



HUMAN RESOURCES



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

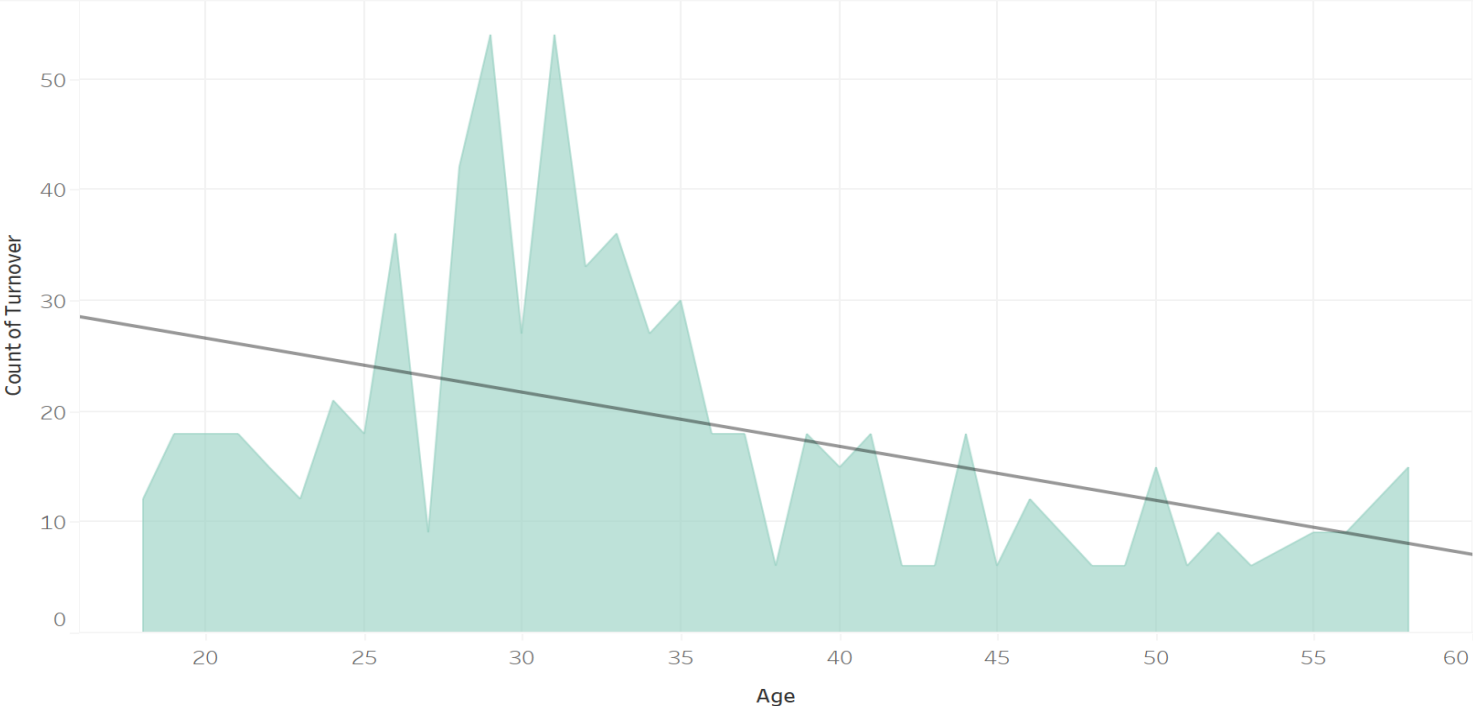
Satisfaction

Financial

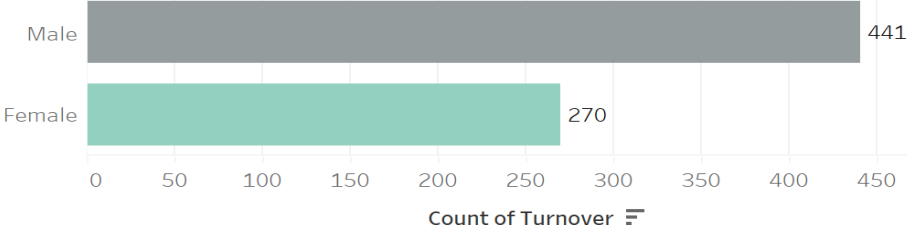
Summary

Yes

