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# PEOPLE ANALYTICS

Tran Anh Tuan

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# PEOPLE ANALYTICS

→ **Top Down Approach**

Using Xmind

→ **Design UI Dashboard**

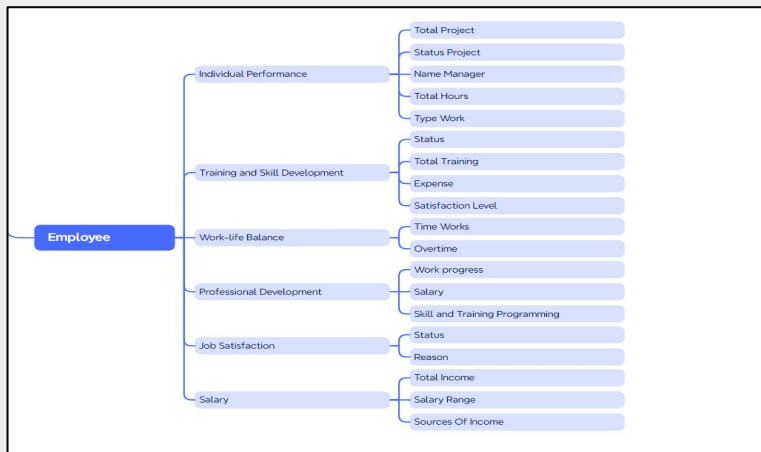
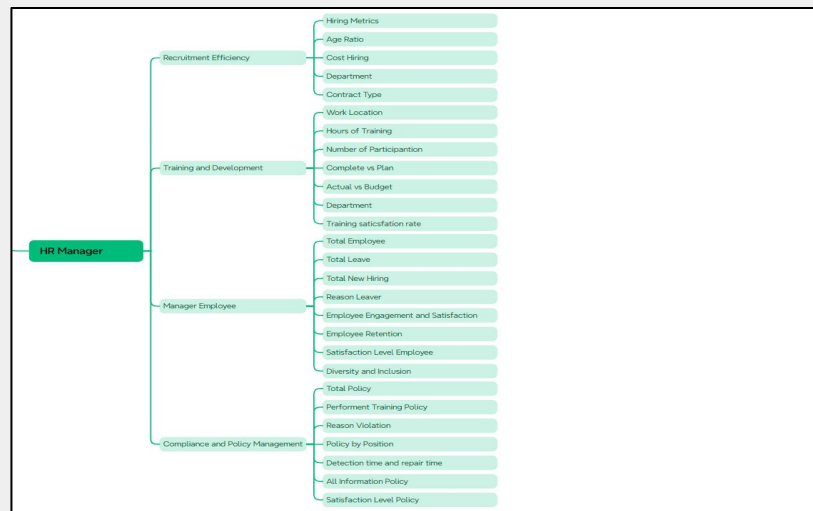
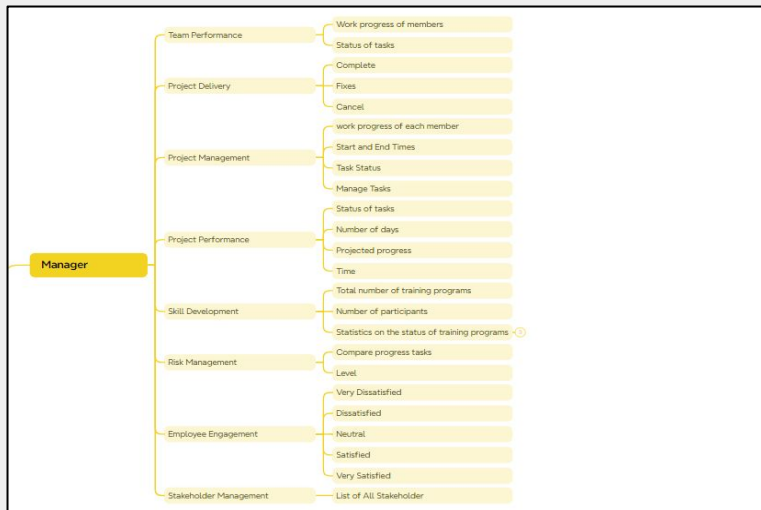
Using Visily

