

HR ANALYTICS REPORT

Data literacy with tableau

TEAM ID

NM2023TMID13418

MEMBERS

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PROJECT TITLE

HR ANALYTICS WITH TABULEAU

PAPER TITLE

DATA LITERACY WITH TABLEAU

DETAILS

III YEAR,

B.SC., MATHEMATICS,

PG & RESEARCH DEPARTMENT OF MATHEMATICS,

KALAINAR KARUNANIDHI GOVERNMENT ARTS COLLEGE,

THIRUVANNAMALAI.

UNIVERSITY AFFILIATED

THIRUVALUVAR UNIVERSITY, VELLORE

1. INTRODUCTION

1.1 Overview

A brief description about our project

A project report is a document that describes about a project's objectives, milestones, challenges and progress. Outline business justification and take holder needs of the project report.

The Tableau HR Scorecard is a framework designed to measure and evaluate the success of Talent management strategies with in an organization.

We have used Tableau for creating different visualization so as to analysis easier. This

Includes pie chart, donut chart, lollipop chart, bar graphs and tabulations.

Different visualization

1.KPI

2. Department wise Attrition

3.No. of employees by Age Group

4. Job Satisfaction Rating

5. Education Field wise Attrition

1.2 Purpose

A project report summarizes a project's key aspect including it's goals, timeline, budget, progress and outcomes.

It provides project managers with critical information to monitor and evaluate the project's performance.

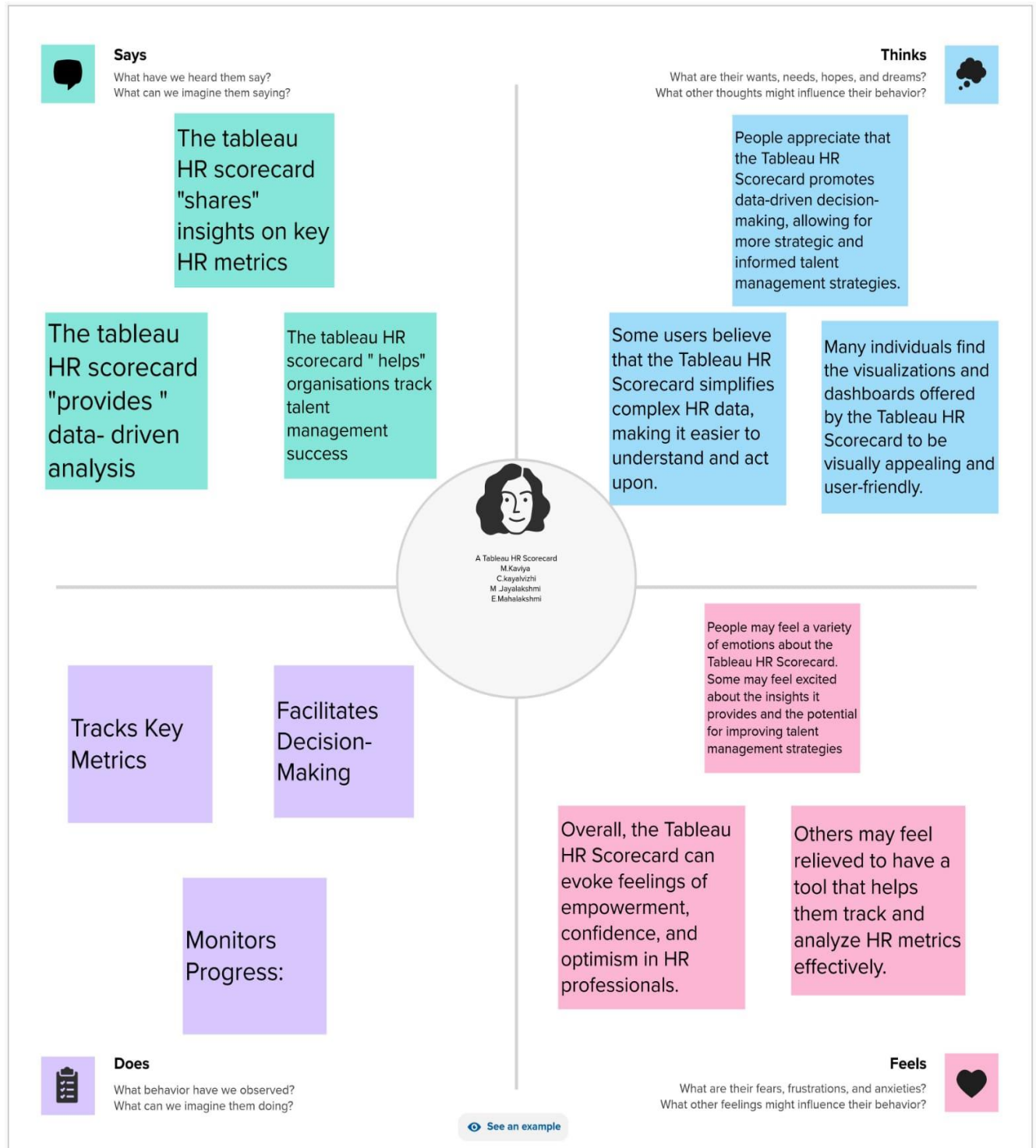
Human Resource (HR) analysis is a data-driven approach to measure and improve the performance, engagement and productivity of organization's work force.

