

# **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

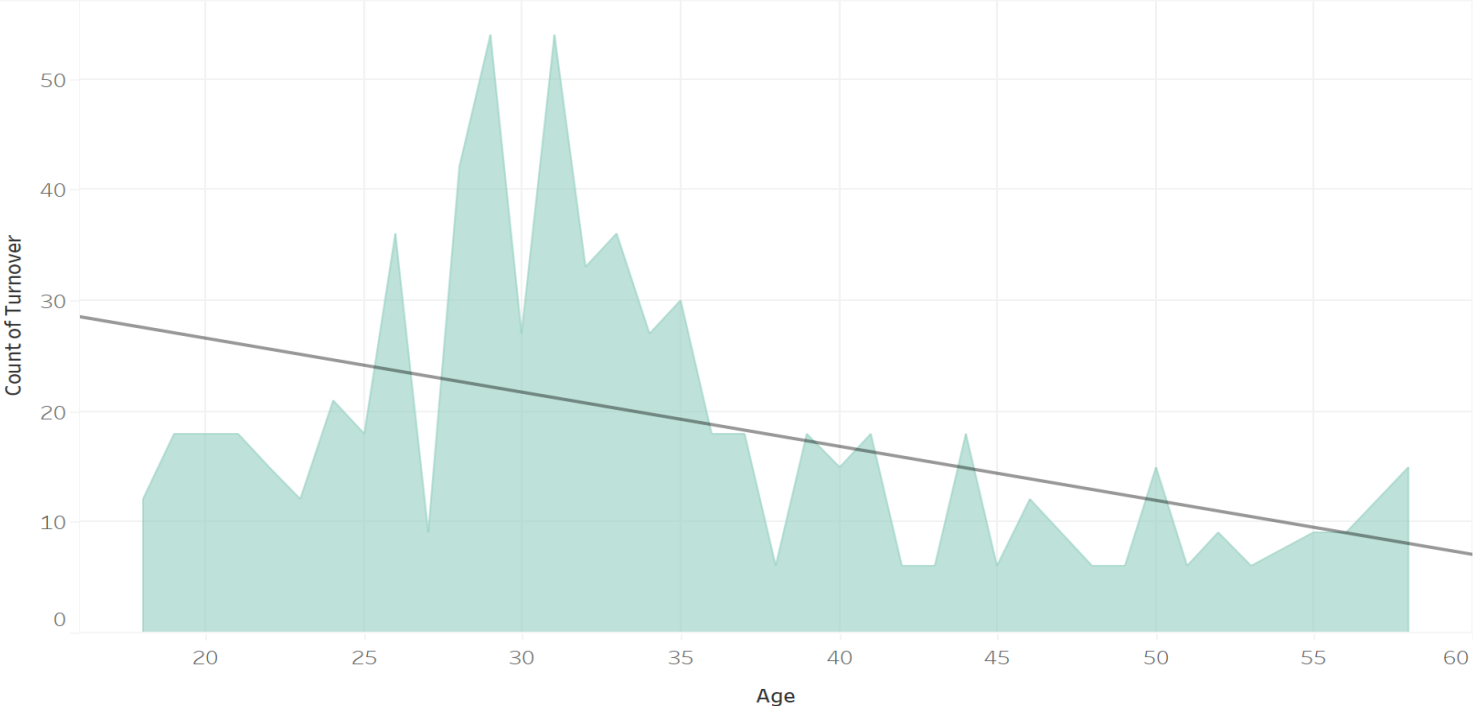
Satisfaction

Financial

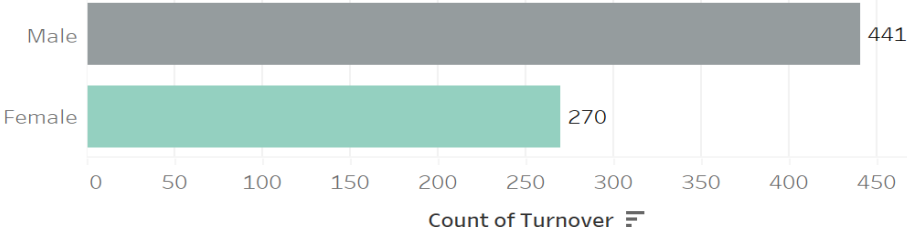
Summary

Yes

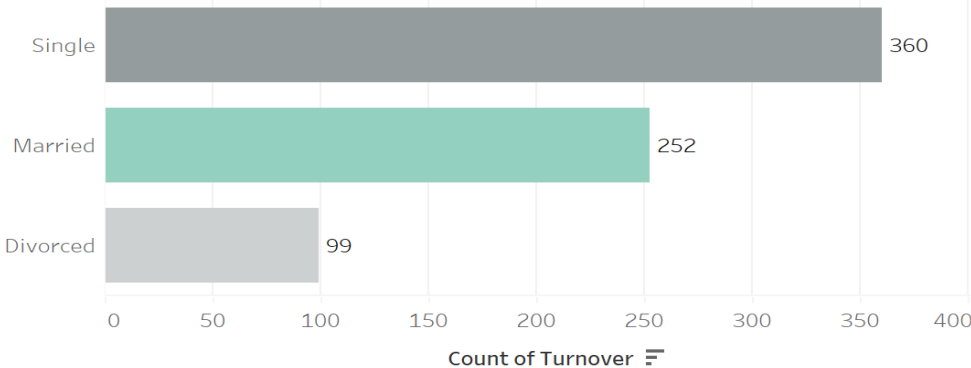
