

Greentech Innovations

Dynamic Dashboard Analysis for Peak Performance at GreenTech Innovation.

Aim of the Project

GreenTech Innovation aims to gather the insights needed to enhance its human resources management in a data-driven and strategic manner. The company seeks to address critical HR challenges by leveraging the capabilities of HR analytics.

✓ Improve Workforce Decision-Making:

GreenTech Innovation aims to be Equipped with a comprehensive HR Dashboard. This dashboard will serve as a dynamic platform that consolidates various HR-related data points, allowing HR professionals and decision-makers to make more informed and timely decisions. By visualizing key metrics related to employee performance and engagement, the aim is to enable the organization to identify trends, patterns, and areas for improvement. This, in turn, will facilitate proactive workforce planning, targeted talent development, and effective talent retention strategies.

✓ Enhance Employee Satisfaction and Organizational Performance:

Another vital objective is to foster a workplace environment where employees thrive. By tracking and analyzing employee engagement levels and career growth opportunities, the company seeks to enhance job satisfaction and overall well-being. This, in turn, contributes to higher levels of employee loyalty and productivity, positively impacting the organization's bottom line.



Data Source:

<https://amdari.io>

Data Analyst: Kamaldeen O Omosanya

(<https://github.com/Geodatadetective?tab=repositories>)