Common HR metrics include time-to- hire, cost-per-hire, time-to-productivity and employee turn over rate, absenteeism or absence rate, and overtime ratio, revenue per employee, diversity and inclusion.

2. Problem Definition & Design Thinking

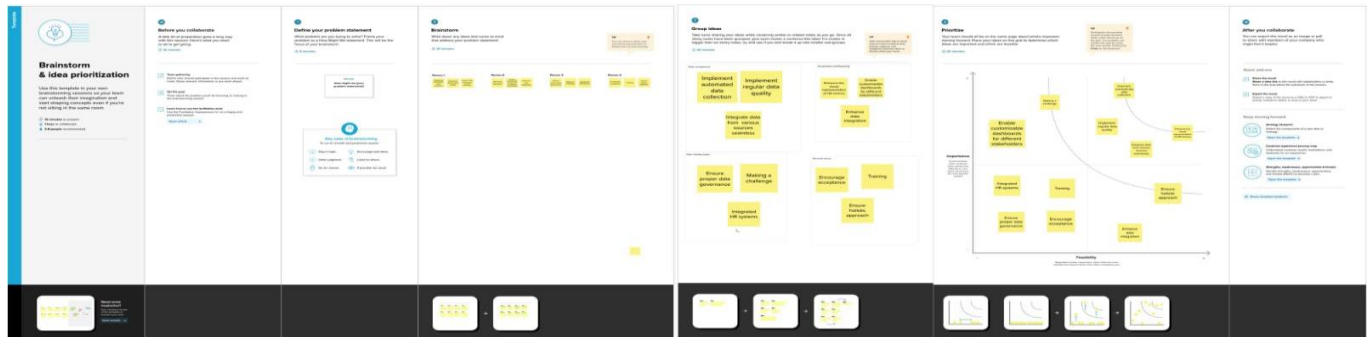
2.1 Empathy map

It is a activity that may be used generate new product ideas.