## Turnover by Age



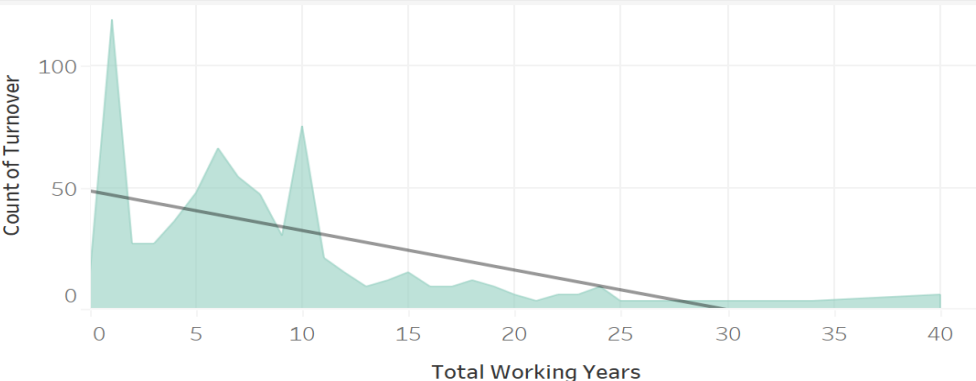
## Turnover by Gender



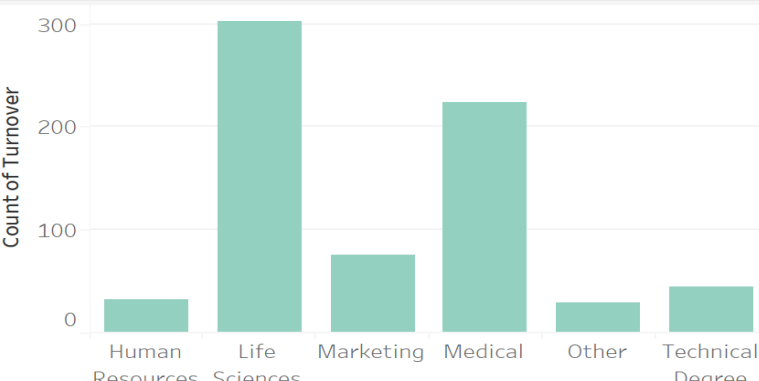
## Marital Status



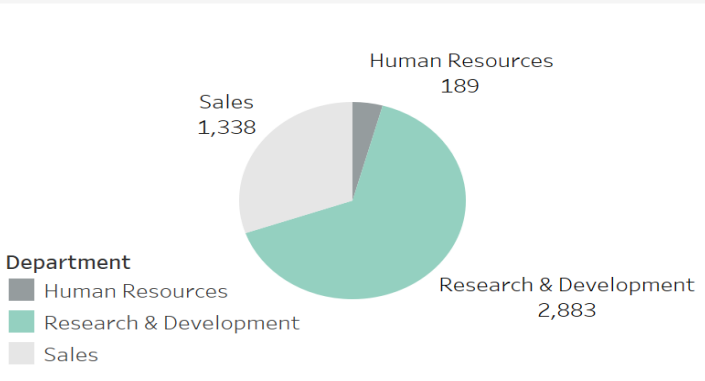
## Working Years



## Education Field



## Turnover by Department



# HR Dashboard

Demographics