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HR ANALYTICS DASHBOARD

APRIL 2010- JULY 2018

315

Total Employees

178

Female

137

Male

211^{67%}

Active employees

104^{33%}

Terminated Staff

\$69.73K

Average Income

4.53

Avq Enq. Score

3.94

Avq Perf Score

Position
All

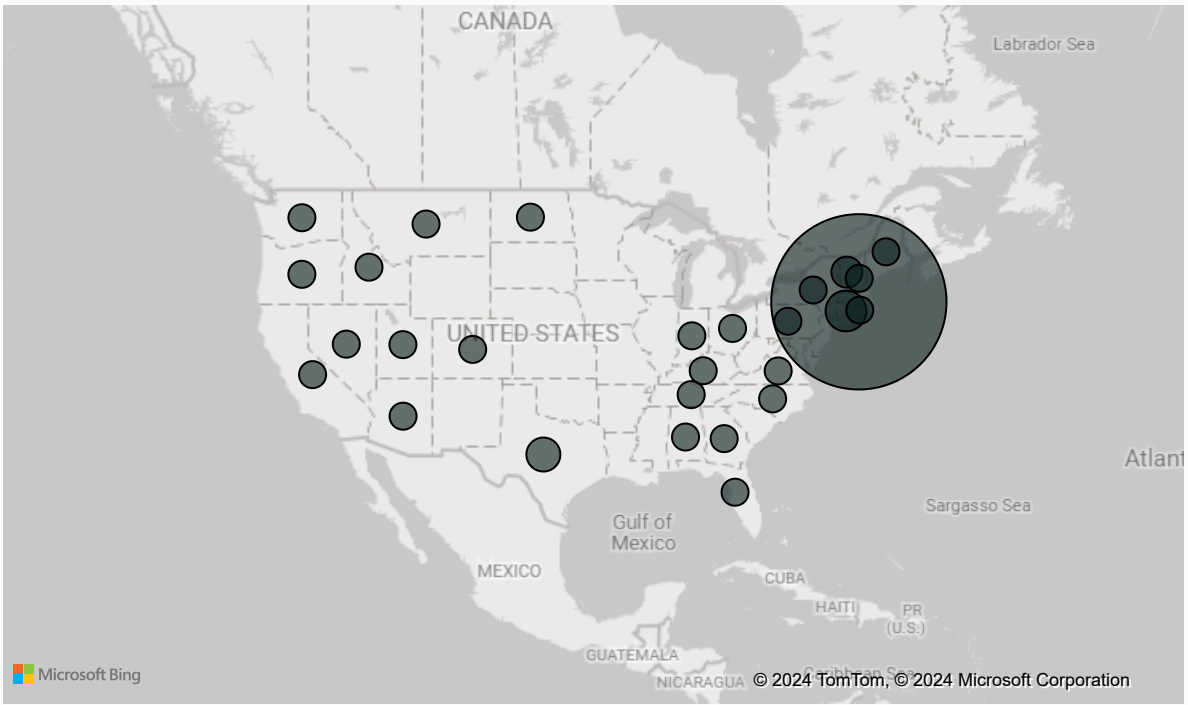