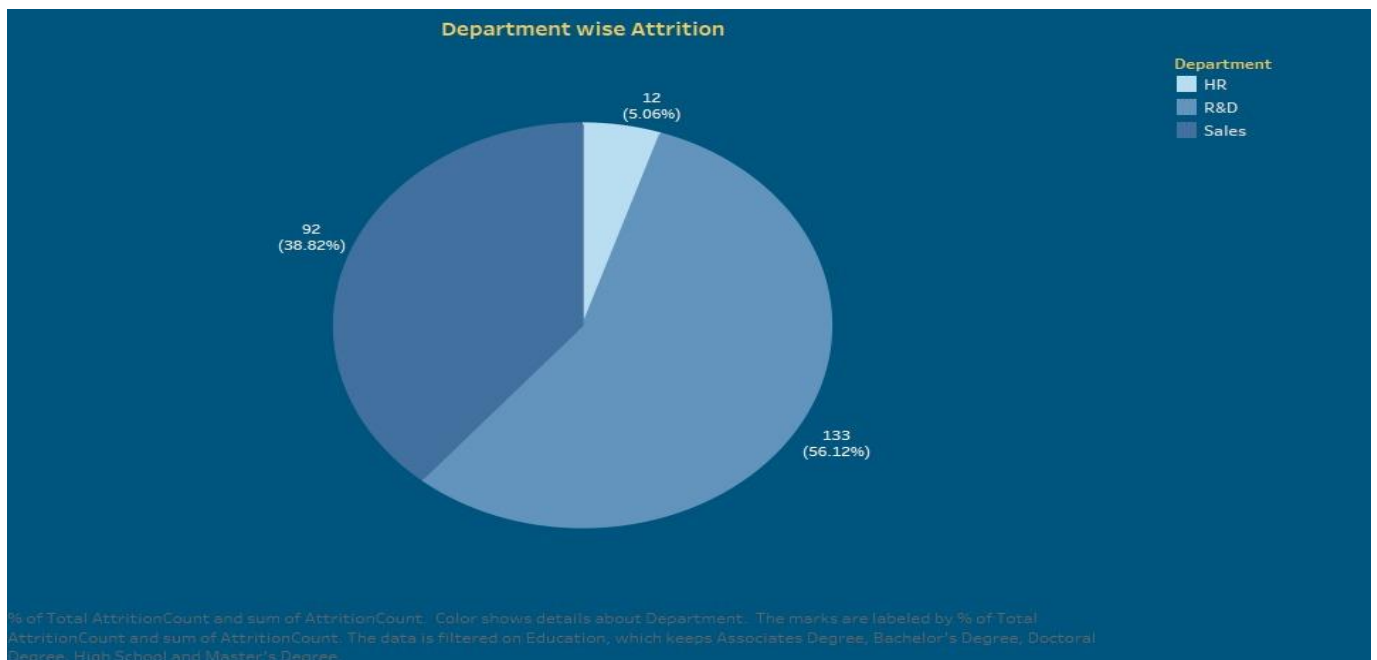
2.2 Ideation and Brainstorming map

It is activity to create ideas.