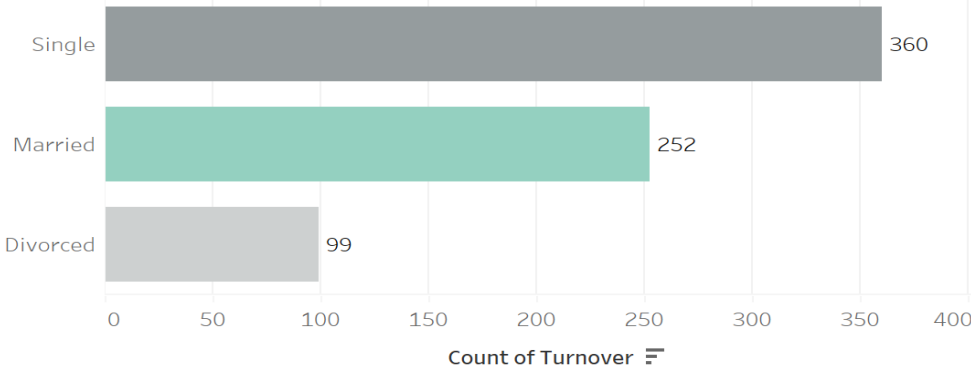
Turnover by Age



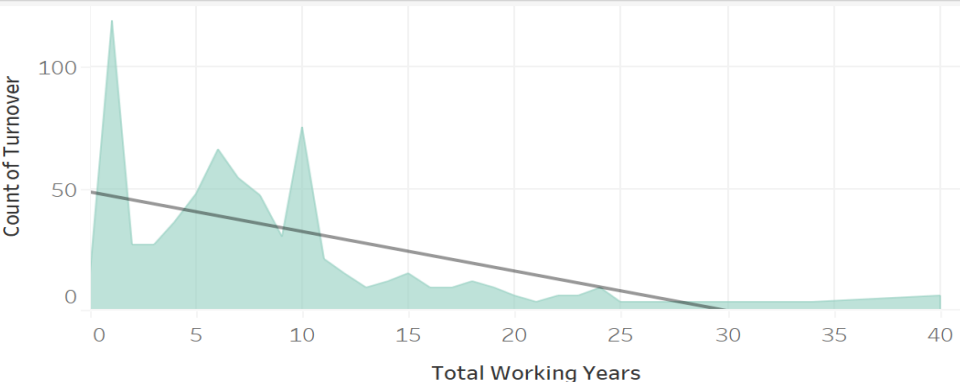
Turnover by Gender



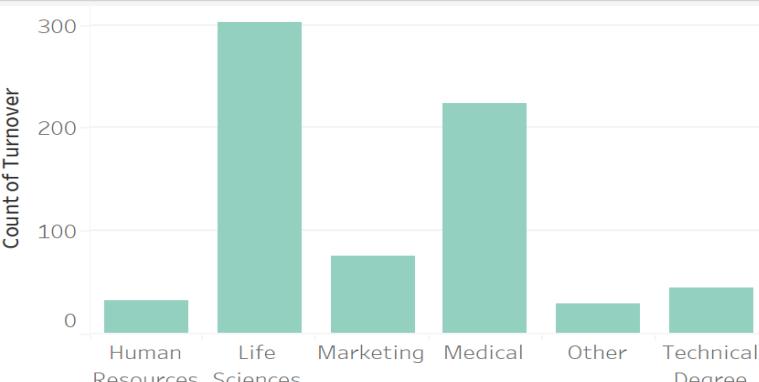
Marital Status



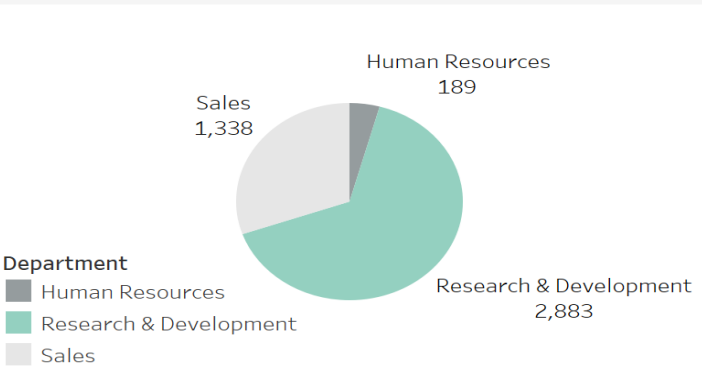
Working Years