Position
All

Year
All

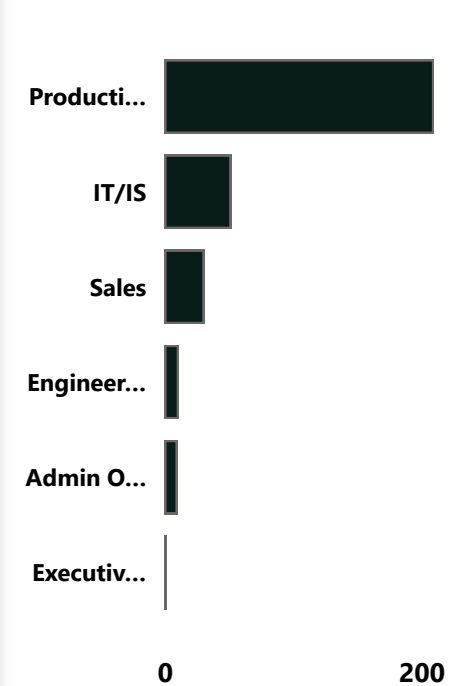
Age Range
All

Eng Survey
All

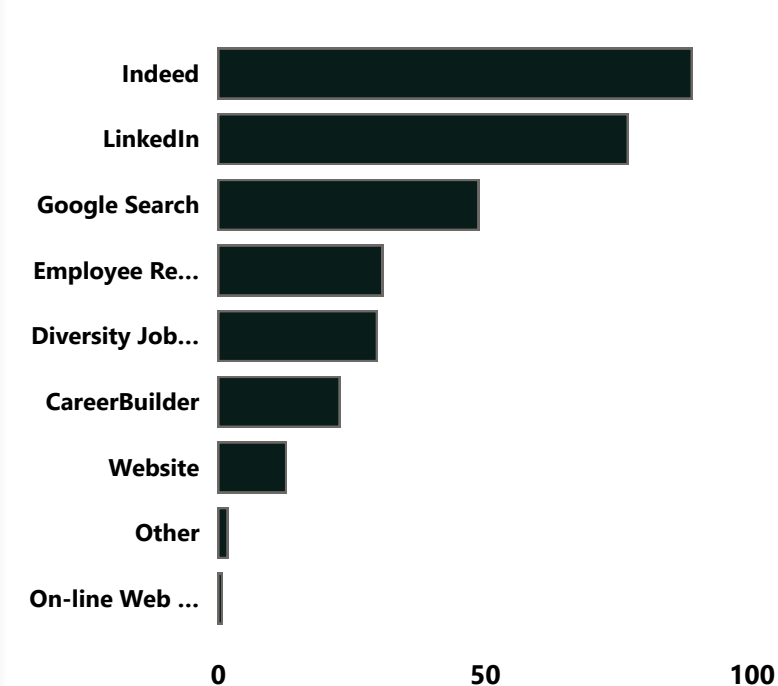
Total Employees by State



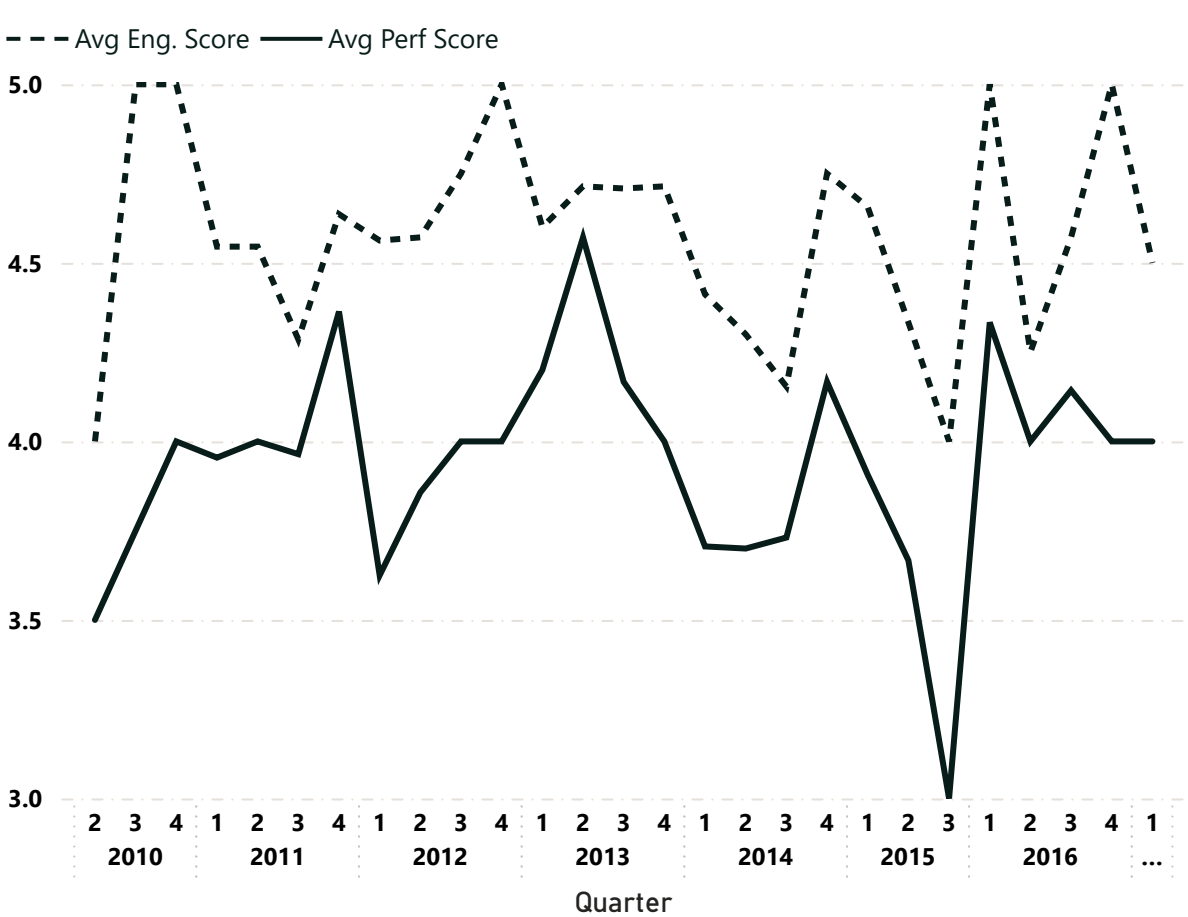
Employees by Department



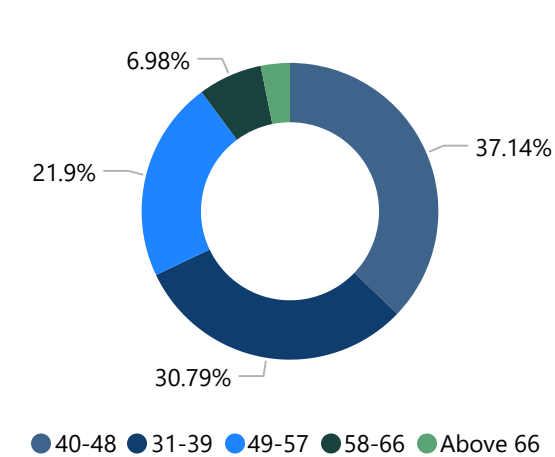
Recruitment source