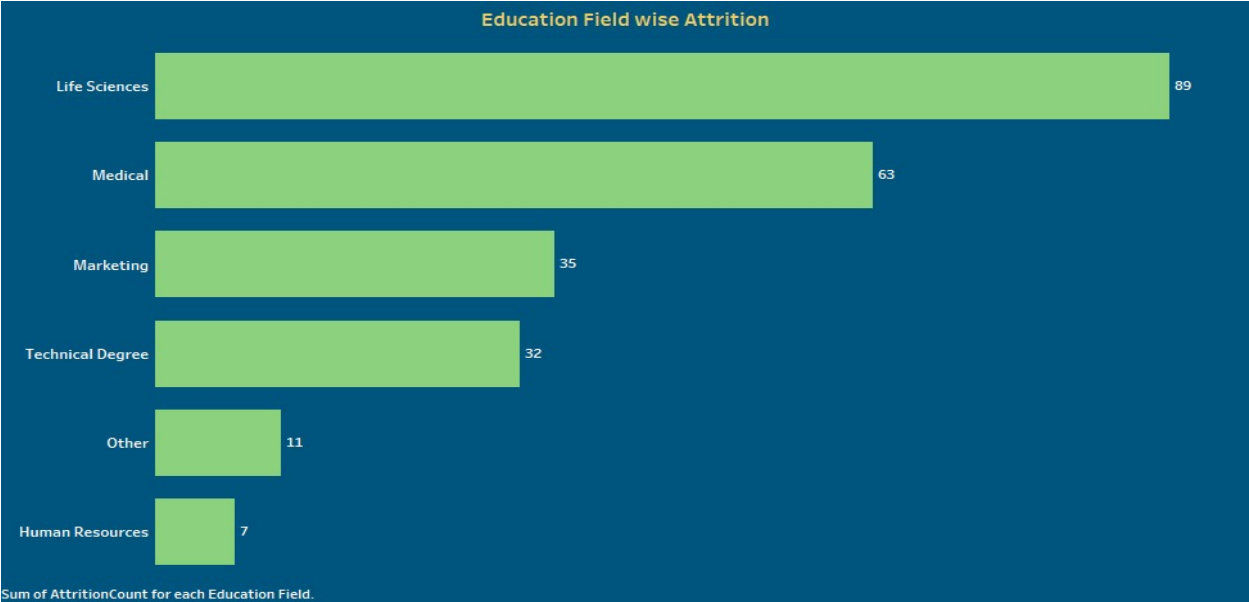


3.Result

Final findings of the project provides summary of the entire project. HR analytics is the process of collecting and analysing Human Resource(HR) data in order to improve an organization's workforce performance. The process can also be reoffered to as talent analytics, people analytics, or even workforce analytics. This method of data analysis takes that is routinely collected by HR and correlates it to HR and organizational objectives.