Education Field



Turnover by Department



HR Dashboard

Demographics

Job Role

History

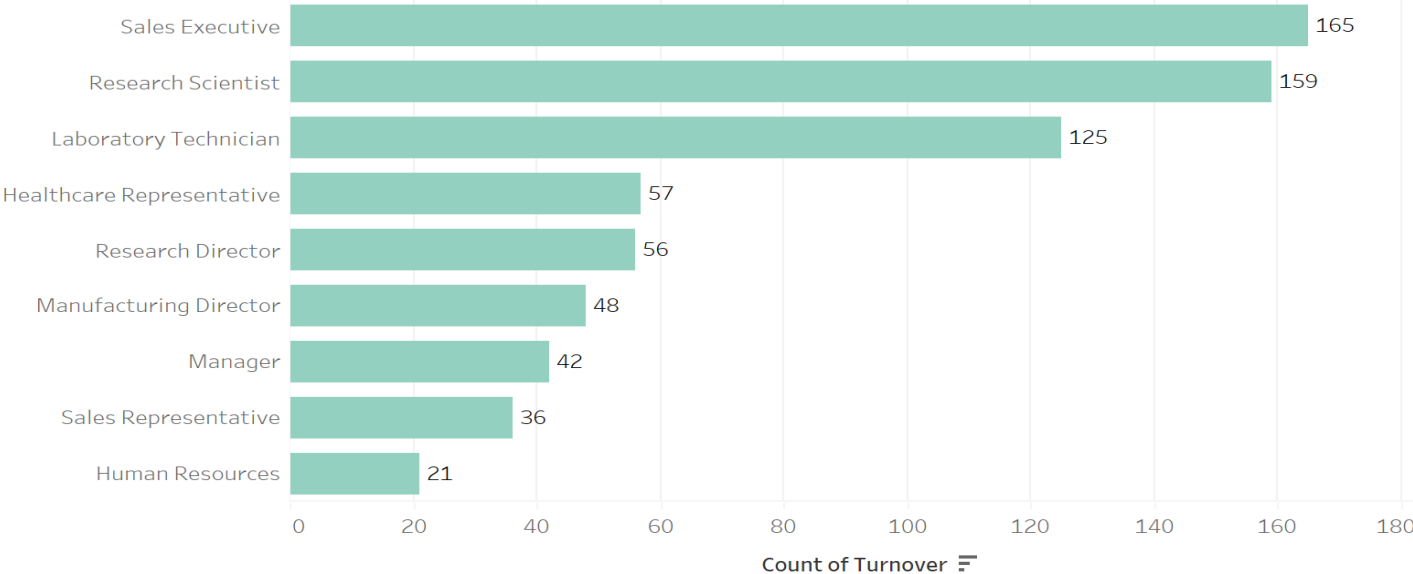
Satisfaction

Financial

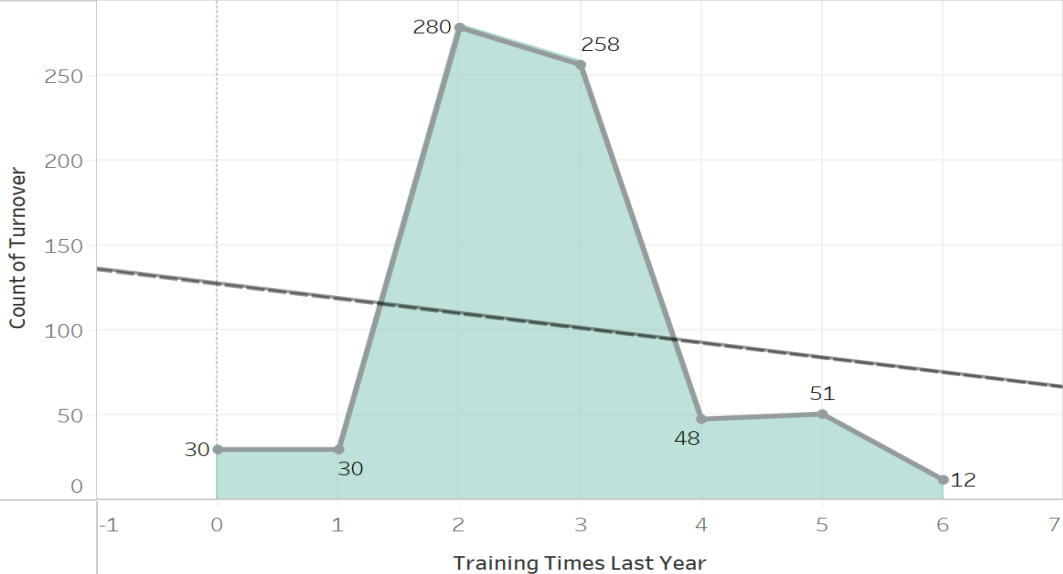
Summary

Yes

