work.

Turnover by Department: Helps identify particular departments that have higher turnover rates than others. This can help identify areas where improvements in management or job satisfaction can be made.

HR Dashboard

Demographics

Job Role

History

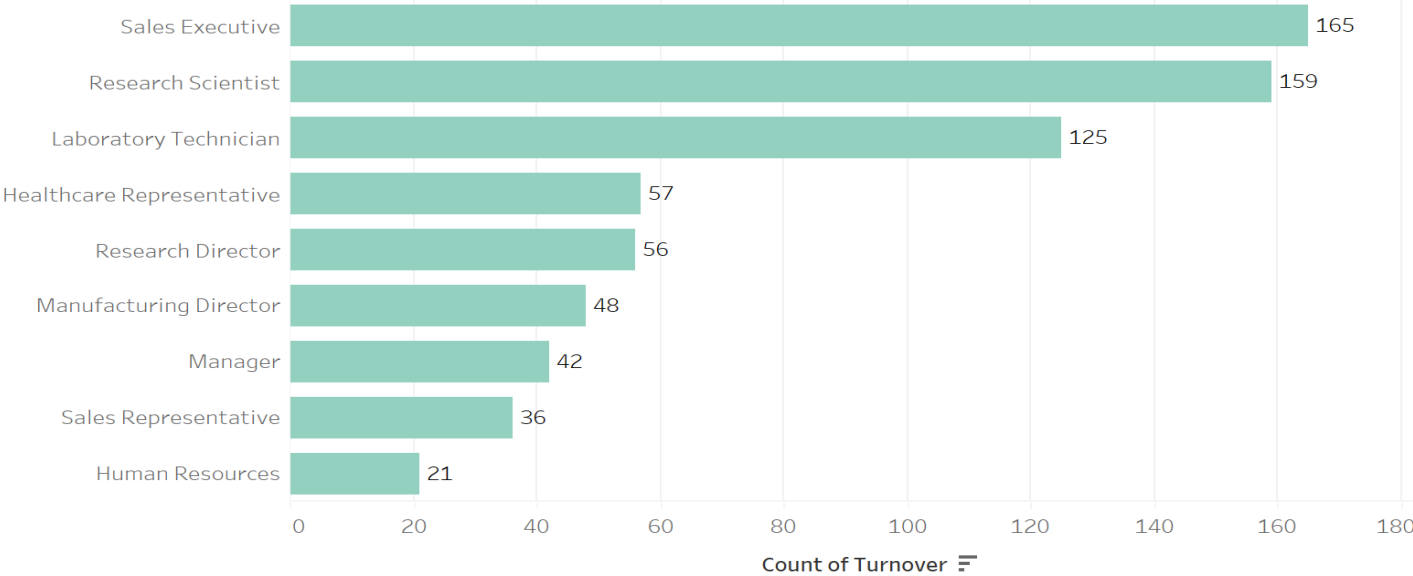
Satisfaction

Financial

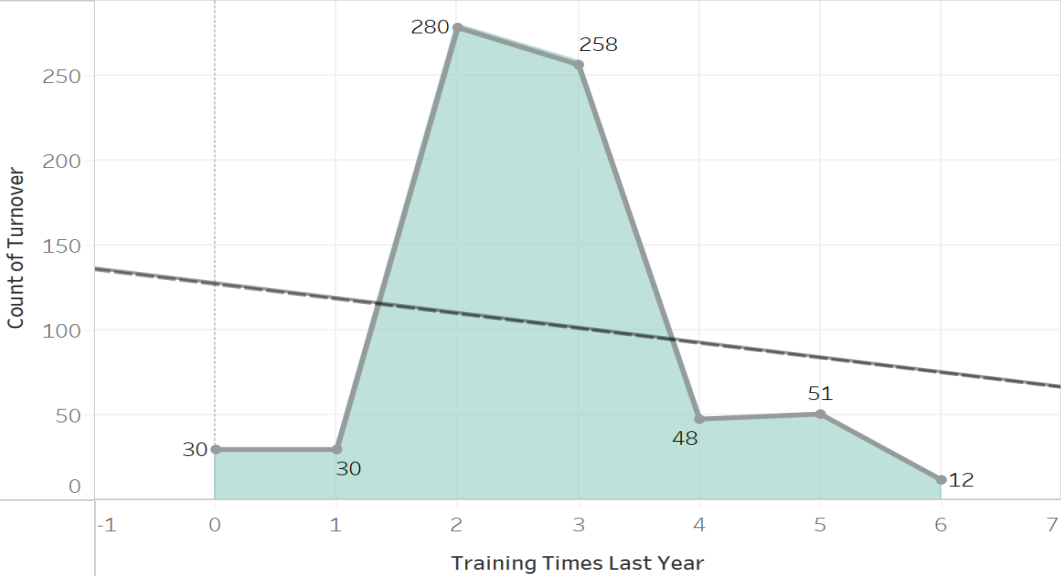
Summary

Yes

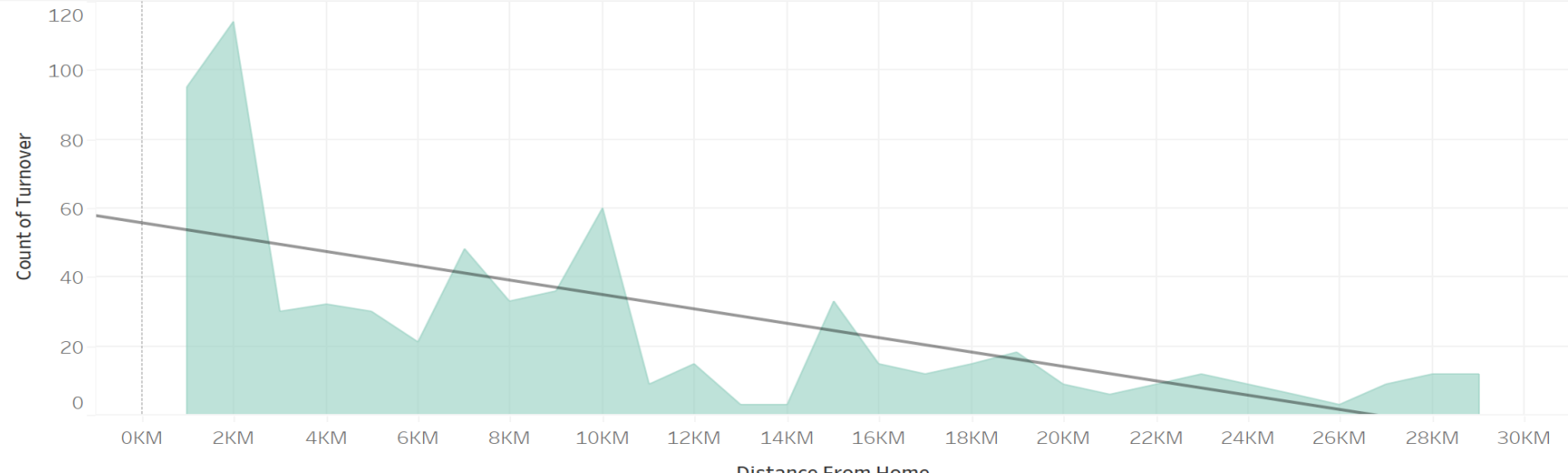