Job Role

History

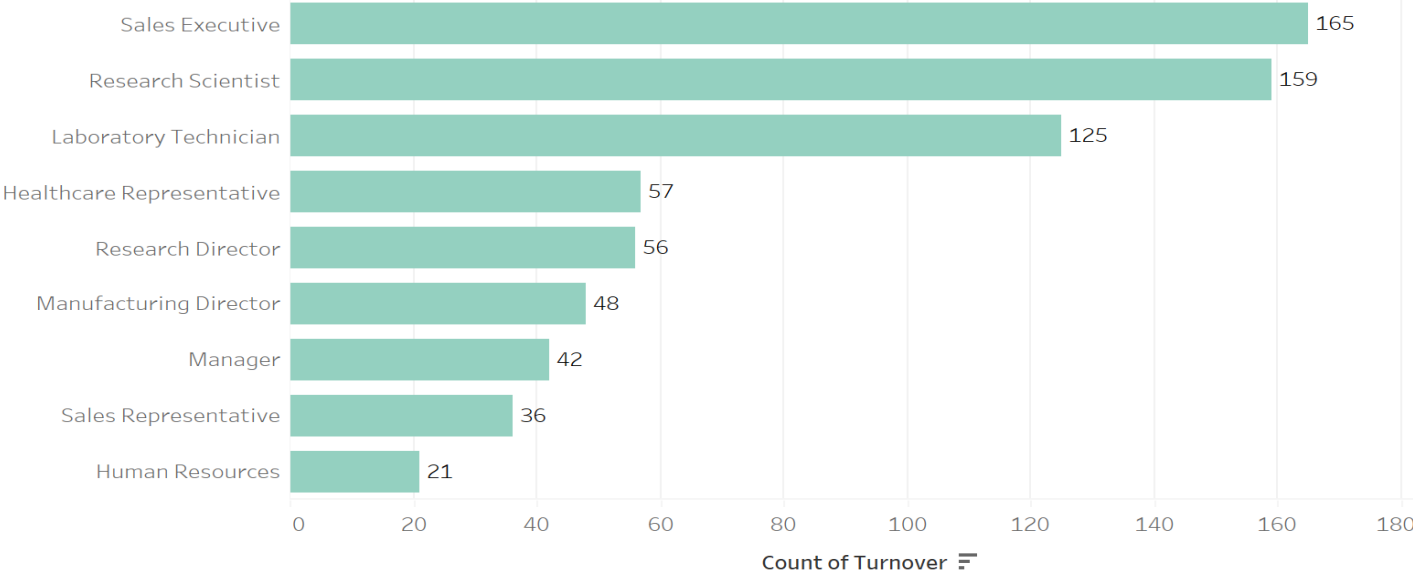
Satisfaction

Financial

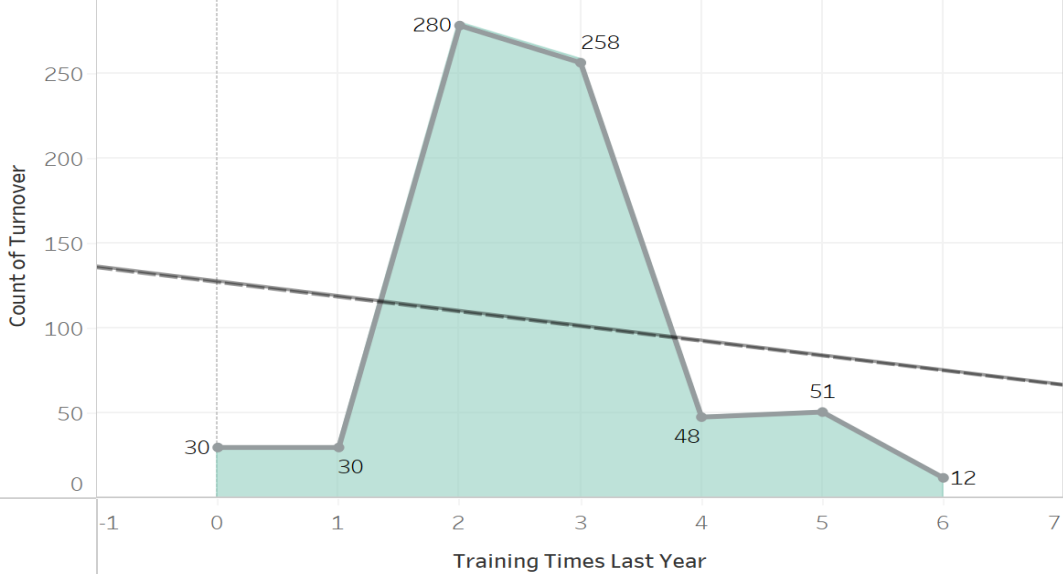
Summary

Yes

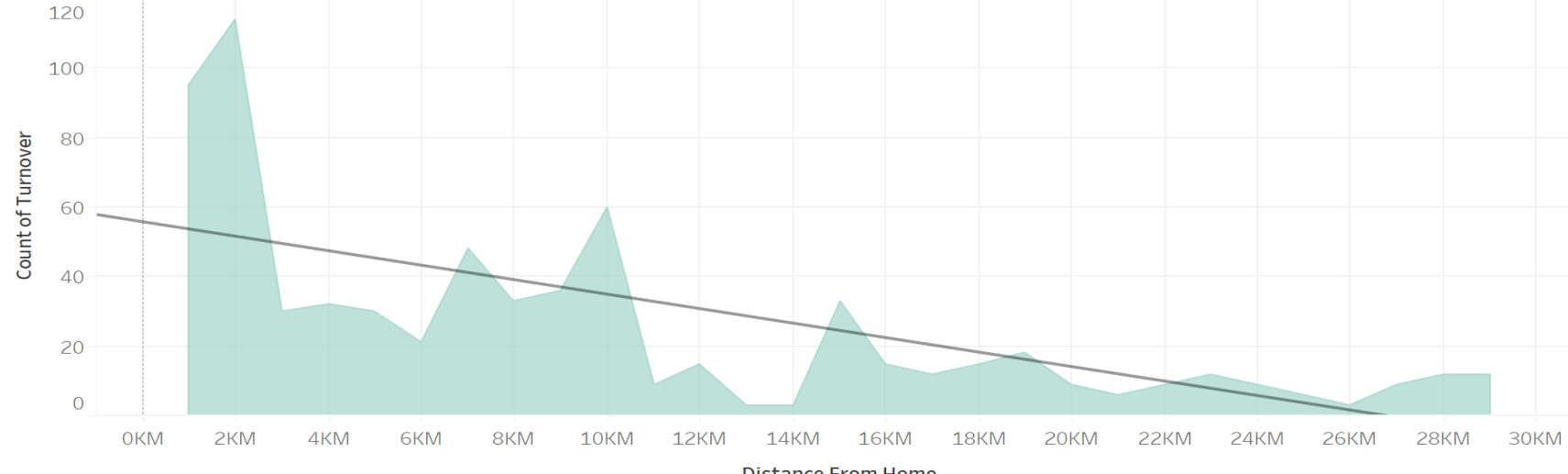
## Job Role



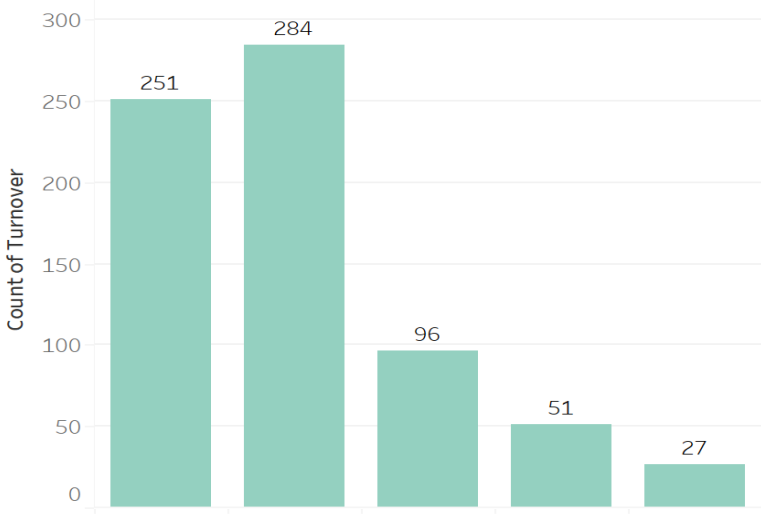
