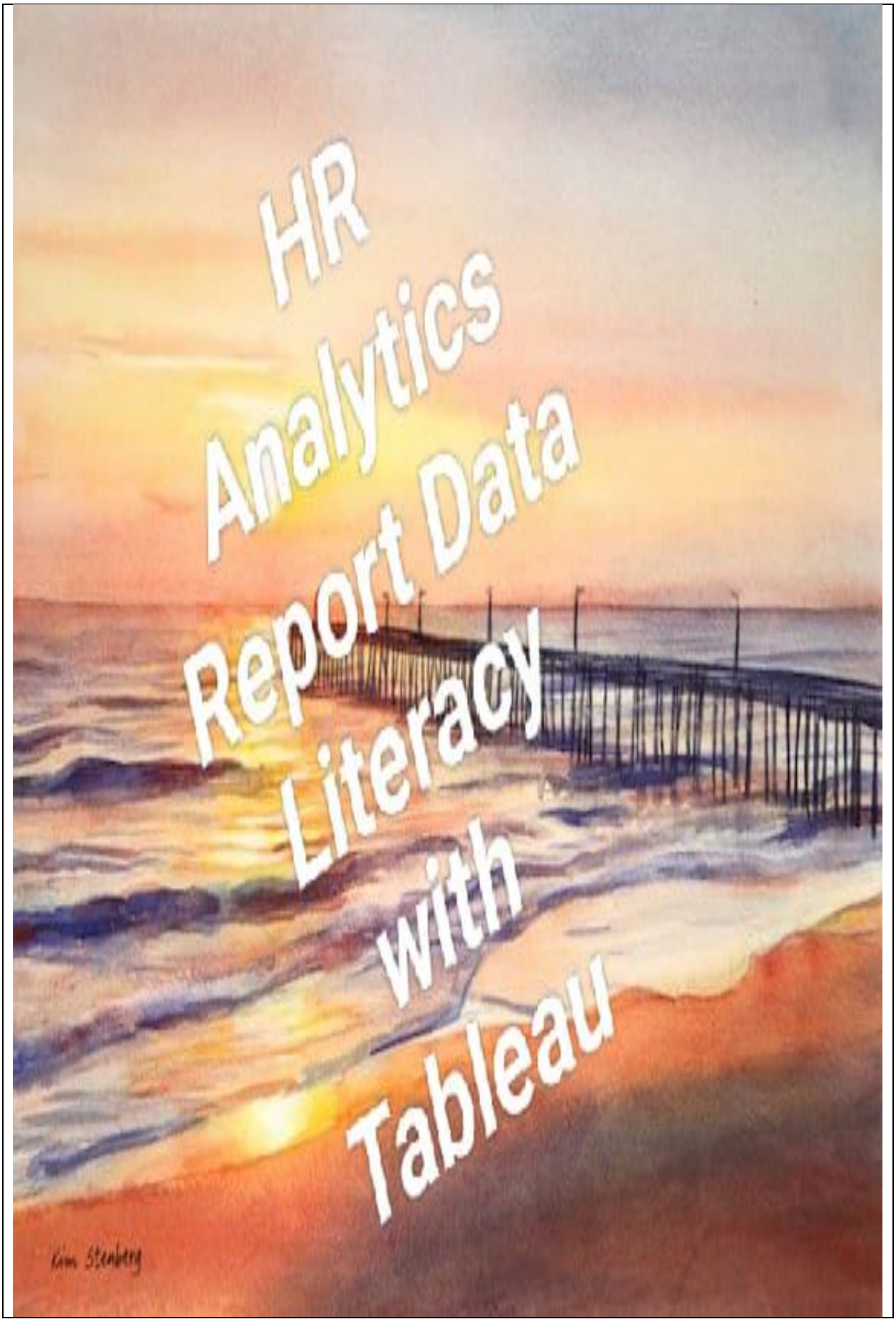

HR
Analytics
Report Data
Literacy
with
Tableau
Kim Stenberg

TEAM ID

NM2023TMID13411

MEMBERS

L.INDHIRANI

R.HEMESHREE

P.INDHUJA

P.ISHWARYA

PROJECT TITTLE

HR ANALYTICS WITH TABLEAU

PAPER TITTLE

DATA LITERACY WITH TABLEAU

DETAILS

3 RD YEAR,

B.SC.,MATHEMATICS,

1.introduction

1.1 overview

Data literacy refers to the ability to read, understand, analyze, and communicate with data. It involves skills such as data visualization, data analysis, and data storytelling. Tableau is a powerful data visualization tool that helps make data more accessible and understandable through interactive and visually appealing charts, graphs, and dashboards. With Tableau, you can explore and analyze data, uncover insights, and present your findings in a visually compelling way. It's a great tool for enhancing data literacy and

effectively communicating data-driven stories.

1. Data Exploration: Tableau allows you to explore your data in a visual and interactive manner. You can easily filter, sort, and drill down into your data to uncover patterns, trends, and outliers.

2. Data Visualization: Tableau offers a wide range of visualization options, including bar charts, line graphs, scatter plots, maps, and more. You can choose the most appropriate visualization type to effectively communicate your data insights.

3. Dashboard Creation: With Tableau, you can create interactive dashboards that consolidate multiple visualizations into a single view. Dashboards provide a comprehensive overview of your data and allow users to interact with the data to gain deeper insights.

4. Data Collaboration: Tableau supports collaborative data analysis by allowing you to share your visualizations and dashboards with others. You can publish your work to Tableau Server or Tableau Public, making it accessible to colleagues, stakeholders, or the public.

5. Data Storytelling: Tableau enables you to tell compelling stories with your data. You can create a narrative flow by combining multiple visualizations, annotations, and interactive elements to guide your audience through the data story.

6. Data Integration: Tableau can connect to a wide range of data sources, including spreadsheets, databases, cloud services, and more. This allows you to bring all your data together in one place for analysis and visualization.