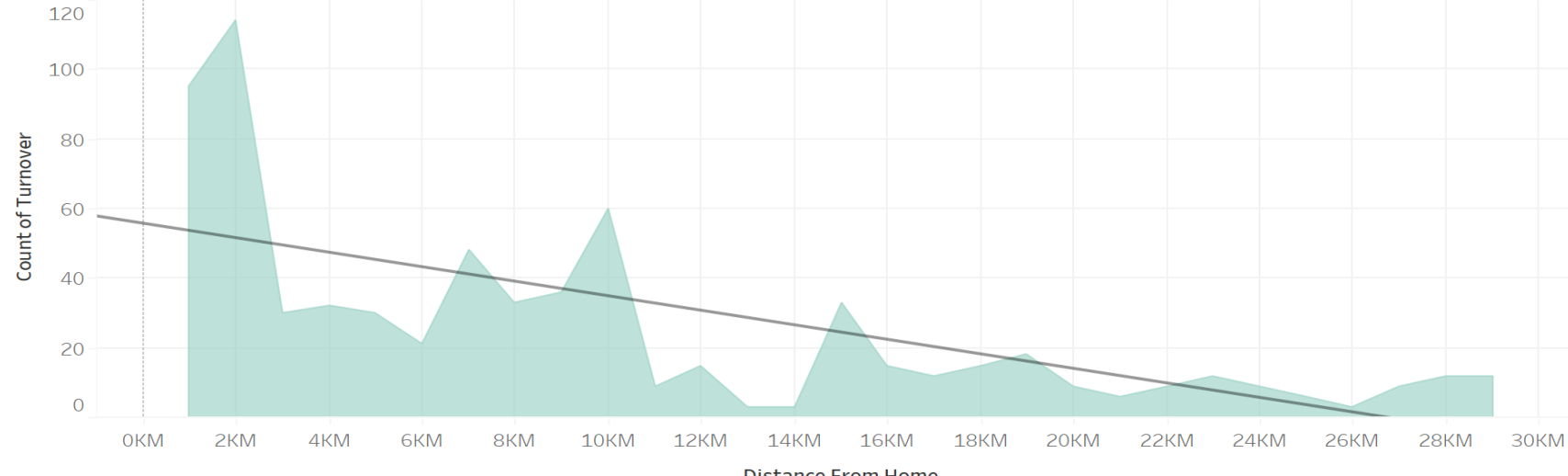
Job Role



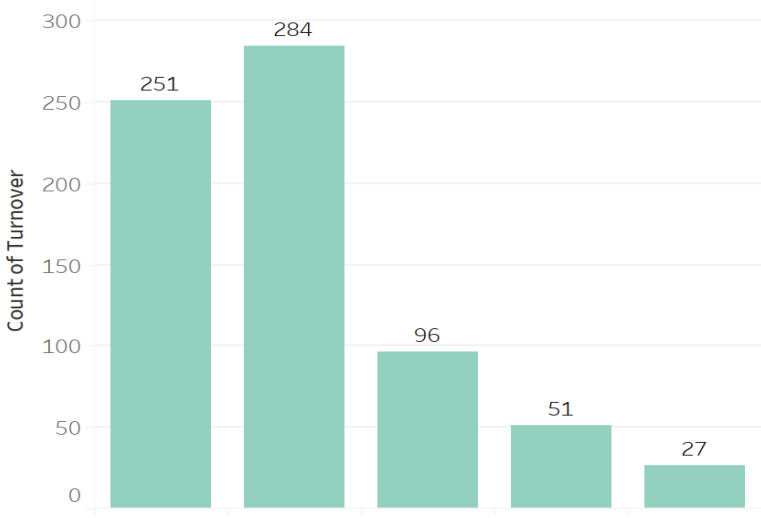
Training Times



Distance from Home



Job Level



HR Dashboard

Demographics

Job Role

History

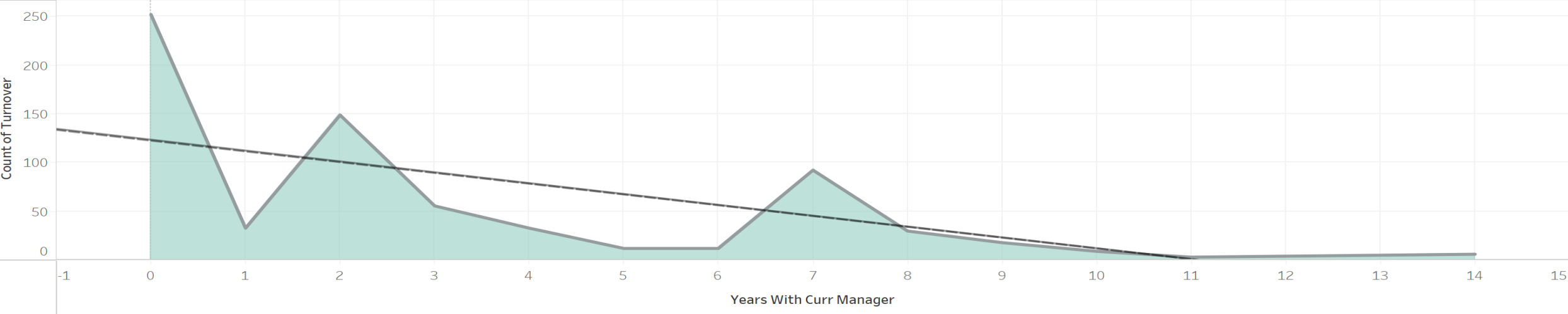