## Training Times



## Distance from Home



## Job Level



# HR Dashboard

Demographics

Job Role

History

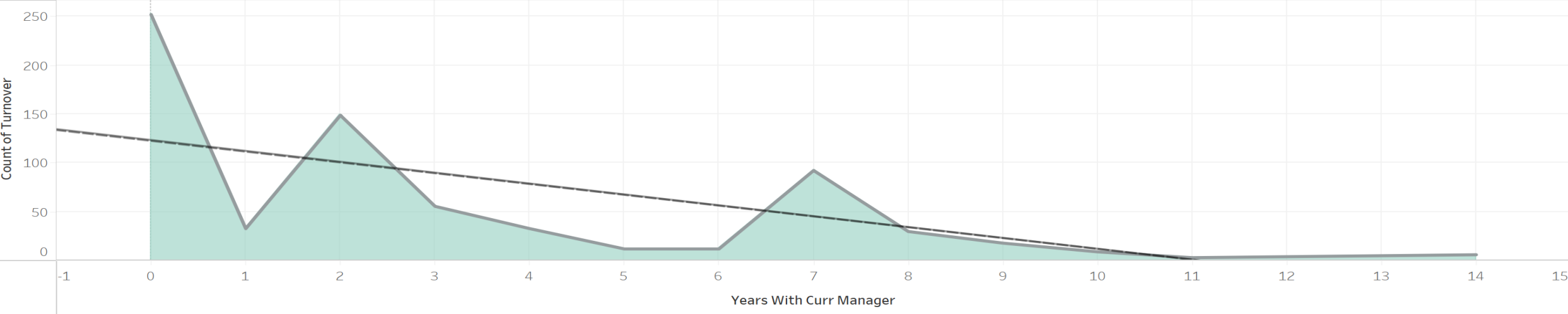
Satisfaction

Financial

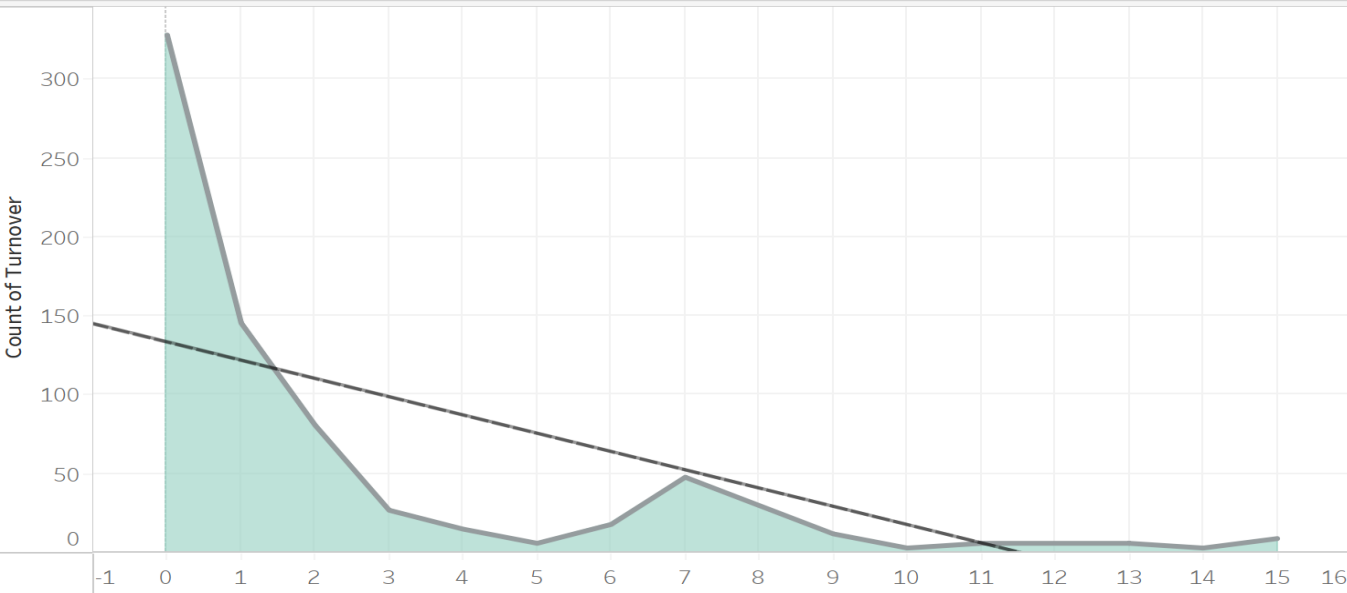
Summary

Yes