7. Data-driven Decision Making: By enhancing your data literacy with Tableau, you can make more informed decisions based on data insights. Tableau helps you transform raw data into actionable information that can drive business or personal decisions.

Different visualizations

1. KPI

2. Department wise Attrition

3. No. of employees by Age Group

4. Job Satisfaction Rating

5. Education Field wise Attrition

Using data literacy with Tableau opens up a world of possibilities! Here are some things you can achieve:

1.2 purpose

1. Visualize Data: With Tableau, you can create stunning visualizations that bring your data to life. Whether it's charts, graphs, or maps, you can present your data in a way that's easy to understand and visually appealing.

2. Gain Insights: By analyzing your data in Tableau, you can uncover valuable

insights and patterns. You can spot trends, identify outliers, and understand the story behind your data.

3. Make Informed Decisions: With data literacy and Tableau, you can make data-driven decisions. By exploring and analyzing your data, you can gain a deeper understanding of your business, customers, or any other area you're interested in.

4. Communicate Findings: Tableau helps you effectively communicate your data findings. You can create interactive dashboards and reports that allow

others to explore the data on their own. It's a great way to share insights and collaborate with colleagues or stakeholders.

5. Optimize Performance: Tableau provides tools to optimize the performance of your data analysis. You can create calculations, apply filters, and use advanced features to get the most out of your data.

6. Identify Opportunities: By analyzing your data with Tableau, you can identify opportunities for growth, improvement, or cost savings. It helps

you spot areas where you can make a positive impact.

7. Drive Data Culture: Tableau promotes a data-driven culture within organizations. lt encourages every one to engage with data, ask questions, and make decisions based on evidence.

8. Data Exploration: With Tableau, you can easily explore your data from different angles and dimensions. You can slice and dice your data to uncover hidden patterns and relationships.

