

HR Analytics Dashboard

Main Objectives

1. Workforce Analytics & Optimization

- Monitor key HR metrics including headcount (161), average salary (\$54.23K), and average leave balance (16.42 days)
- Track employees with extended leave (29 people with LBL over 20 days)

2. Compensation Analysis

- Analyze salary distribution across different job titles and qualifications
- Understand the relationship between education level and compensation
- Monitor salary ranges from \$20K to \$90K across the organization

3. Diversity & Inclusion Monitoring

- Track gender distribution in the workforce
- Analyze age demographics of staff members
- Ensure balanced representation across different groups

4. Talent Management & Retention

- Monitor hiring trends over time (2018-2022)
- Track qualification levels (Bachelor's, Diploma, High School, Master's degrees)
- Analyze workforce composition by department/job function

Problem Statement :-

- Are high leave balances masking productivity or engagement issues?
- Is the current salary structure attracting and retaining the right talent?
- Does the workforce composition support strategic business goals?
- How can hiring be aligned with long-term organizational needs?