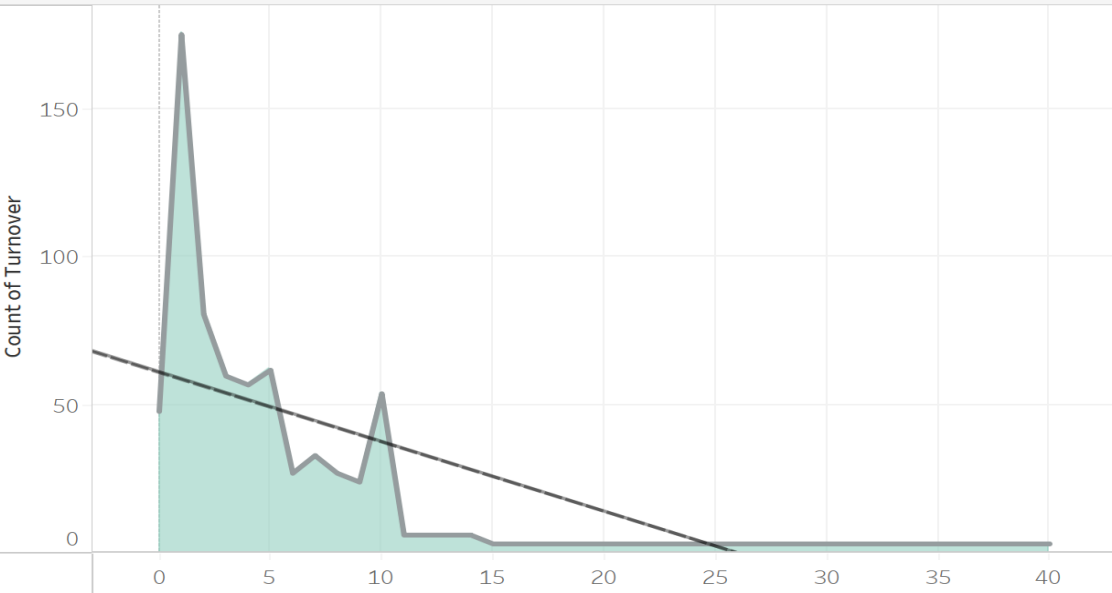
## Year with Current Manager



## Years Since Last Promotion



## Years at Company



# HR Dashboard

Demographics

Job Role

History

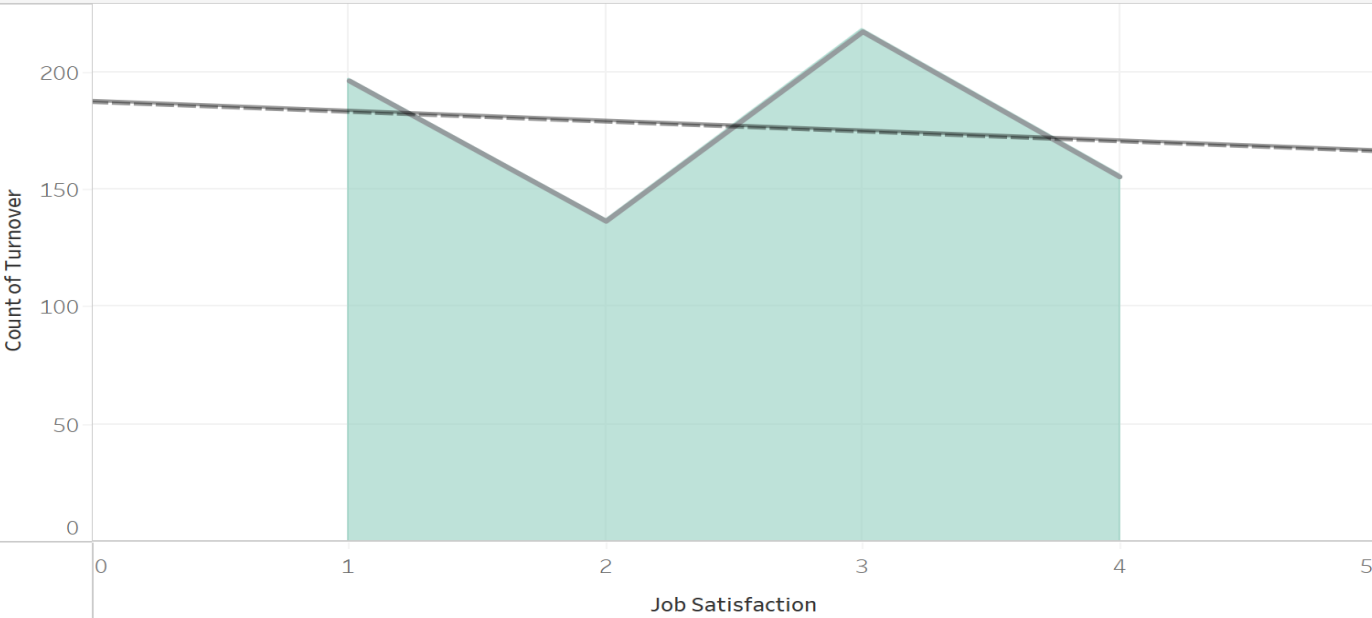
Satisfaction

Financial