Satisfaction

Financial

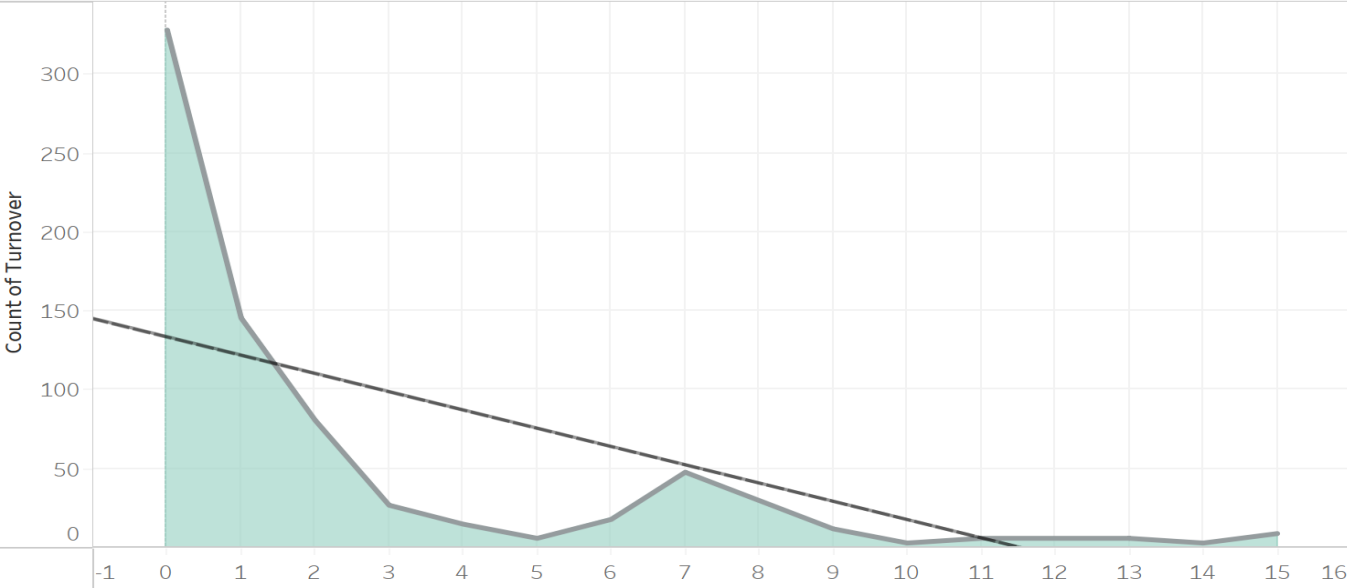
Summary

Yes

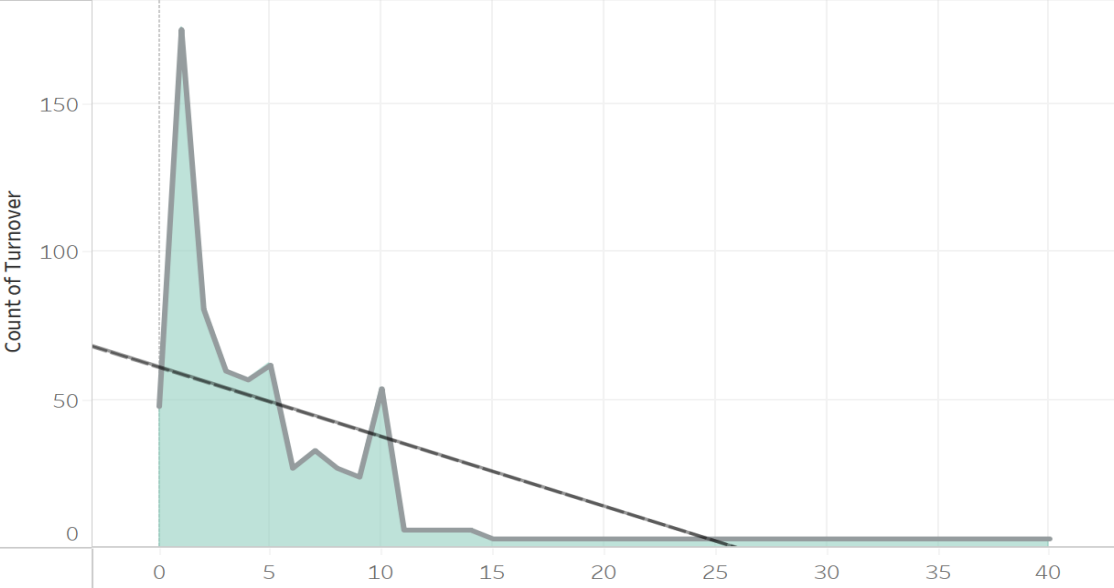
Year with Current Manager



Years Since Last Promotion



Years at Company