→ **Power BI**

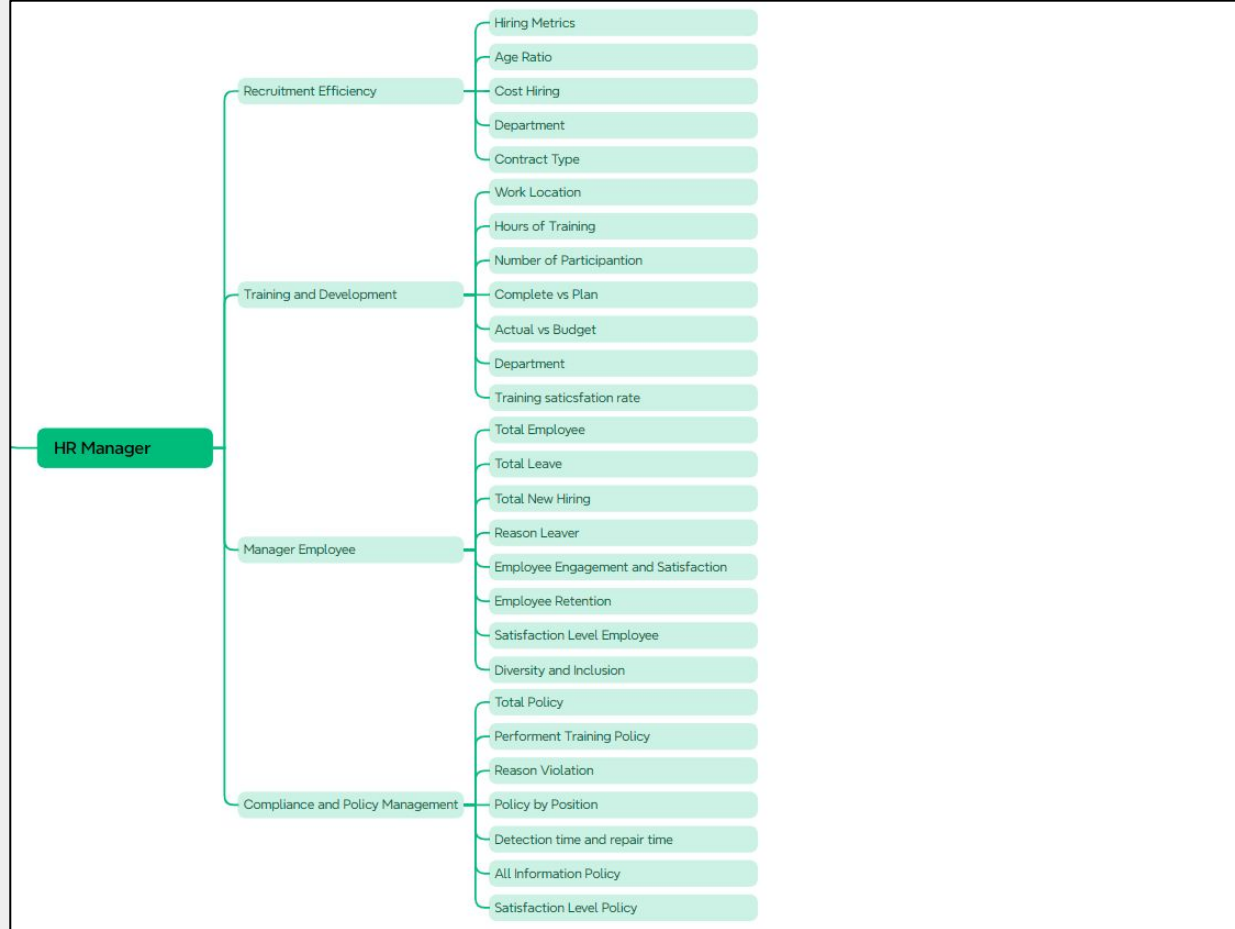
Using Power BI follow UI & Xmind

# TOP DOWN APPROACH - Overview People Analytics

[Link Png](#)



# TOP DOWN APPROACH - HR Manager



# DESIGN UI DASHBOARD - Recruitment Efficiency

Select Year

- ☒ 2019
- ☒ 2020
- ☒ 2023
- ☒ 2024

Select Month

- ☒ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ 6
- ☐ 7
- ☐ 8
- ☐ 9
- ☐ 10