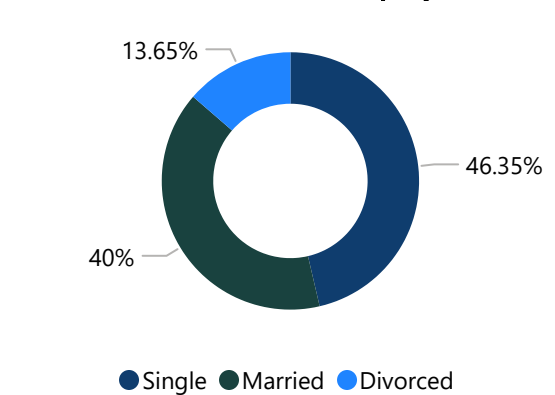
Avg Eng. and Perf Score of Employees by Year and Quarter



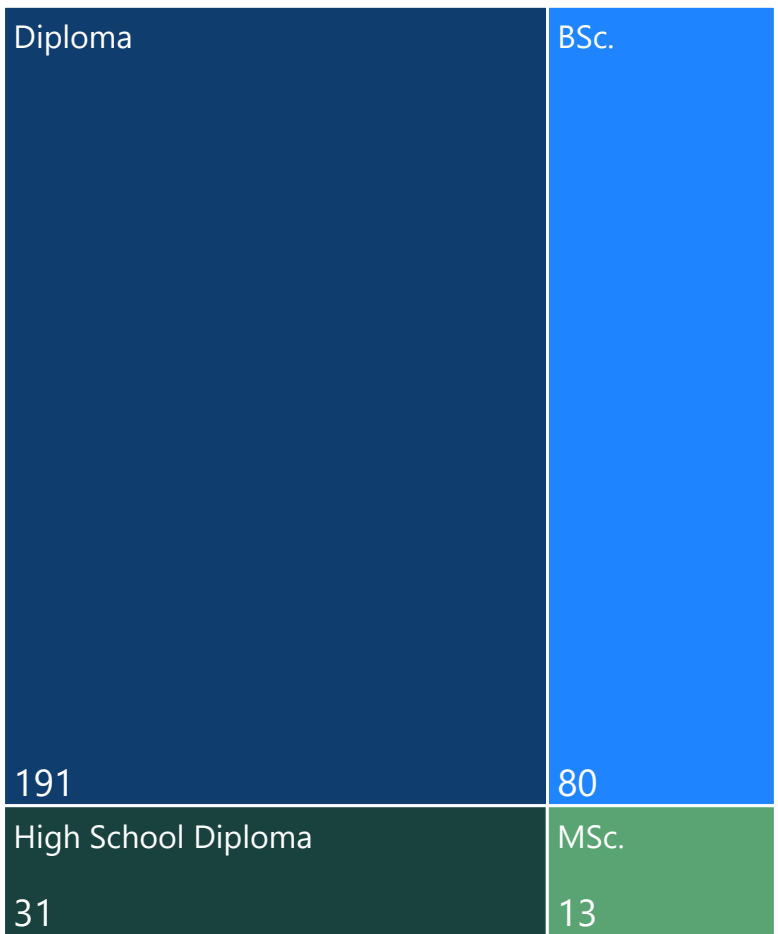
Age Range of Employees



Marital Status of Employees



Education Qualification of Employees



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HR ANALYTICS ENGAGEMENT ANALYSIS