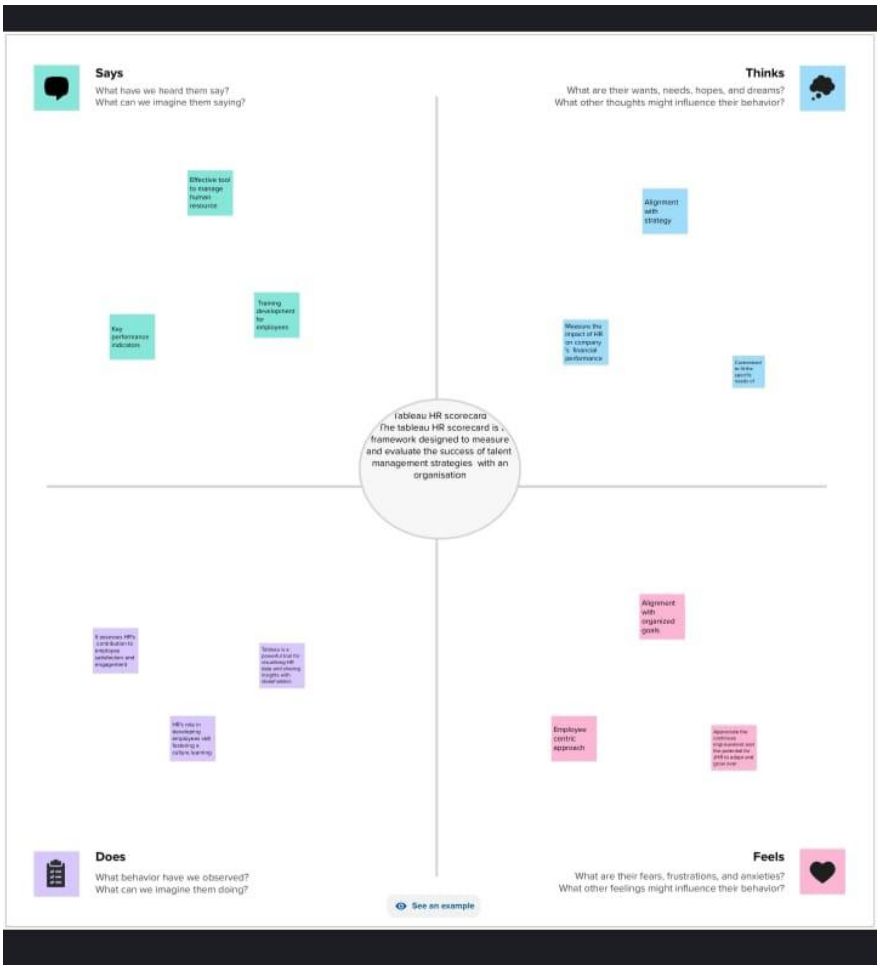
9. Data Storytelling: Tableau allows you to create compelling data stories. You

can combine visualizations, annotations, and narratives to create a narrative that engages your audience and helps them understand the insights you've discovered.

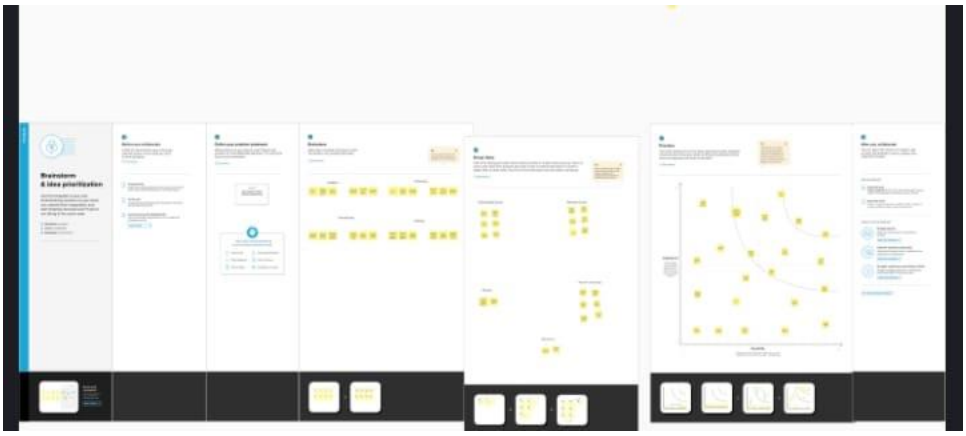
10. Collaborative Analysis: Tableau supports collaborative analysis, allowing multiple users to work on the same dataset simultaneously. It promotes teamwork and knowledge sharing, leading to more comprehensive analysis and better decision-making.