Open Positions

30

+ 5.69%

Applicants

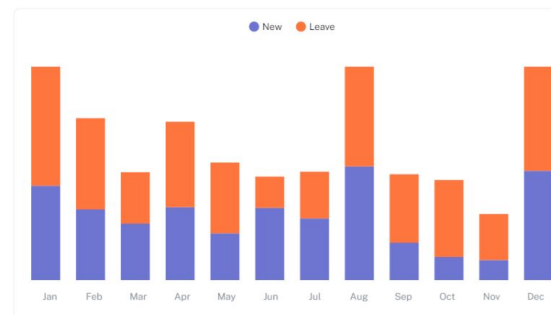
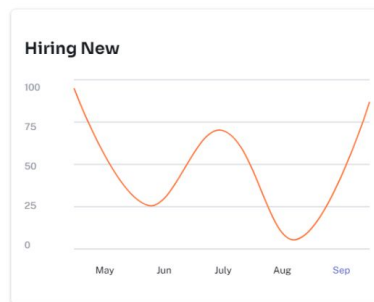
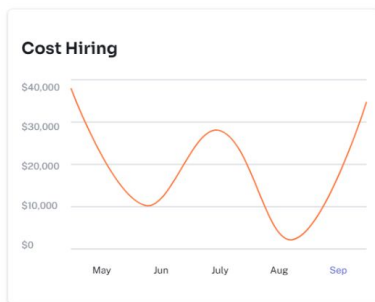
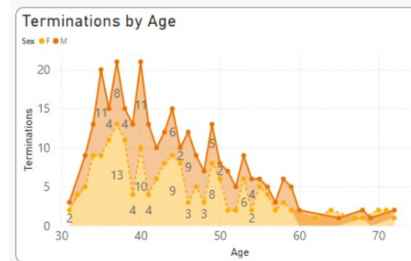
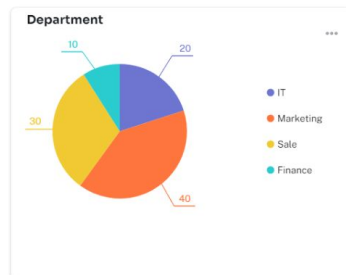
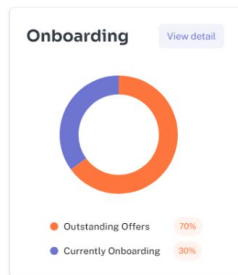
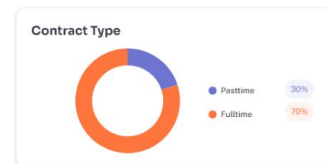
100