Job Role



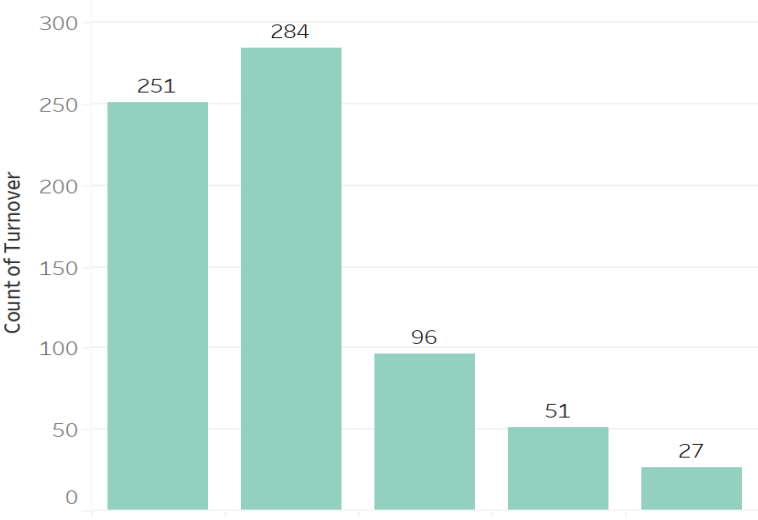
Training Times



Distance from Home



Job Level



Job Role

Relationship between turnover and job role: We identify which job roles have the highest turnover rates and which ones have the lowest. This information can help you to address specific areas that may need improvement, such as enhancing employee engagement or offering additional training opportunities.