2. Problem Definition and design thinking

2.1 EMPATHY MAP



2.2 IDEATION AND BRAINSTORM MAP



3.RESULT:

HR analytics is the process of collecting and analyzing Human

Resource (HR) data in order to improve an organization’s

workforce performance. The process can also be referred to as

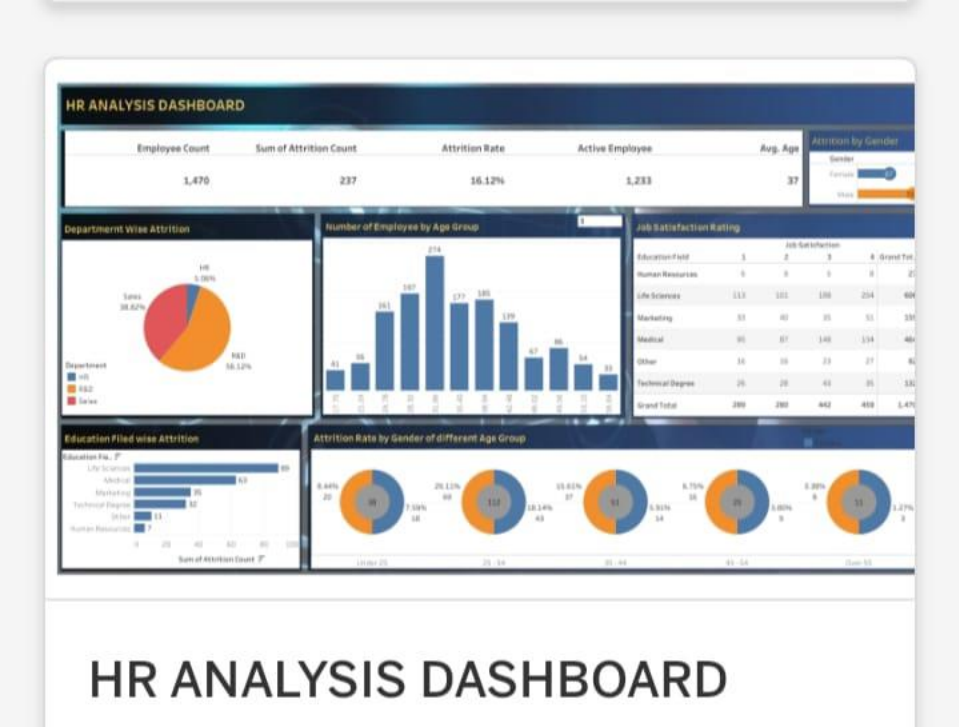
talent analytics, people analytics, or even workforce analytics. This

method of data analysis takes data that is routinely collected by HR

and correlates it to HR and organizational objectives. Doing so

provides measured evidence of how HR initiatives are contributing

to the organization’s goals and strategies.



4.ADVANGES AND DISADVANTAGES

ADVANTAGES

Hey Dhivan Dhivan! HR analytics has several advantages that can greatly benefit organizations:

1. Data-Driven Decision Making: HR analytics allows organizations to make data-driven decisions when it comes to managing their workforce. By analyzing

HR data, such as employee performance, engagement, and retention, organizations can gain valuable insights that inform strategic decisions.

2. Improved Hiring Process: HR analytics can help optimize the hiring process by identifying the most effective recruitment channels, improving candidate screening methods, and predicting candidate success. This can lead to better quality hires and reduced turnover.

3. Employee Engagement and Retention: With HR analytics, organizations can identify factors that contribute to employee engagement and retention. By understanding what motivates and satisfies employees, organizations can implement targeted initiatives to improve engagement and reduce turnover.

4. Performance Management: HR analytics enables organizations to track and analyze employee performance data. This allows for more accurate performance evaluations, identification of high-performing employees, and

targeted development plans to enhance individual and team performance.