HR Dashboard

Demographics

Job Role

History

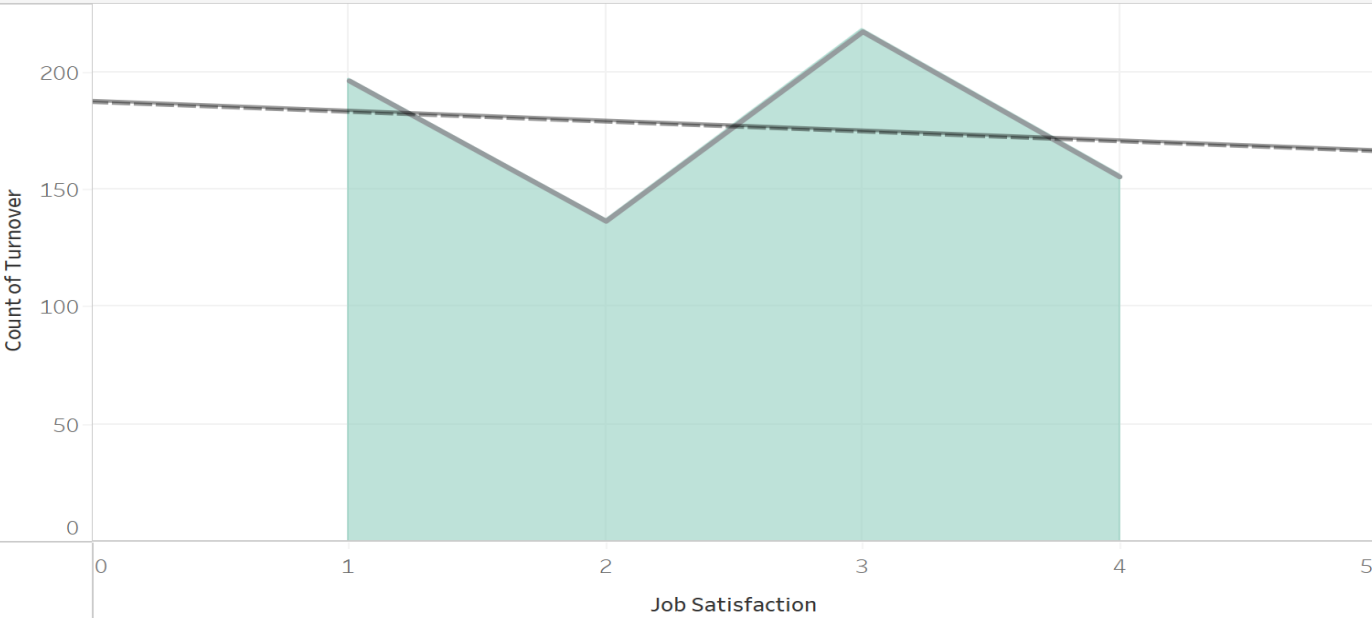
Satisfaction

Financial

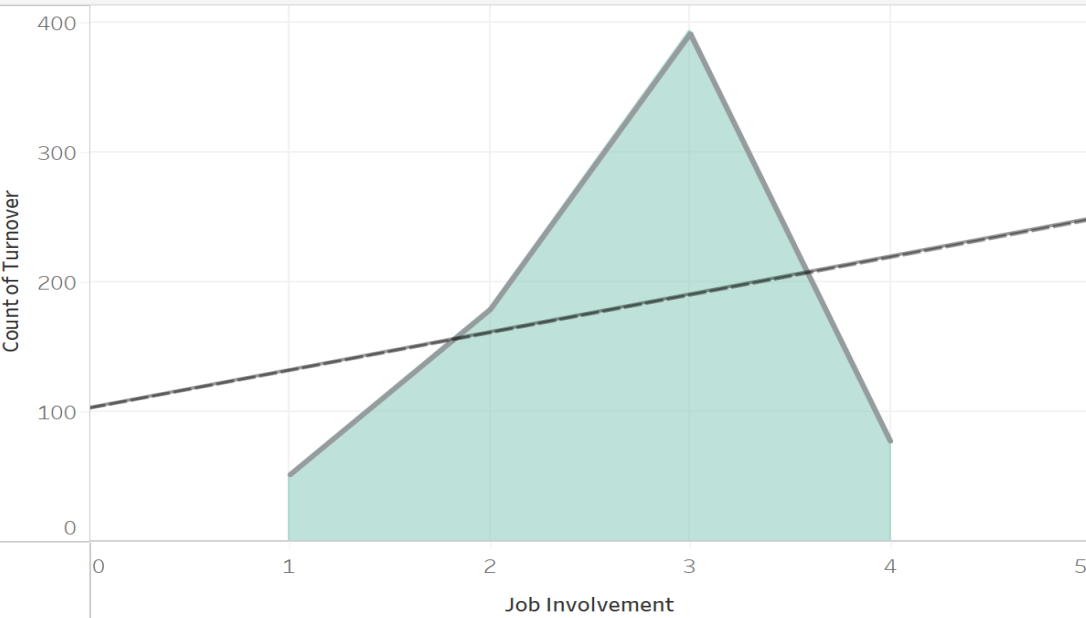
Summary

Yes

Job Satisfaction



Job Involvement



Environment Satisfaction