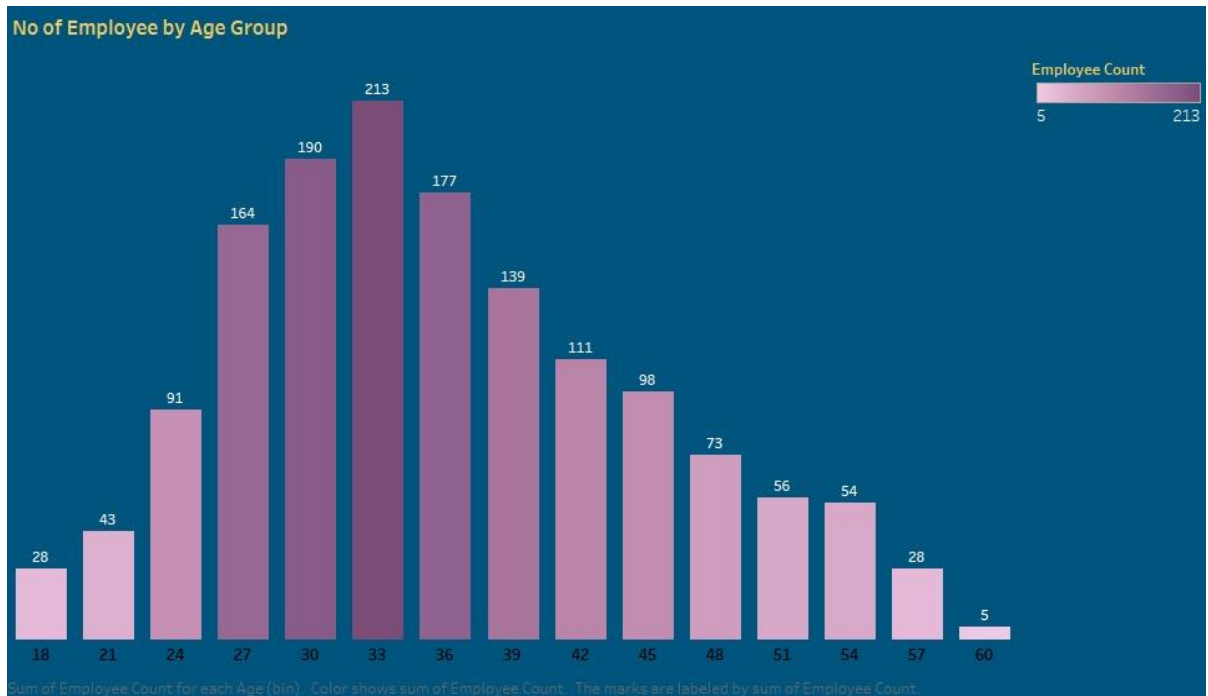
DEPARTMENT WISE ATTRITION



EDUCATION FIELD WISE ATTRITION

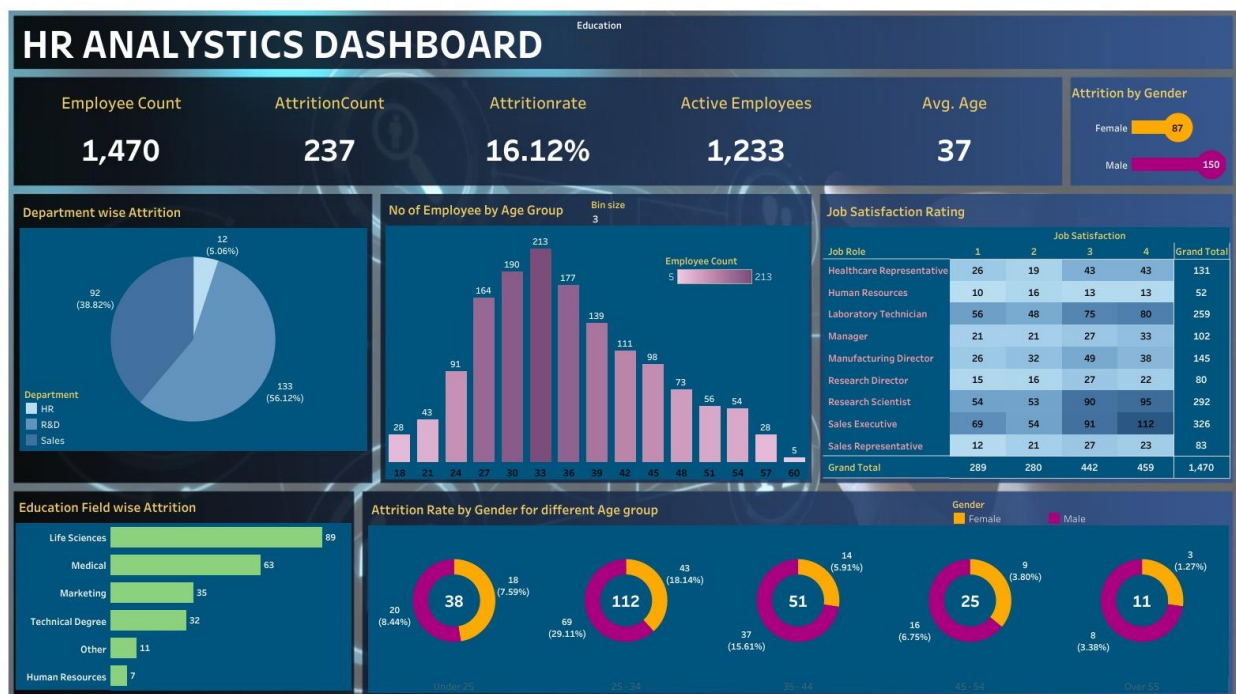
Job Role	1	2	Job Satisfaction		Grand Total	Employee Count
Healthcare Representative	26	19	43	43	131	<div><div></div></div> 100%
Human Resources	10	16	13	13	52	
Laboratory Technician	56	48	75	80	259	
Manager	21	21	27	33	102	
Manufacturing Director	26	32	40	38	146	
Research Director	15	16	27	22	80	
Research Scientist	54	53	90	95	292	
Sales Executive	68	54	91	112	326	
Sales Representative	12	21	27	23	83	
Grand Total	289	280	442	459	1,470	