5. Workforce Planning: By analyzing HR data, organizations can forecast future workforce needs and plan accordingly. This includes identifying skills gaps, succession planning, and optimizing workforce allocation, leading to more efficient resource management.

6. Diversity and Inclusion: HR analytics can help organizations measure and track diversity and inclusion initiatives. By analyzing data on representation, pay equity, and employee experiences,

organizations can identify areas for improvement and implement strategies to foster a more inclusive workplace.

7. Cost Optimization: HR analytics can help organizations identify areas where costs can be optimized. By analyzing HR data related to compensation, benefits, and workforce productivity, organizations can make informed decisions to allocate resources effectively.

DISADVANTAGES:

Hey Dhivan Dhivan! HR analytics has several advantages that can greatly benefit organizations:

1. Data-Driven Decision Making: HR analytics allows organizations to make data-driven decisions when it comes to managing their workforce. By analyzing HR data, such as employee performance, engagement, and retention, organizations can gain valuable insights that inform strategic decisions.

2. Improved Hiring Process: HR analytics can help optimize the hiring process by identifying the most effective recruitment channels, improving candidate screening methods, and predicting candidate success. This can

lead to better quality hires and reduced turnover.

3. Employee Engagement and Retention: With HR analytics, organizations can identify factors that contribute to employee engagement and retention. By understanding what motivates and satisfies employees, organizations can implement targeted initiatives to improve engagement and reduce turnover.

4. Performance Management: HR analytics enables organizations to track and analyze employee performance

data. This allows for more accurate performance evaluations, identification of high-performing employees, and targeted development plans to enhance individual and team performance.

5. Workforce Planning: By analyzing HR data, organizations can forecast future workforce needs and plan accordingly. This includes identifying skills gaps, succession planning, and optimizing workforce allocation, leading to more efficient resource management.

6. Diversity and Inclusion: HR analytics can help organizations measure and

track diversity and inclusion initiatives. By analyzing data on representation, pay equity, and employee experiences, organizations can identify areas for improvement and implement strategies to foster a more inclusive workplace.

7. Cost Optimization: HR analytics can help organizations identify areas where costs can be optimized. By analyzing HR data related to compensation, benefits, and workforce productivity, organizations can make informed decisions to allocate resources effectively.

APPLICATION:

Hey Dhivan Dhivan! HR analytics has various applications across different areas of human resources. Here are a few examples:

1. Recruitment and Selection: HR analytics can be used to identify the most effective recruitment channels, optimize candidate screening processes, and predict candidate success. This helps organizations make data-driven decisions to attract and select the best candidates.

2. Employee Engagement and Retention: HR analytics can help

organizations understand the factors that contribute to employee engagement and retention. By analyzing data on employee satisfaction, feedback, and performance, organizations can implement targeted initiatives to improve engagement and reduce turnover.

6.CONCLUSION:

Some findings

1. From this department wise attrition chart, it is clear that

Research and Development i.e., R&D has higher rate of about

56.12%.

2. From the representation of employees by age group, maximum

is at the age of 32-34 of about 213 and least is 60 years and 5

employees is at the band.

3. 112 employees from Sales executive role rated 4 by their job

satisfaction, 80 LaboratoryTechnicians follow the list while 69

Sales executive rate 1 for job satisfaction.

4. 89 employees are from LIfe Sciences background, Medical

science scores second with 63 employees while 7 are from Human Resource background.

5. 112 employees in 25-34 age groups are attrited.

7.FUTURE SCOPE:

1. Predictive Analytics: HR analytics will increasingly focus on predictive modeling, using historical data to forecast future outcomes.

2. Artificial Intelligence and Machine Learning: AI and ML technologies will play a significant role in HR analytics.

3. Employee Experience Analytics: HR analytics will shift towards measuring and improving the overall employee experience.

4. Talent Management and Succession Planning: HR analytics will continue to evolve in the area of talent management and succession planning. Advanced analytics techniques can help organizations identify high-potential employees, assess their readiness for key roles, and develop tailored career paths to nurture future leaders.


thank
you