Relationship between turnover and training times: We examine the correlation between the length of training and turnover rates. It may indicate that training is an important factor in employee retention.

Relationship between turnover and distance from home: We explore whether employees who live further away from work have higher turnover rates. It may suggest that offering flexible work arrangements or relocation assistance could help to reduce turnover.

Relationship between turnover and job level: We investigate whether employees at certain job levels are more likely to leave the company than others. This help to identify areas where additional support or career development opportunities could be provided to help retain employees.

HR Dashboard

Demographics

Job Role

History

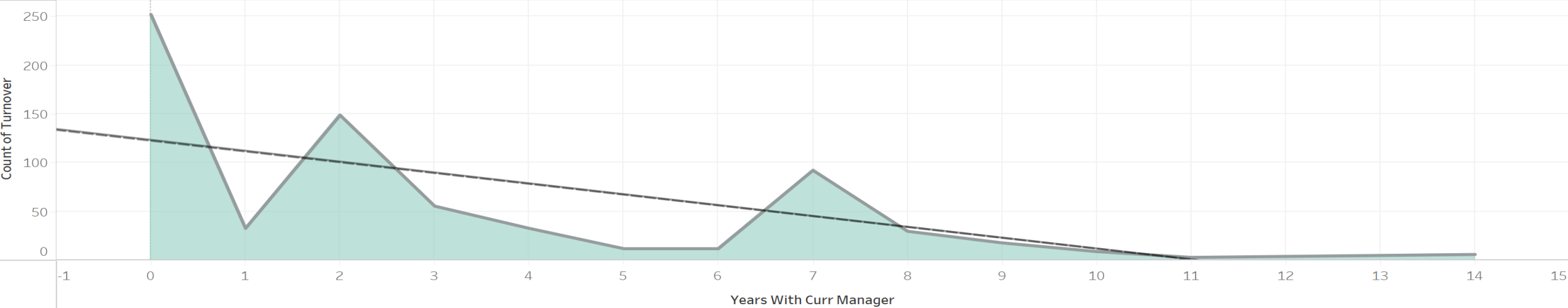
Satisfaction

Financial

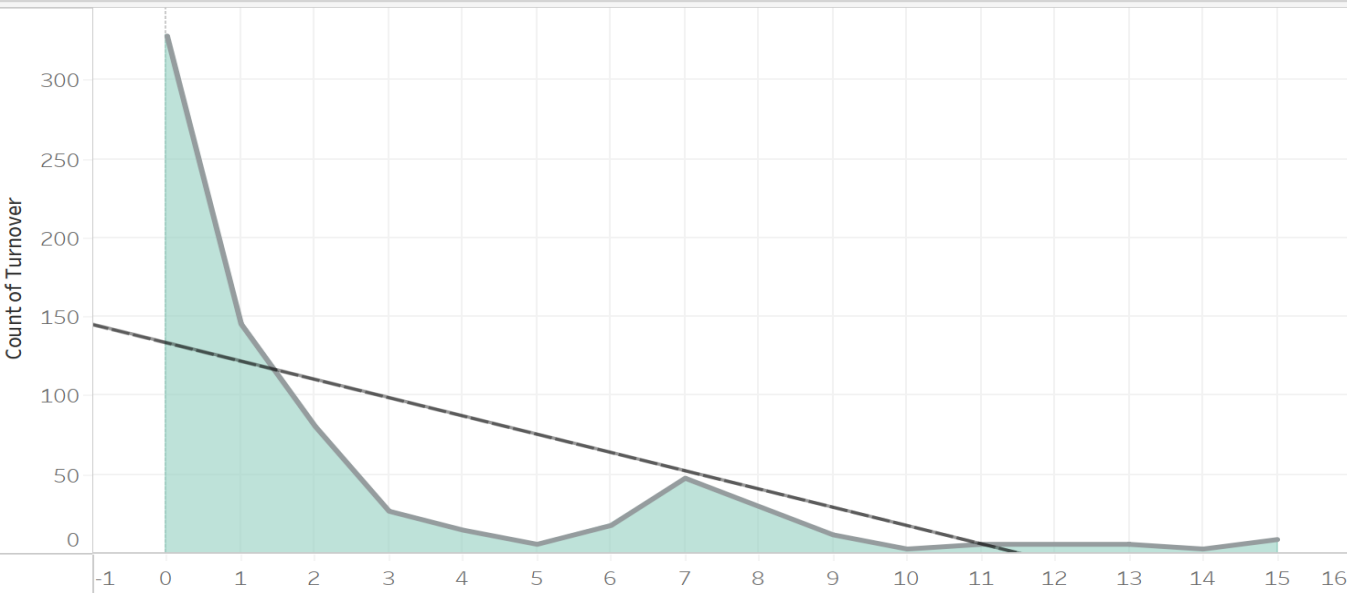
Summary

Yes

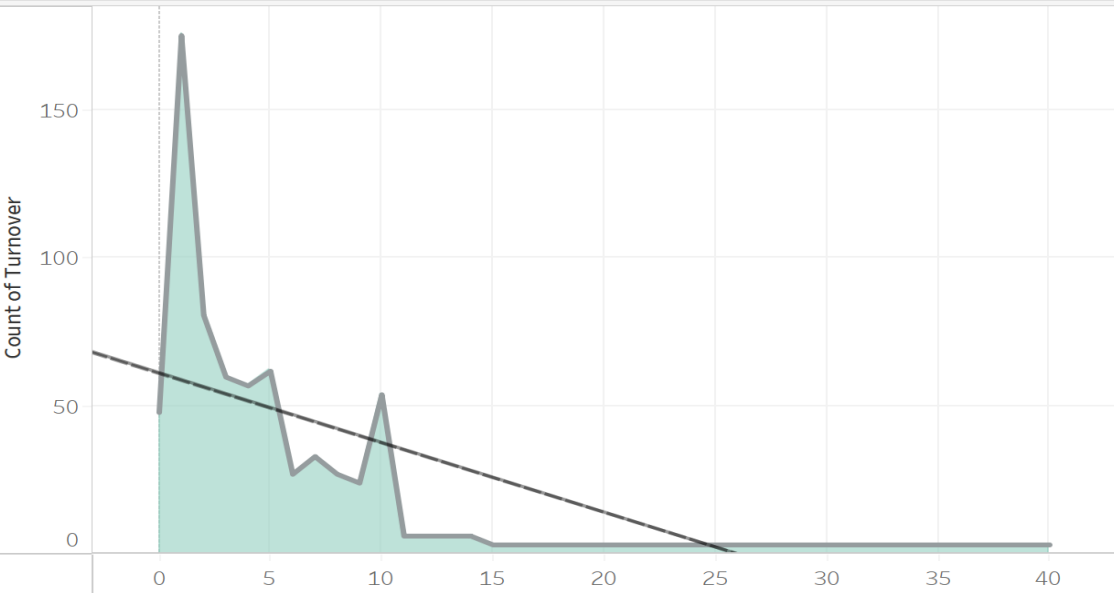
Year with Current Manager



Years Since Last Promotion



Years at Company



History

Relationship between years with current manager and employee retention: Here we examine whether employees who have been with their current manager for longer periods are more likely to stay with the company. It may suggest that manager-employee relationships are an important factor in retaining employees.

Relationship between years since last promotion and employee engagement: We explore whether employees who have gone longer periods without a promotion are less engaged or motivated. It may indicate that more frequent opportunities for advancement or recognition could help improve employee satisfaction.

Relationship between years at the company and turnover: Investigate whether employees who have been with the company for longer periods are more likely to leave. It may indicate that there are issues with employee retention and engagement that need to be addressed.