+ 5.69%

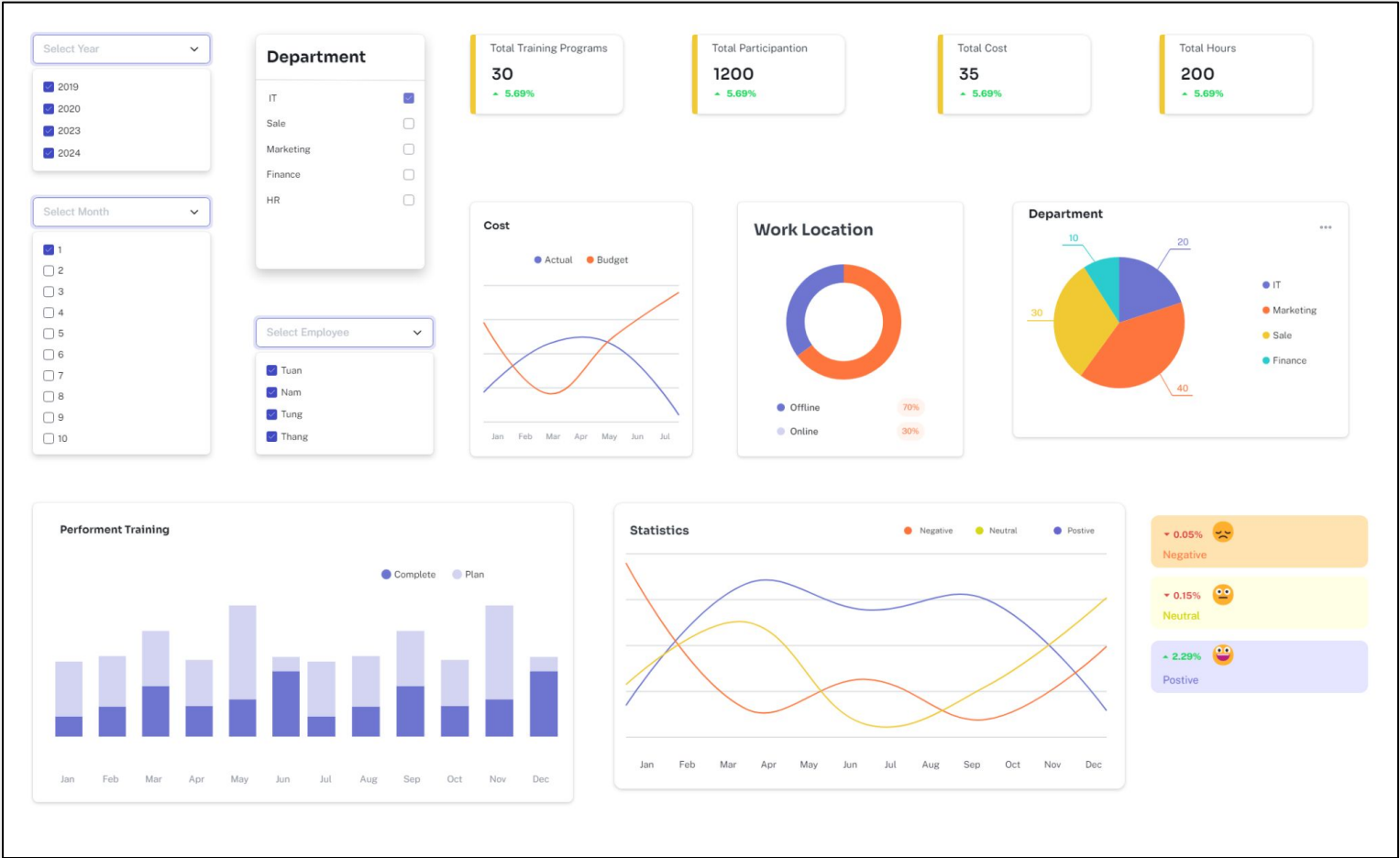
Candidates Added

35

+ 5.69%



# DESIGN UI DASHBOARD - Training and Development



Total Training Programs

30

+ 5.69%

Total Participation

1200

+ 5.69%

Total Cost

35

+ 5.69%

Total Hours

200

+ 5.69%

Cost

Actual

Budget

Jan Feb Mar Apr May Jun Jul

Work Location

Offline

70%

Online

30%

Department

IT

20

Marketing

40

Sale

30

Finance

10

\*\*\*

Performent Training

Complete

Plan

Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec

Statistics

Negative

Neutral

Positive

Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec

0.05% 😞

Negative

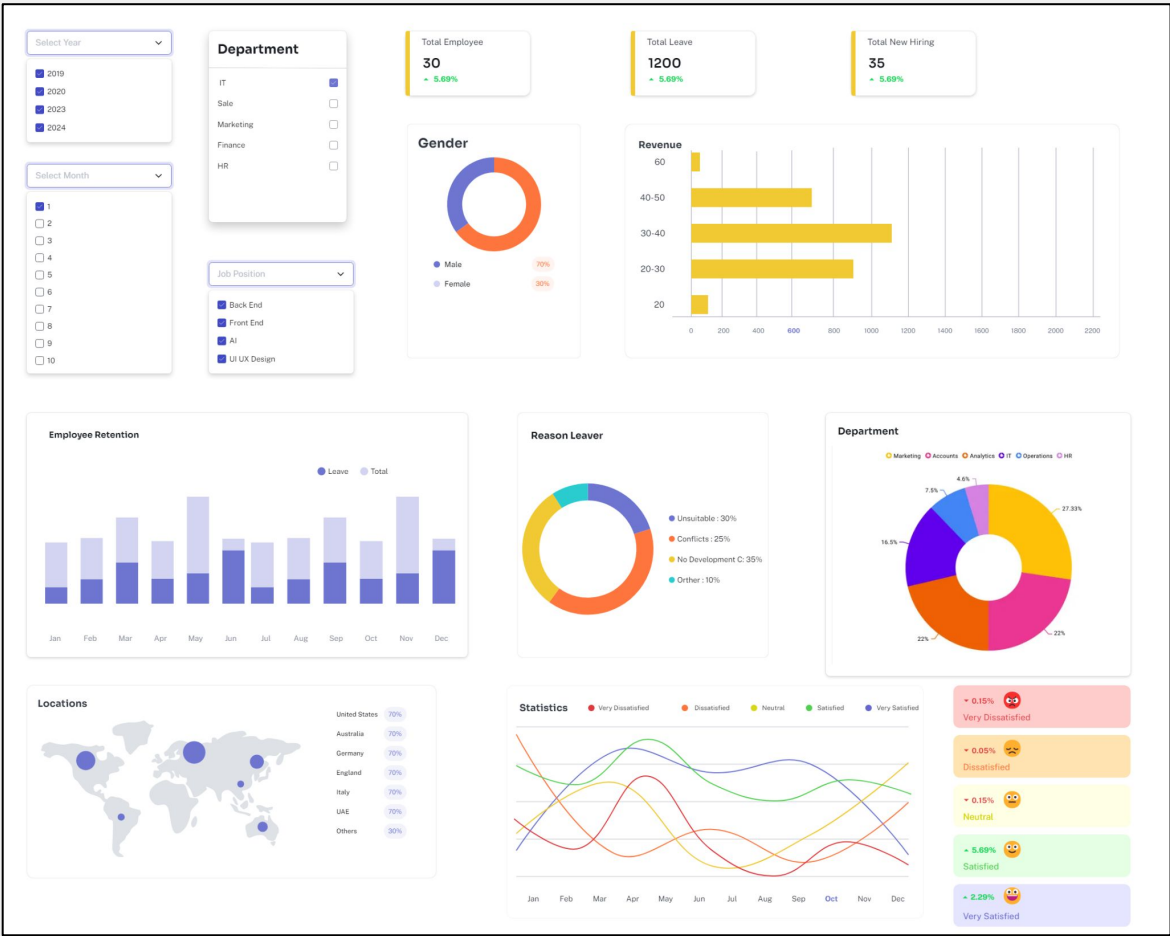
0.15% 😐

Neutral

2.29% 😊

Postive

# DESIGN UI DASHBOARD - Manager Employee



Total Employee

30

+ 5.69%

Total Leave

1200

+ 5.69%

Total New Hiring

35

+ 5.69%

Gender

Male

Female

70%

30%

Revenue

60

40-50

30-40

20-30

20

0

200

400

600

800

1000

1200

1400

1600

1800

2000

2200

Employee Retention

Leave

Total

Jan

Feb

Mar

Apr

May

Jun

Jul

Aug

Sep

Oct

Nov

Dec

Reason Leaver

Unsuitable : 30%

Conflicts : 25%

No Development C: 35%