APRIL 2010- JULY 2018

Aba Agyei, Engagement Score: 5.00

Most Engaged Employee

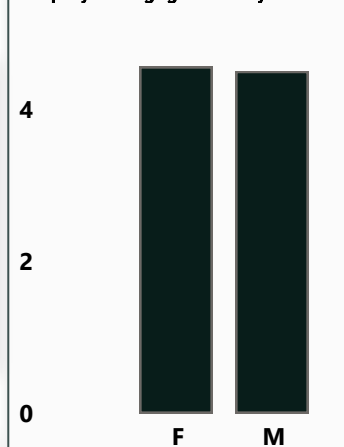
Robert Roberts, Engagement Score: 2.00

Least Engaged Employee

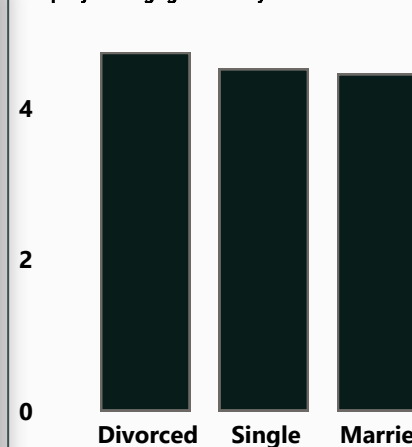
4.53

Avg Eng. Score

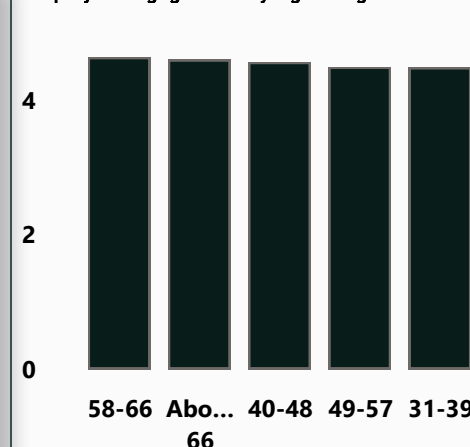
Employee engagement by Gender



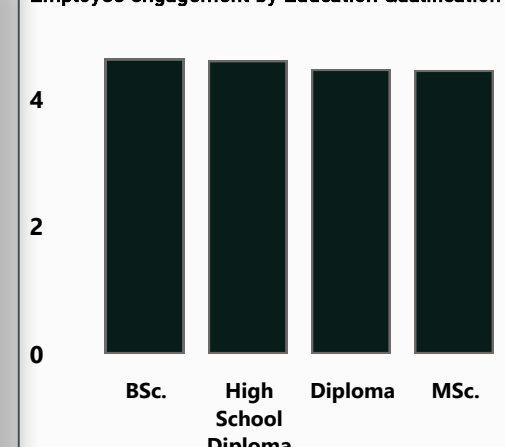
Employee engagement by marital status



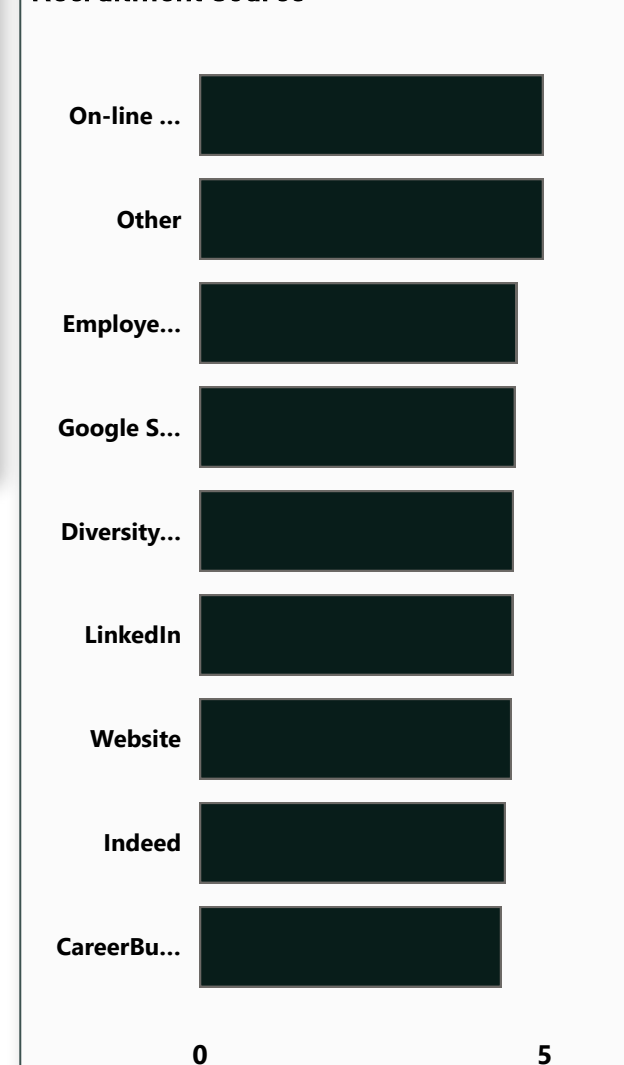