JOB SATISFACTION RATING



NUMBER OF EMPLOYEE

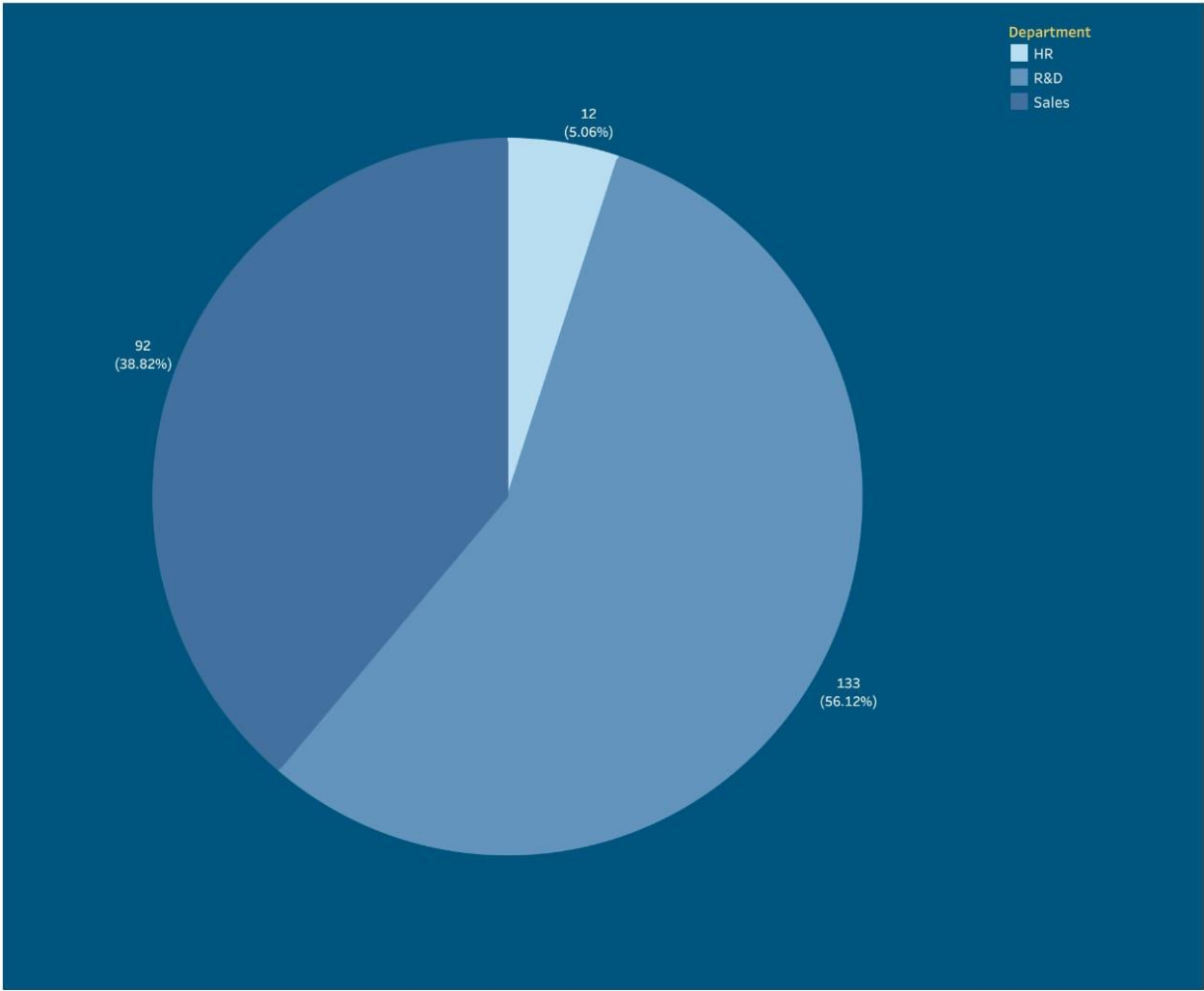
For example, if a software engineering firm has high employee turnover, the company is not operating at a fully productive level. It takes time and investment to bring



HR ANALYSTICS DASHBOARD

HR Analytics Storyline

This department wise attrition represents t..	Tha highest no of employees i.e.,213 ar..	Employees are expected to be satisfi..	Most of the attrition occurs in the feild of L..	Males are expected to leave the company ov..
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From this department wise attrition chart, It is clear that Research and Development i.e., R&D has higher rate of about 56.12%.