Other : 10%

Department

Marketing

Accounts

Analytics

IT

Operations

HR

7.5%

4.6%

17.33%

22%

22%

16.5%

Locations

United States

Australia

Germany

England

Italy

USA

Others

70%

70%

70%

70%

70%

70%

30%

Statistics

Very Dissatisfied

Dissatisfied

Neutral

Satisfied

Very Satisfied

Jan

Feb

Mar

Apr

May

Jun

Jul

Aug

Sep

Oct

Nov

Dec

+ 0.15%

Very Dissatisfied

+ 0.05%

Dissatisfied

+ 0.15%

Neutral

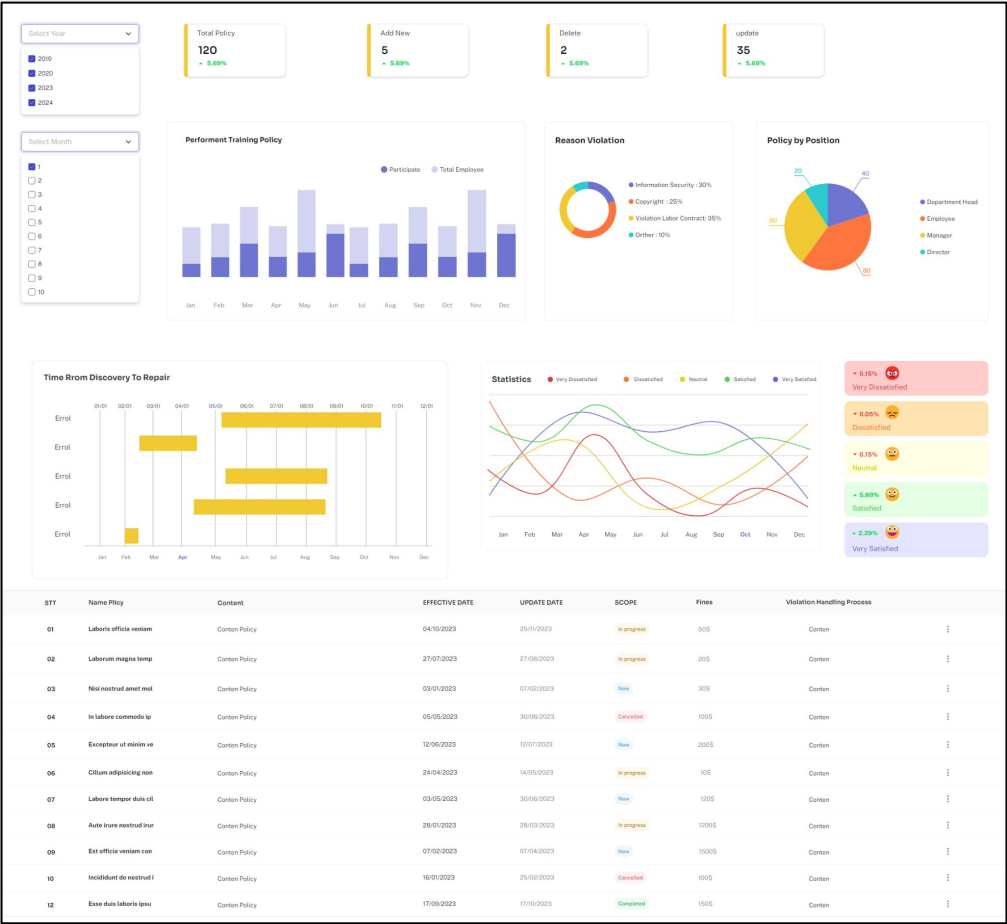
+ 5.69%

Satisfied

+ 2.29%

Very Satisfied