HR Dashboard

Demographics

Job Role

History

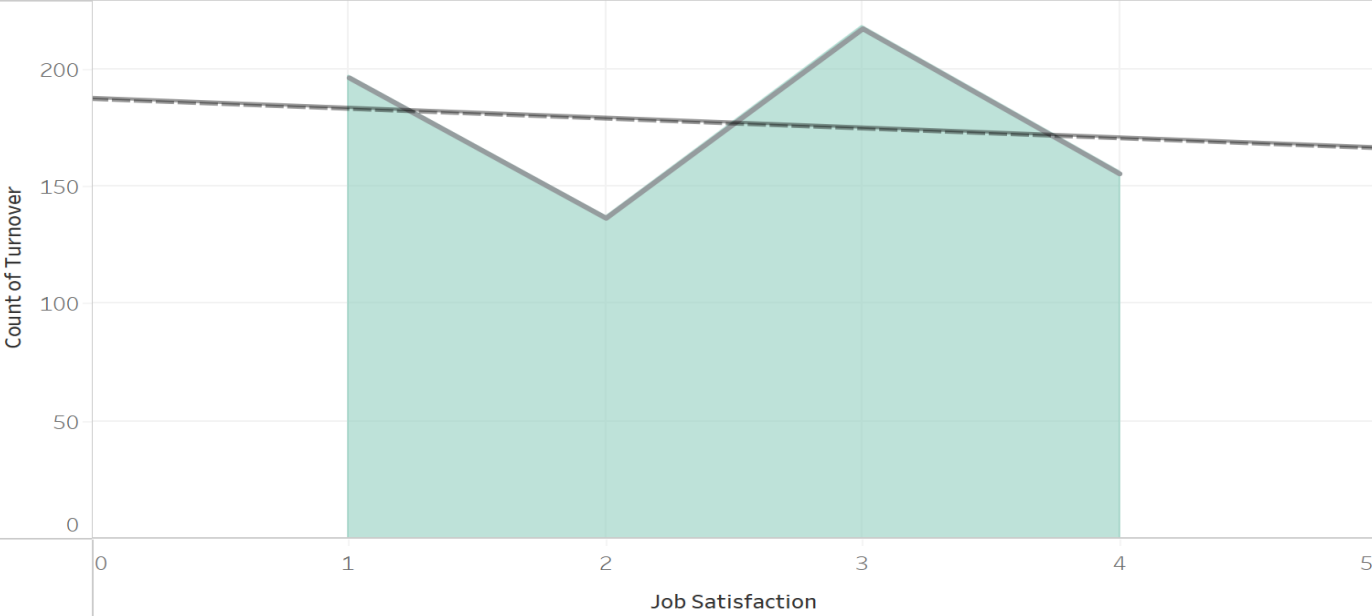
Satisfaction

Financial

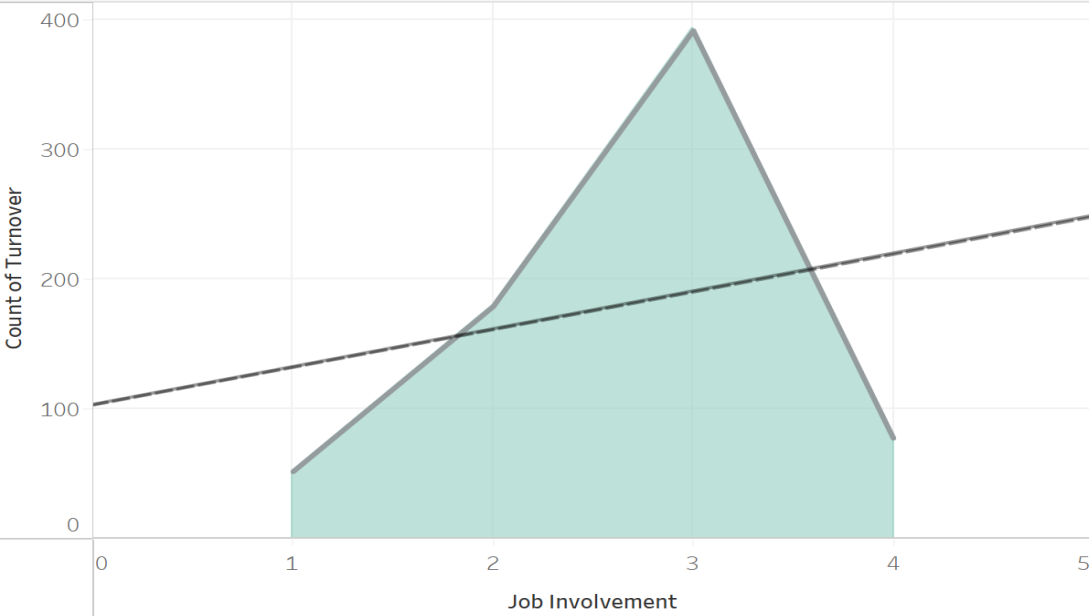
Summary

Yes

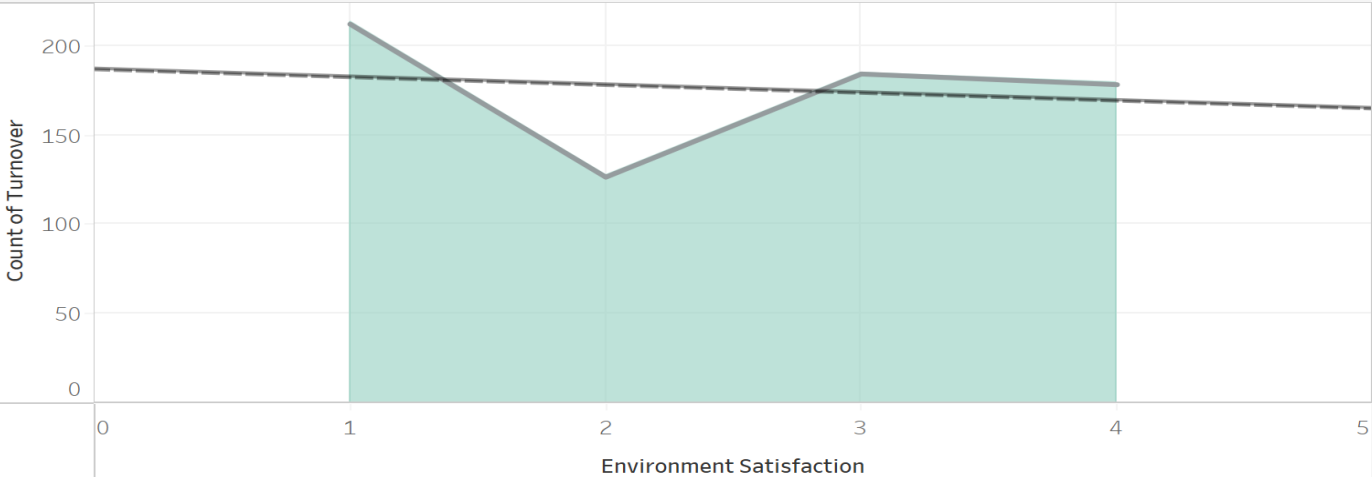
Job Satisfaction



Job Involvement



Environment Satisfaction



Work Life Balance



Satisfaction

Relationship between job satisfaction and job involvement: We explore whether employees who are more satisfied with their jobs are also more involved in their work. It may indicate that employees who feel more fulfilled in their work are also more engaged and productive.

Relationship between work-life balance and job satisfaction: We examine whether employees who have better work-life balance are more satisfied with their jobs. It may indicate that offering flexible work arrangements or other benefits to promote work-life balance could help improve employee satisfaction.

Relationship between environment satisfaction and job satisfaction: We investigate whether employees who are more satisfied with their work environment are also more satisfied with their jobs. It may indicate that creating a positive work environment can have a significant impact on employee satisfaction and retention.