Employee engagement by Age Range



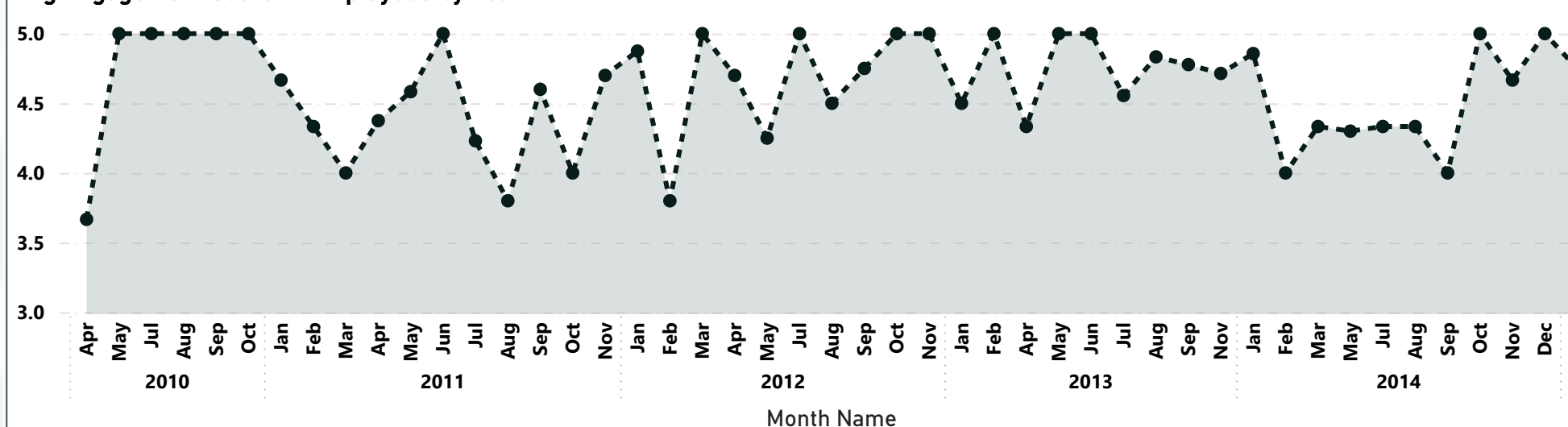
Employee engagement by Education Qualification



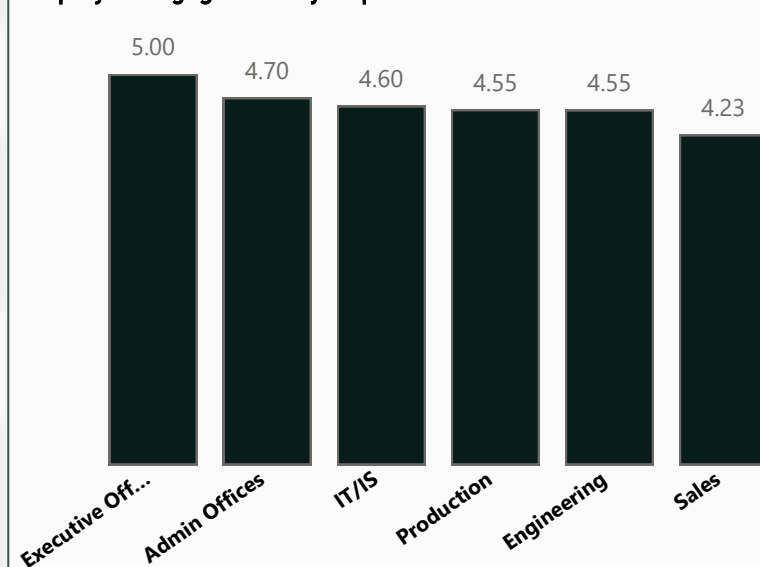
Recruitment source



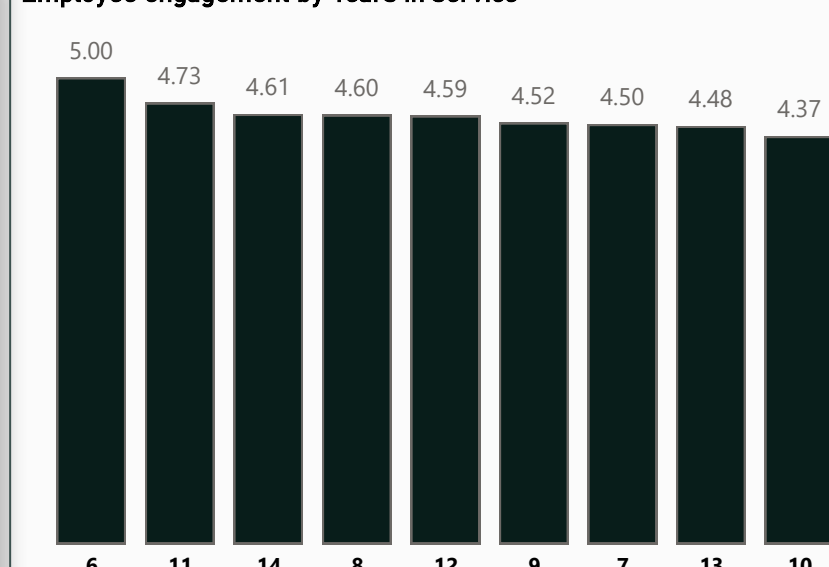
Avg Engagement Score of Employees by Year



Employee engagement by Department



Employee engagement by Years in service



Is there any correlation between Employee engagement and satisfaction?