Work Life Balance



HR Dashboard

Demographics

Job Role

History

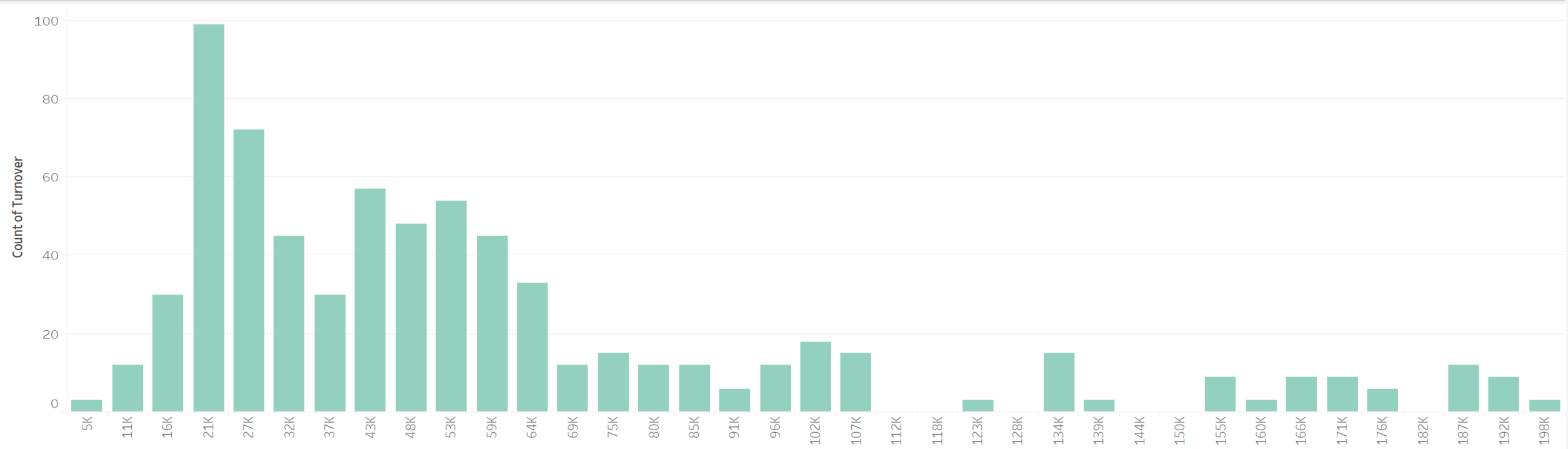
Satisfaction

Financial

Summary

Yes

Monthly Income



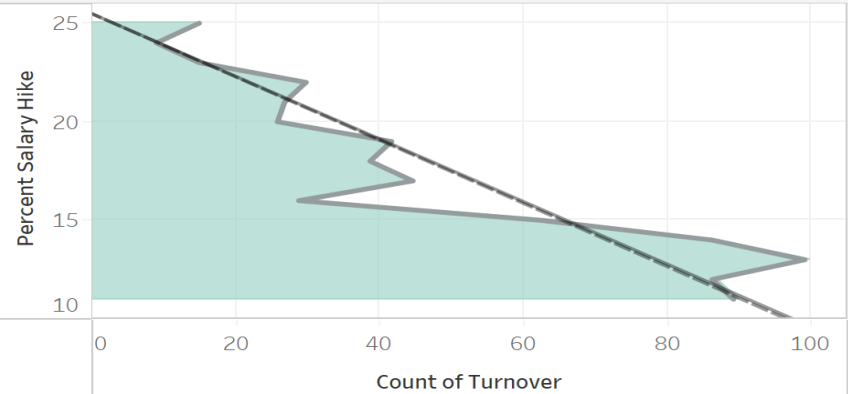