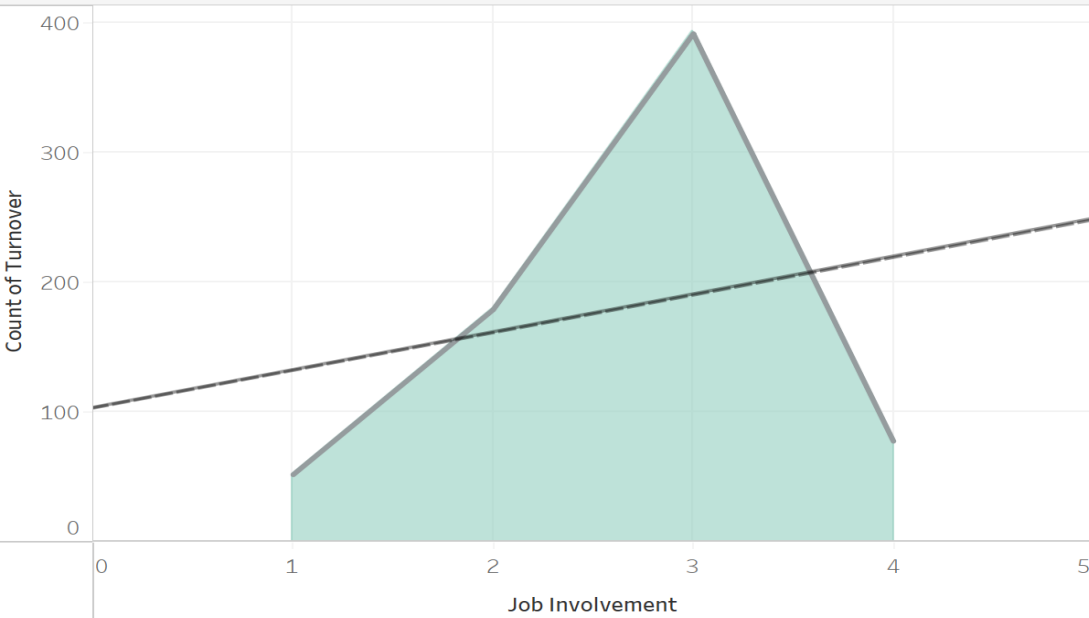
Summary

Yes

Job Satisfaction



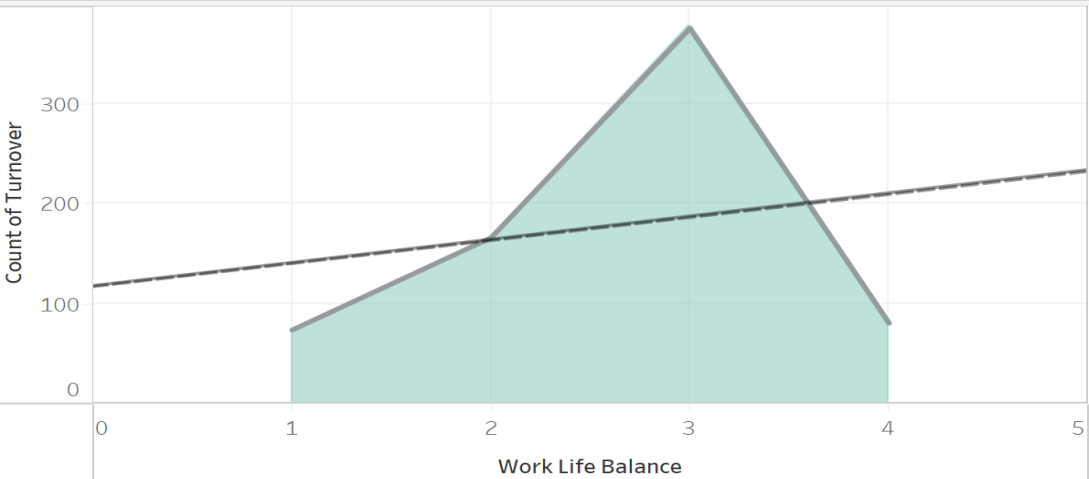
Job Involvement



Environment Satisfaction



Work Life Balance



# HR Dashboard

Demographics

Job Role

History