Position

All

Position

All

Year

All

Age Range

All

Eng Survey

All

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HR ANALYTICS PERFORMANCE ANALYSIS

APRIL 2010- JULY 2018

Position

All

Position

All

Year

All

Age Range

All

Eng Survey

All

Abena Adjei, Engagement Score: 5.00

Most Performing Employee

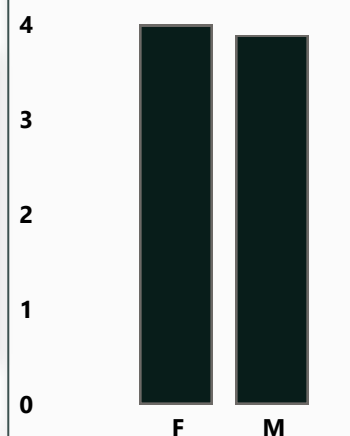
Yaa Yeboah, Engagement Score: 1.00

Least Performing Employee

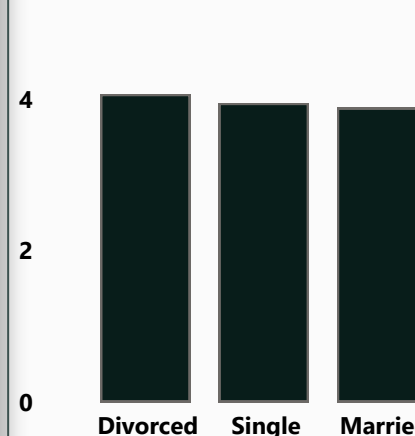
3.94

Avg Perf Score

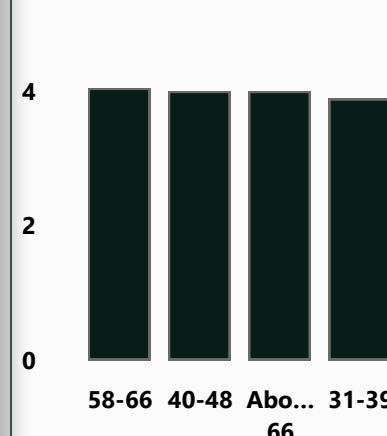
Employee Performance by Gender



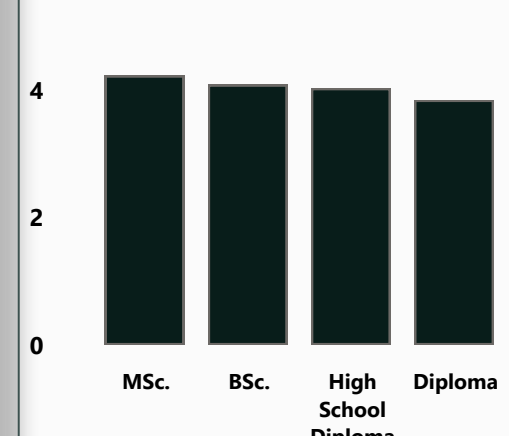
Employee Performance by marital status



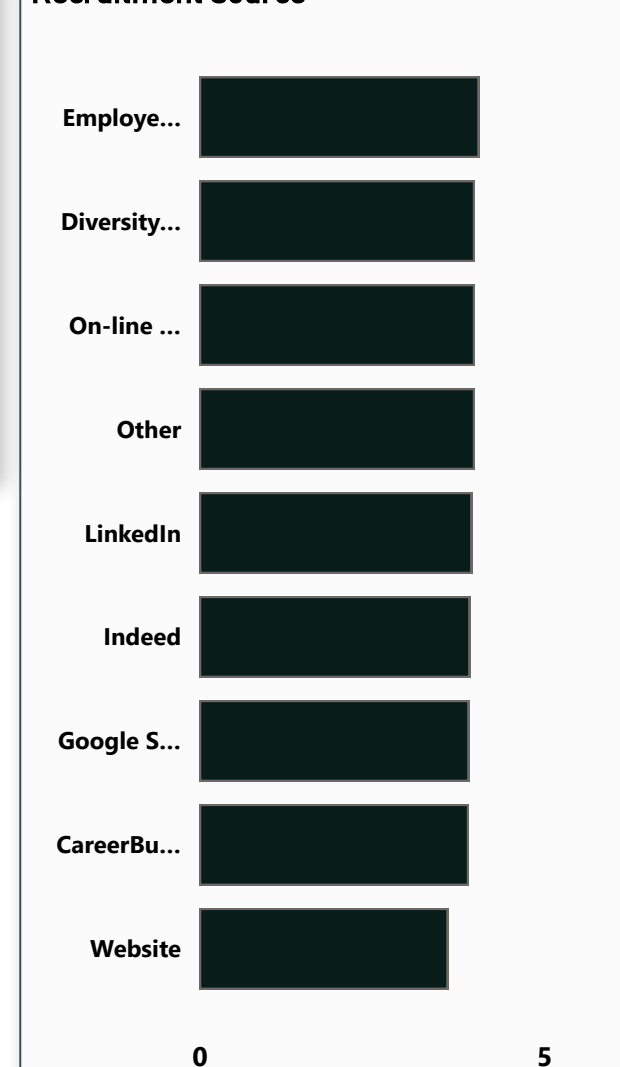
Employee Performance by Age Range



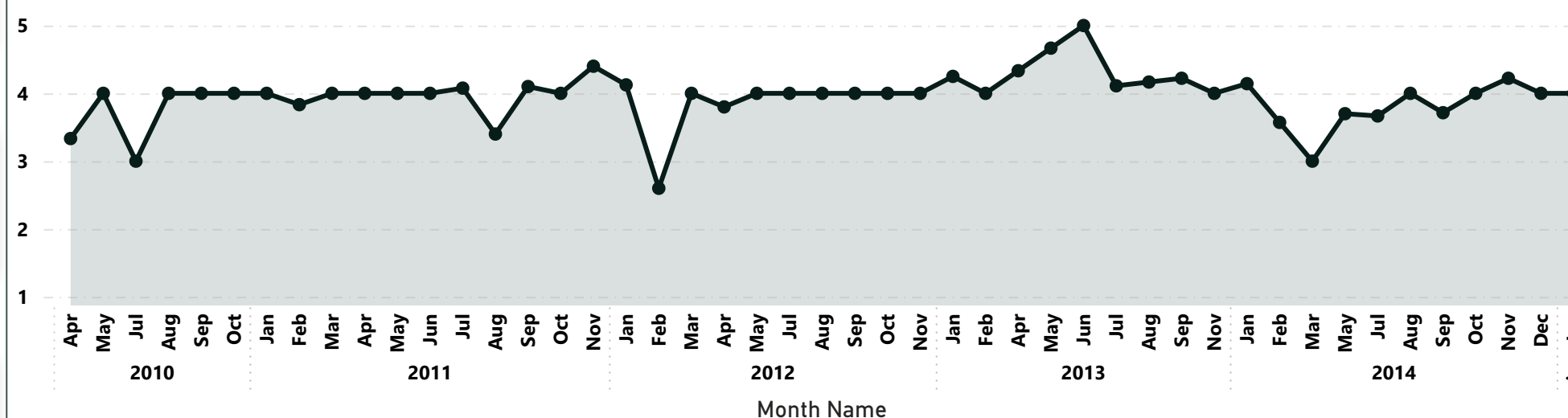
Employee Performance by Education Qualification