# DESIGN UI DASHBOARD - Compliance and Policy Management



Perform Training Policy

Participate

Total Employee

Reason Violation

Policy by Position

Time From Discovery To Repair

Statistics

+ 0.18% Very Dissatisfied

+ 0.02% Dissatisfied

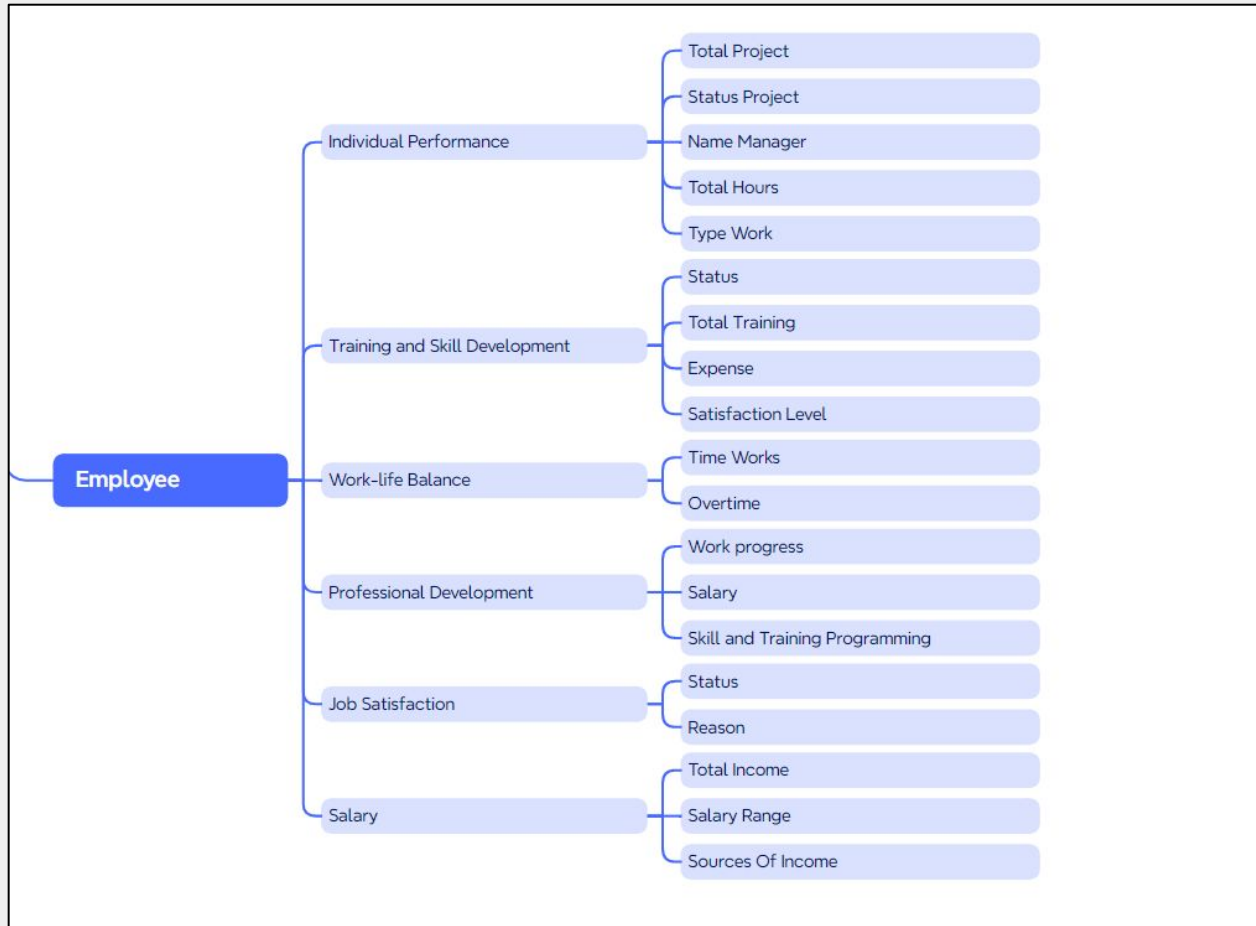
+ 0.18% Neutral

+ 5.88% Satisfied

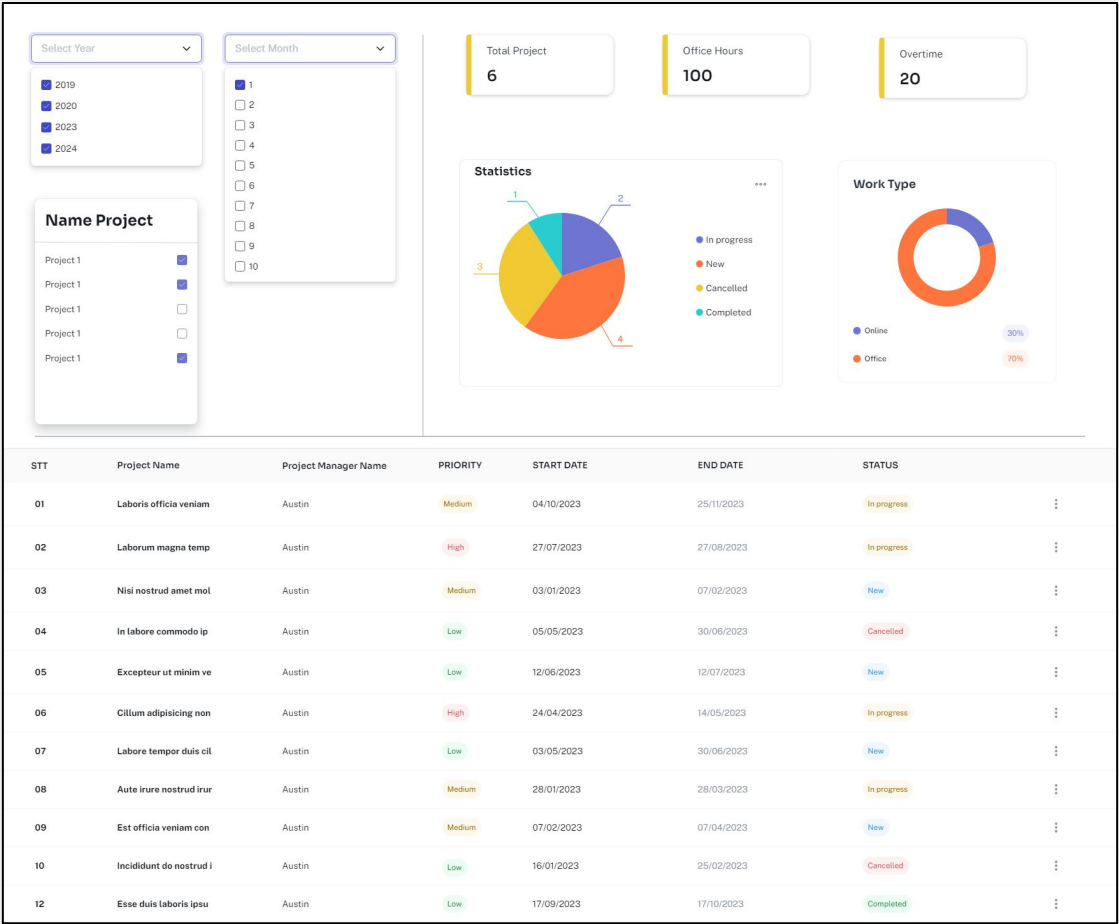
+ 2.29% Very Satisfied



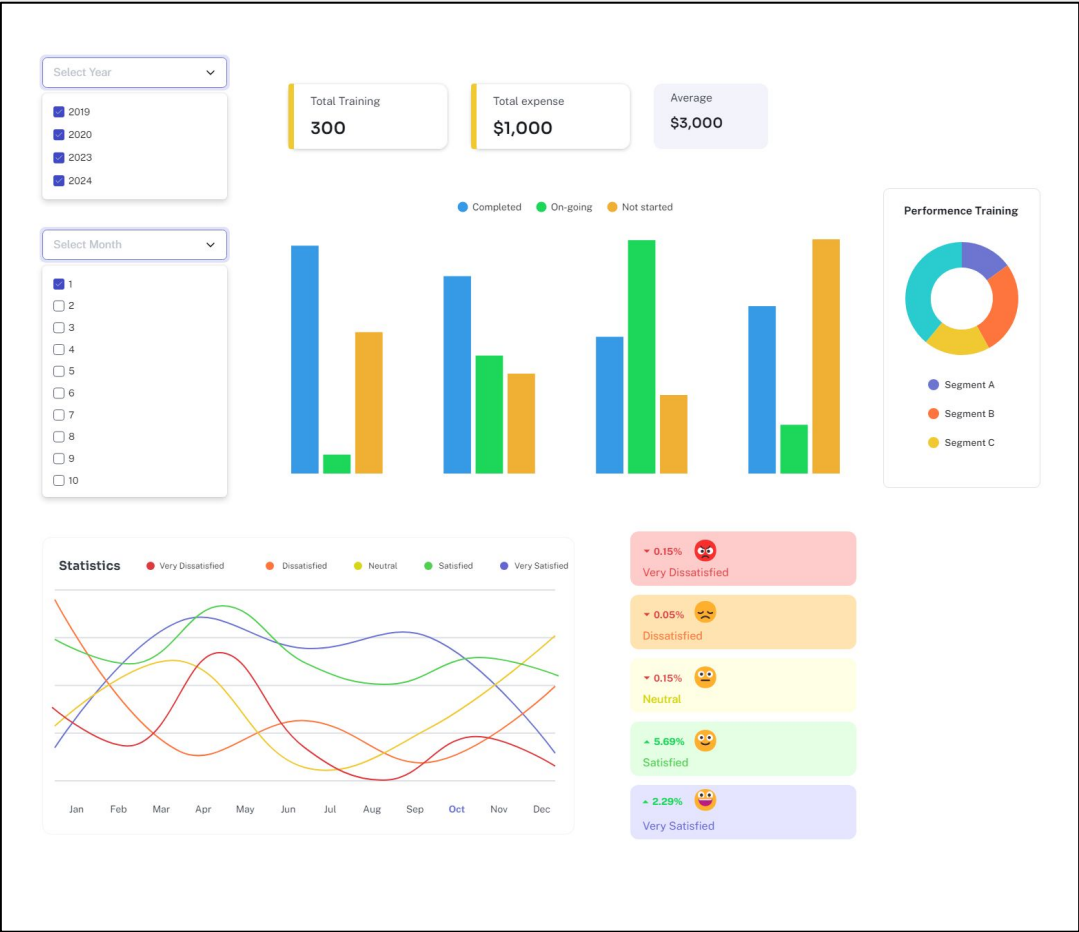
# TOP DOWN APPROACH - Employee



# DESIGN UI DASHBOARD - Employee Performance



# DESIGN UI DASHBOARD - Training and Development



Completed

On-going

Not started