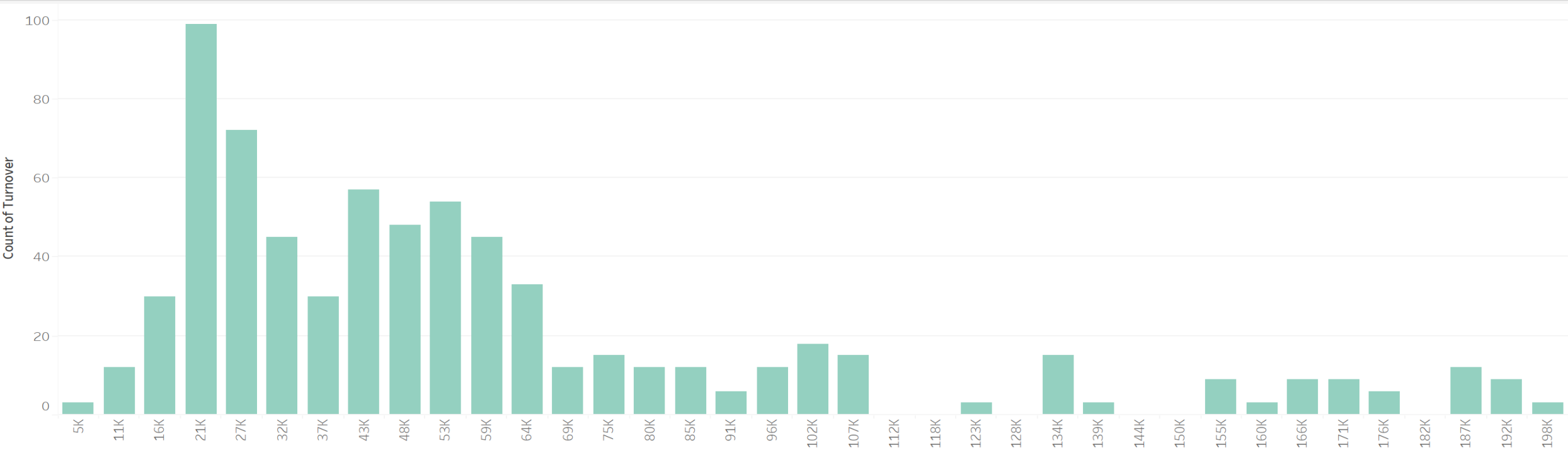
Satisfaction

Financial

Summary

Yes

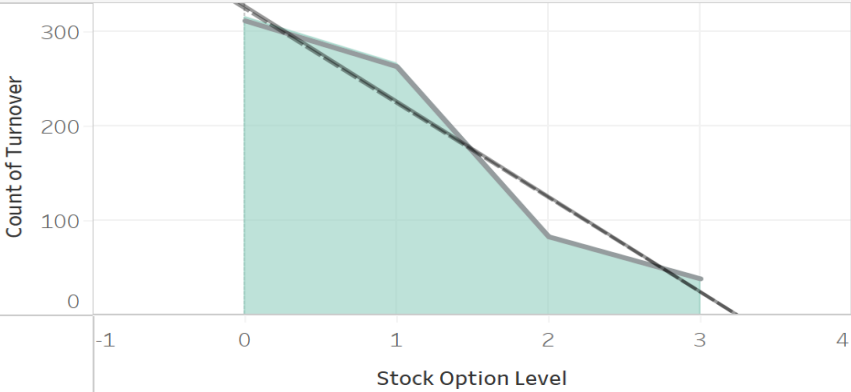
Monthly Income



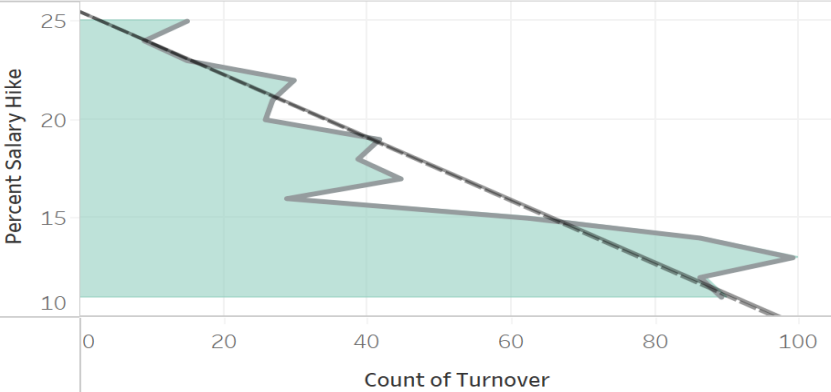
Job Involvement



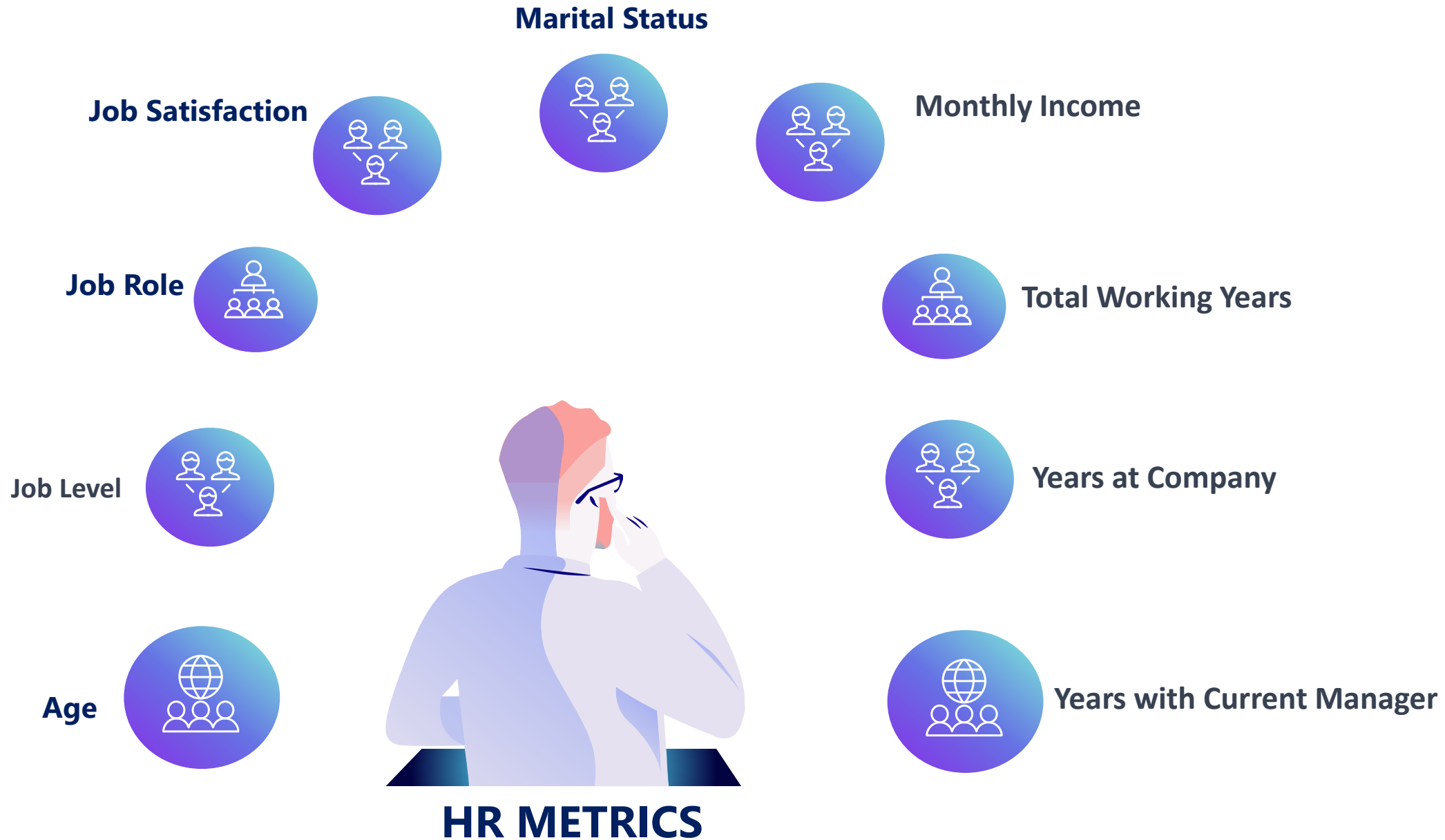
Stock Option Level



Percent Salary Hike







# HR Dashboard

Demographics

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Satisfaction

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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	■	■	■	■	■		■	■	■