HR Dashboard

Demographics

Job Role

History

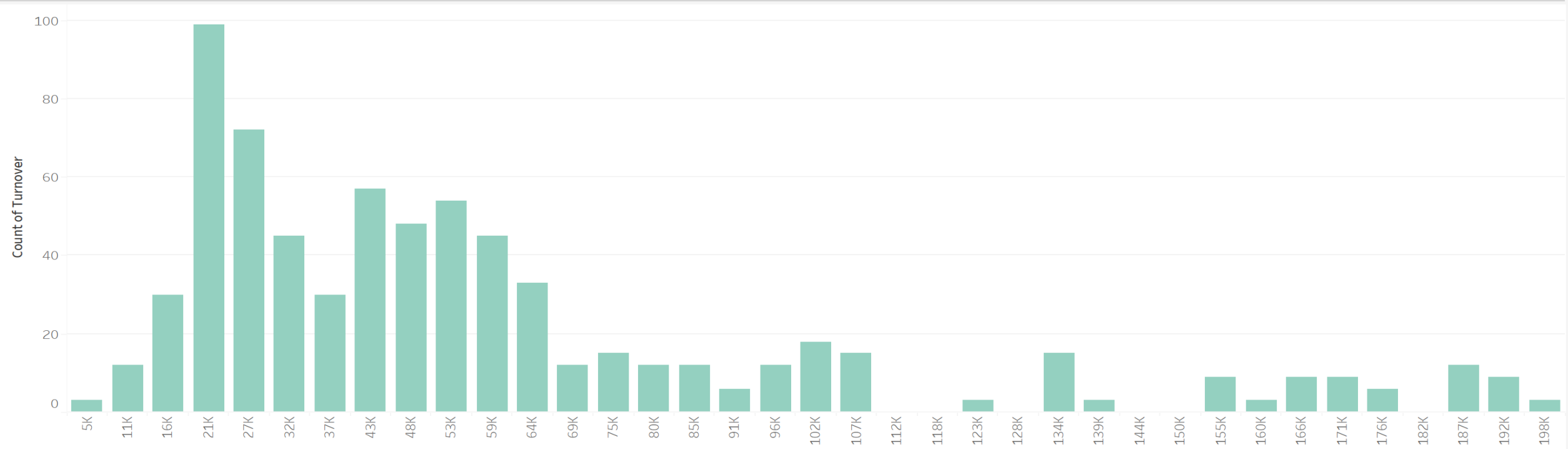
Satisfaction

Financial

Summary

Yes

Monthly Income



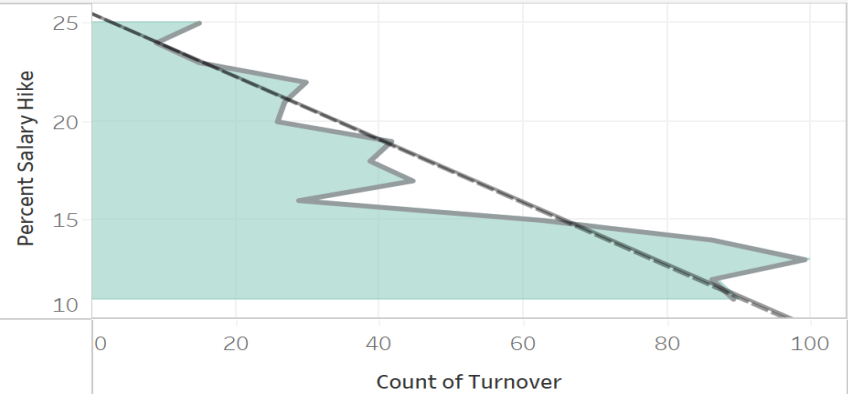
Job Involvement



Stock Option Level



Percent Salary Hike



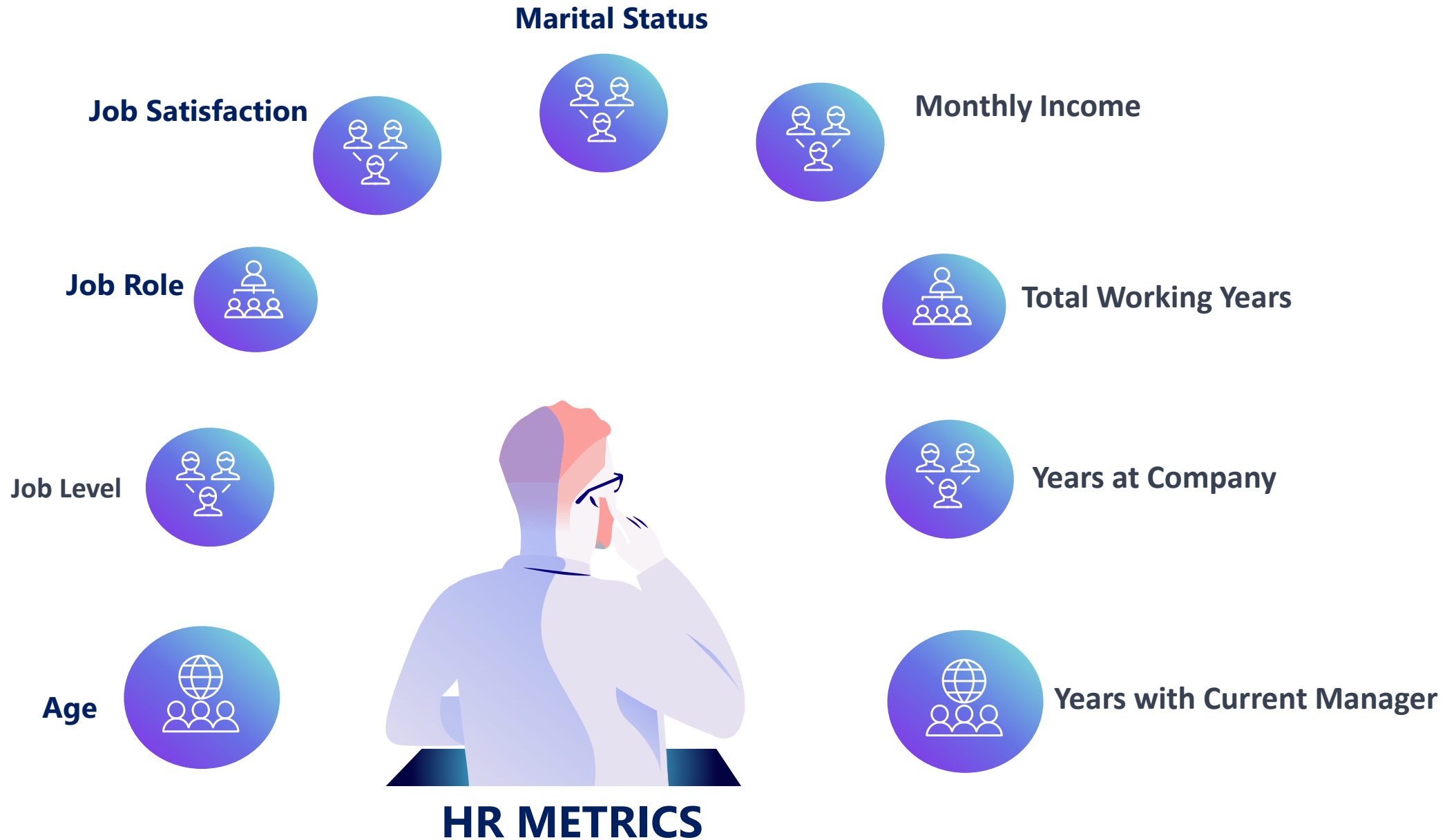
Financial

Monthly income: By grouping employees by monthly income, we get a sense of how your compensation structure is distributed across your workforce. It suggest that your company needs to adjust its compensation strategy.

Job involvement: The count of employees by job involvement gives insight into how engaged your employees are in their work. Its an indication that there are issues with the work environment or management practices that are contributing to disengagement.

Stock option level: By grouping employees by their stock option level, we get a sense of how many employees have stock options and at what level. This information can be useful in assessing how effective your stock option program is at attracting and retaining top talent.

Percent salary hike: The count of employees by percent salary hike can give you an idea of how frequently employees are receiving raises.



HR Dashboard

Demographics

Job Role

History

Satisfaction

Financial

Summary

Turnover Measurements

By utilizing the insights obtained from the other tabs in this dashboard, we can identify nine crucial risk factors related to employee turnover and utilize them to monitor our workforce.

Age
Employees Under the age of 35
Job Level
Employees working at Job Level 2
Job Role
Sales , Reasearch, HR

Job Satisfaction
Overall Job Satisfaction is less than equal 3
Marital Status
Employees who are single
Monthly Income
Less than 55000

Total Working Years
3 years greater or equal 3
Years at Company
working for less than 5
Years with Current Manager
working with it for less or equal 2