Completed

On-going

Not started

Completed

On-going

Not started

Completed

On-going

Not started

Performance Training

Segment A

Segment B

Segment C

Statistics

Very Dissatisfied

Dissatisfied

Neutral

Satisfied

Very Satisfied

Jan

Feb

Mar

Apr

May

Jun

Jul

Aug

Sep

Oct

Nov

Dec

0.15%

Very Dissatisfied

0.05%

Dissatisfied

0.15%

Neutral

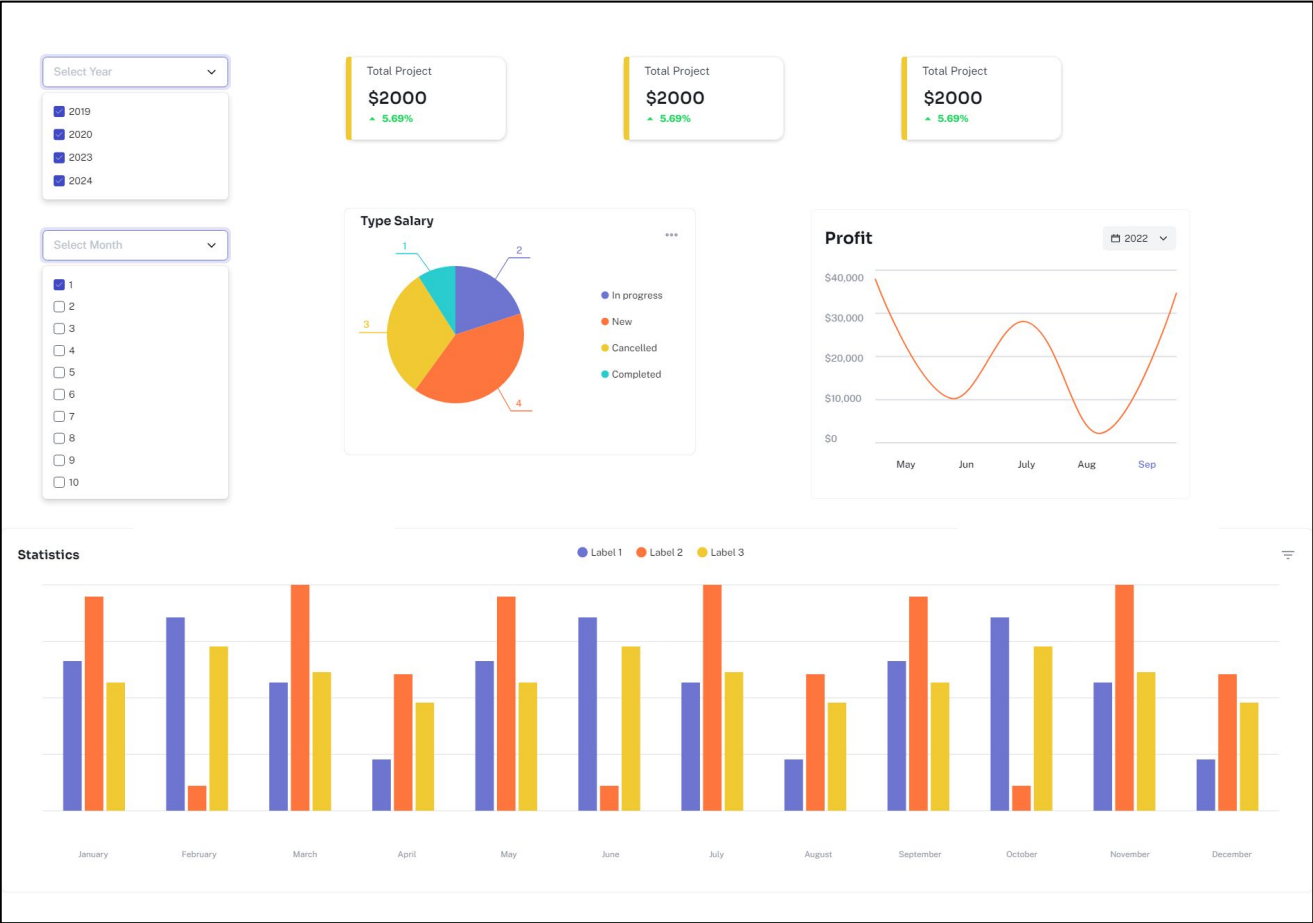
5.69%

Satisfied

2.29%

Very Satisfied

# DESIGN UI DASHBOARD - Salary



# DESIGN UI DASHBOARD - Job Satisfaction

Select Year ▼

- ☒ 2019
- ☒ 2020
- ☒ 2023
- ☒ 2024