Job Involvement

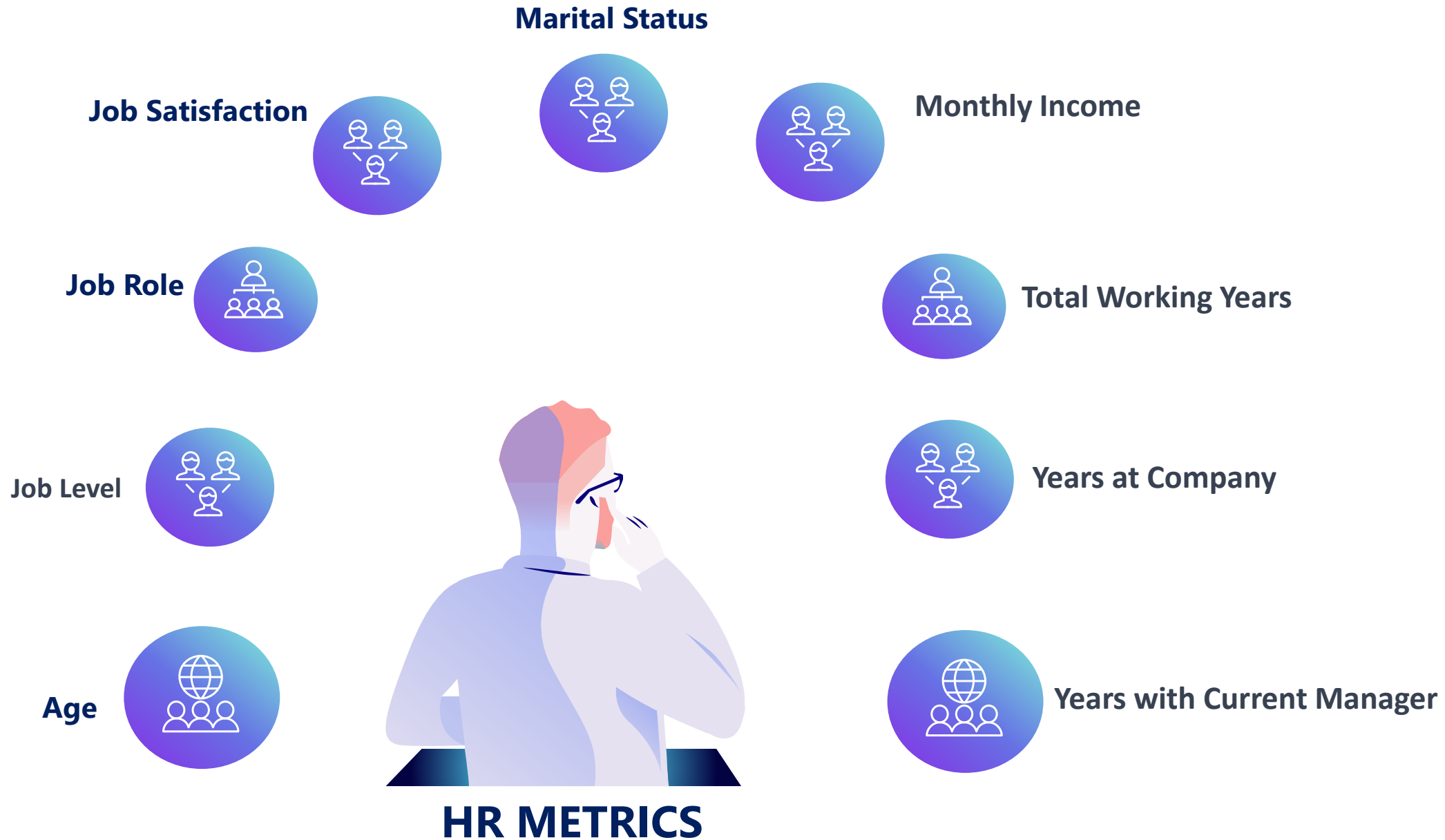


Stock Option Level



Percent Salary Hike





HR Dashboard

Demographics

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	■	■	■	■	■		■	■	■



Thank You