Satisfaction	Avg Risk Rate
2.2	4.2
Turnover Risk Rate	Employees
0.8	4,410

Measurement

EmployeeID..	RiskRating	_Age	_Job Level	_Job Role	_Job Satisfaction	_Marital Status	_Monthly Income	_Total Working Years	_Years at Company	_Years with Manager
3861	9	■	■	■	■	■	■	■	■	■
2391	9	■	■	■	■	■	■	■	■	■
921	9	■	■	■	■	■	■	■	■	■
4225	8	■		■	■	■	■	■	■	■
4106	8	■	■	■	■	■	■		■	■
3798	8	■	■	■		■	■	■	■	■
3791	8	■		■	■	■	■	■	■	■
3655	8	■	■	■		■	■	■	■	■
3617	8	■		■	■	■	■	■	■	■
3589	8	■	■	■	■		■	■	■	■
3536	8	■	■	■	■	■		■	■	■
3533	8	■	■	■	■		■	■	■	■
3505	8	■	■	■	■	■	■		■	■
3498	8	■		■	■	■	■	■	■	■
3353	8	■		■	■	■	■	■	■	■
3248	8	■	■	■	■	■		■	■	■
2984	8	■		■	■	■	■	■	■	■
2957	8	■		■	■	■	■	■	■	■
2755	8	■		■	■	■	■	■	■	■
2636	8	■	■	■	■	■	■		■	■
2328	8	■	■	■		■	■	■	■	■
2321	8	■		■	■	■	■	■	■	■
2185	8	■	■	■		■	■	■	■	■
2147	8	■		■	■	■	■	■	■	■
2119	8	■	■	■	■		■	■	■	■
2066	8	■	■	■	■	■		■	■	■

Conclusion

Satisfaction: A score of 2.2 on a satisfaction scale of 1-5 suggests that employees may not be very satisfied with their job or the work environment. This could potentially lead to higher turnover rates and lower employee engagement.

Risk: A score of 4.2 on a risk scale of 1-5 is quite high and could indicate that the company is exposed to significant risk factors. It's important to identify and manage these risks to protect the business and ensure its long-term success.

Turnover risk rate: A turnover risk rate of 0.8 suggests that the company may be at low risk of losing employees. However, it's important to dig deeper and look at the reasons behind turnover, such as job dissatisfaction or lack of growth opportunities, to address any underlying issues.

Employee count: With 4,410 employees, the company is likely a medium to large-sized organization. This could potentially mean that there are more complex structures and processes in place, which could impact job satisfaction and turnover rates.