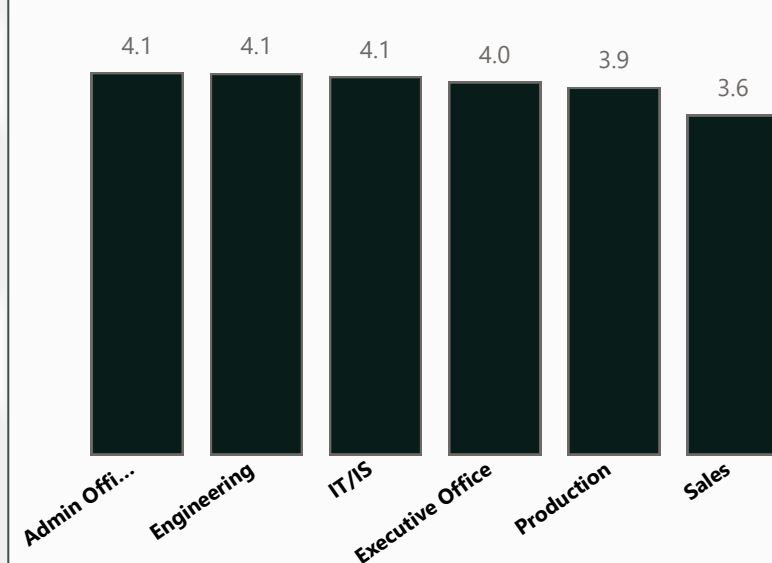
Recruitment source



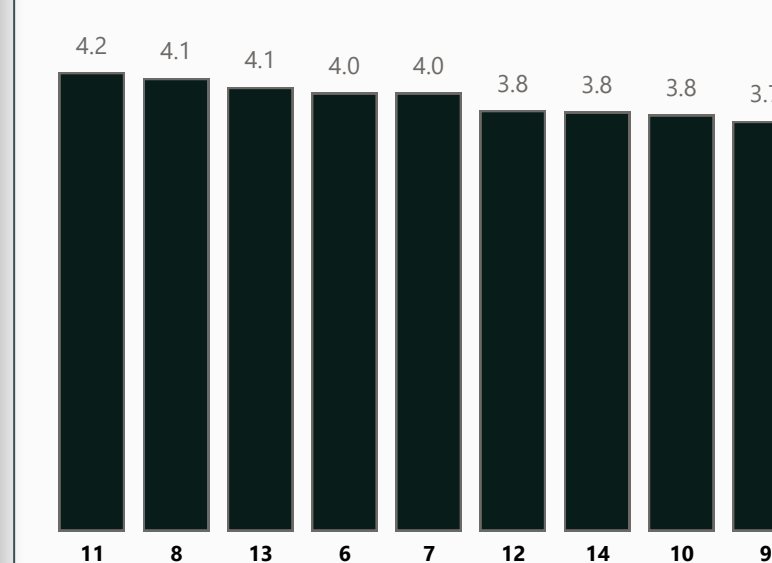
Avg Performance Score of Employees by Year



Employee Performance by Department



Employee Performance by Years in service



Is there any correlation between Employee engagement and Performance?



Employee Demographics and

Distribution: GreenTech Innovations employs a total of 315 individuals, with the largest department being Production, which accounts for 210 employees, representing a significant 20,900% more than the Executive office, which has the lowest count at just 1 employee. Most employees are in Massachusetts, totaling 277 individuals. The workforce composition includes 178 females and 137 males. In terms of marital status, the majority are single (46.35%), followed by married individuals, while divorced employees constitute a smaller proportion (13.65%). The age distribution shows that 37.14% of employees are between 40-48 years old, and 30.79% are aged between 31-39.

Employee Recruitment and Termination: Indeed is the largest source of recruitment, accounting for 28.25% of all hires across nine different sources, ranging in total employees from 1 to 89. Regarding employment status, 67% of the workforce are active employees, while 33% have either voluntarily left or were terminated.

Educational Qualifications and Engagement: Most employees hold Diploma degrees (191). Employees with Master's degrees (MSc) exhibit the highest average engagement score at 4.23, which is 4.92% higher than those with High School Diplomas, who have the lowest score at 4.03. Engagement scores vary across all four educational categories from 4.03 to 4.23.

Gender and Engagement: Female employees demonstrate slightly higher engagement levels compared to males, with less than a 2% difference.

Recruitment Source and Engagement: Online web applications yield the highest average engagement score at 5.0, which is 26.78% higher than Indeed, the lowest scorer at 3.94. Engagement scores across all recruitment sources range from 3.94 to 5.0, indicating significant variability.

Performance Metrics: The average performance score for females stands at 3.99, slightly surpassing males at 3.88. June in 2013 contributed approximately 1.94% to the average performance score. Single employees show a performance score of 3.95, which is higher than that of married (3.89) and divorced (4.07) employees.

Performance by Education and Age: Employees with MSc degrees also achieve the highest average performance score at 4.23, which is 9.94% higher than those with Diplomas, who have the lowest score at 3.85. Employees aged 49 and above, followed closely by those aged 40-48, show the highest performance. Additionally, employees with 7 and 10 years of service show the highest performance scores.

Departmental Performance: The Administrative offices department demonstrates superior performance compared to other departments. Production and Sales teams have higher employee counts compared to the PIP team.

Correlations: There is a low correlation ($r=21\%$) between employee engagement and satisfaction, while employee performance and satisfaction show a moderate to high correlation ($r=64\%$).

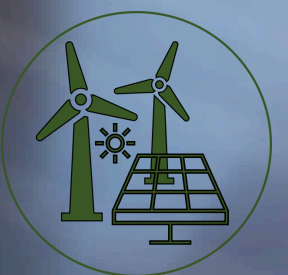
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- ♥ **Diversify Recruitment Sources:** While Indeed is a significant source of recruitment, consider diversifying recruitment channels to mitigate dependency and potentially improve engagement. Exploring other effective sources identified could help attract diverse talent pools and enhance overall engagement scores.
- ♥ **Invest in Employee Engagement Initiatives:** Given the varied engagement scores across education levels and recruitment sources, prioritize targeted engagement initiatives. Focus on enhancing engagement strategies for employees with High School Diplomas and those recruited via Indeed, aiming to bridge the gap observed with higher-scoring groups.
- ♥ **Tailor Development Programs by Age Group:** Recognizing the performance peaks among older employees (aged 49 and above), tailor professional development programs to use their expertise and maintain high performance levels. Similarly, invest in career development opportunities for employees in the 40-48 age bracket to sustain their engagement and performance.
- ♥ **Enhance Gender-specific Engagement Strategies:** While female employees show marginally higher engagement levels, consider implementing gender-specific engagement strategies to further boost satisfaction and performance. Conducting gender-focused engagement surveys and adjusting policies accordingly could help address any potential disparities.
- ♥ **Strengthen Departmental Performance Management:** Given the Administrative offices' outperformance, analyze and replicate successful practices across other departments. Implement robust performance management frameworks tailored to each department's unique dynamics to foster consistency in achieving organizational goals.

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