HR Analytics Storyline

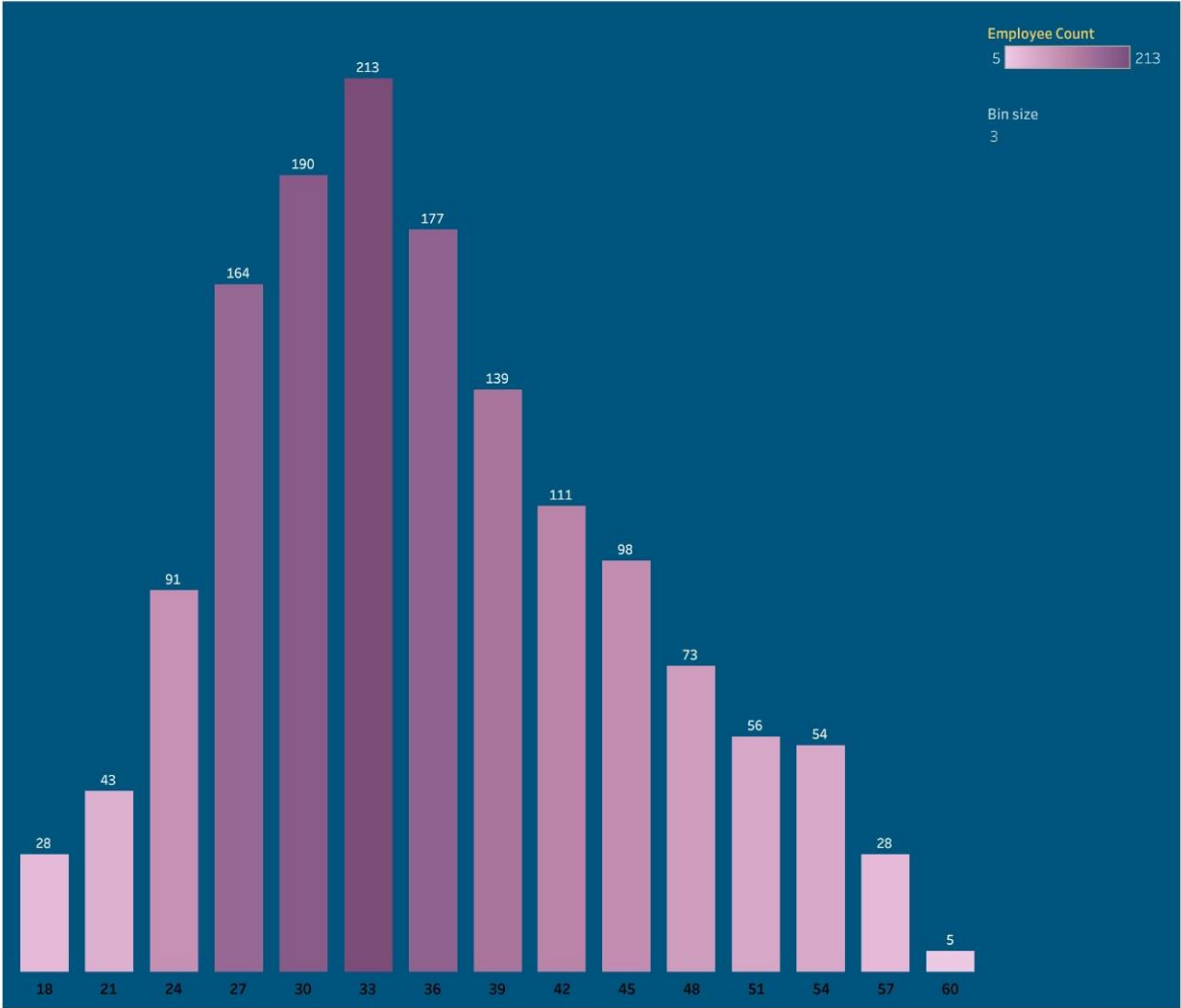
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Employees are expected to be satisfi..

Most of the attrition occurs in the feild of L..

Males are expected to leave the company ov..



From the representation of employees by age group, maximum is at the age of 32-34vof about 213 and least is 60 years and 5 employees is at the band.

HR Analytics Storyline

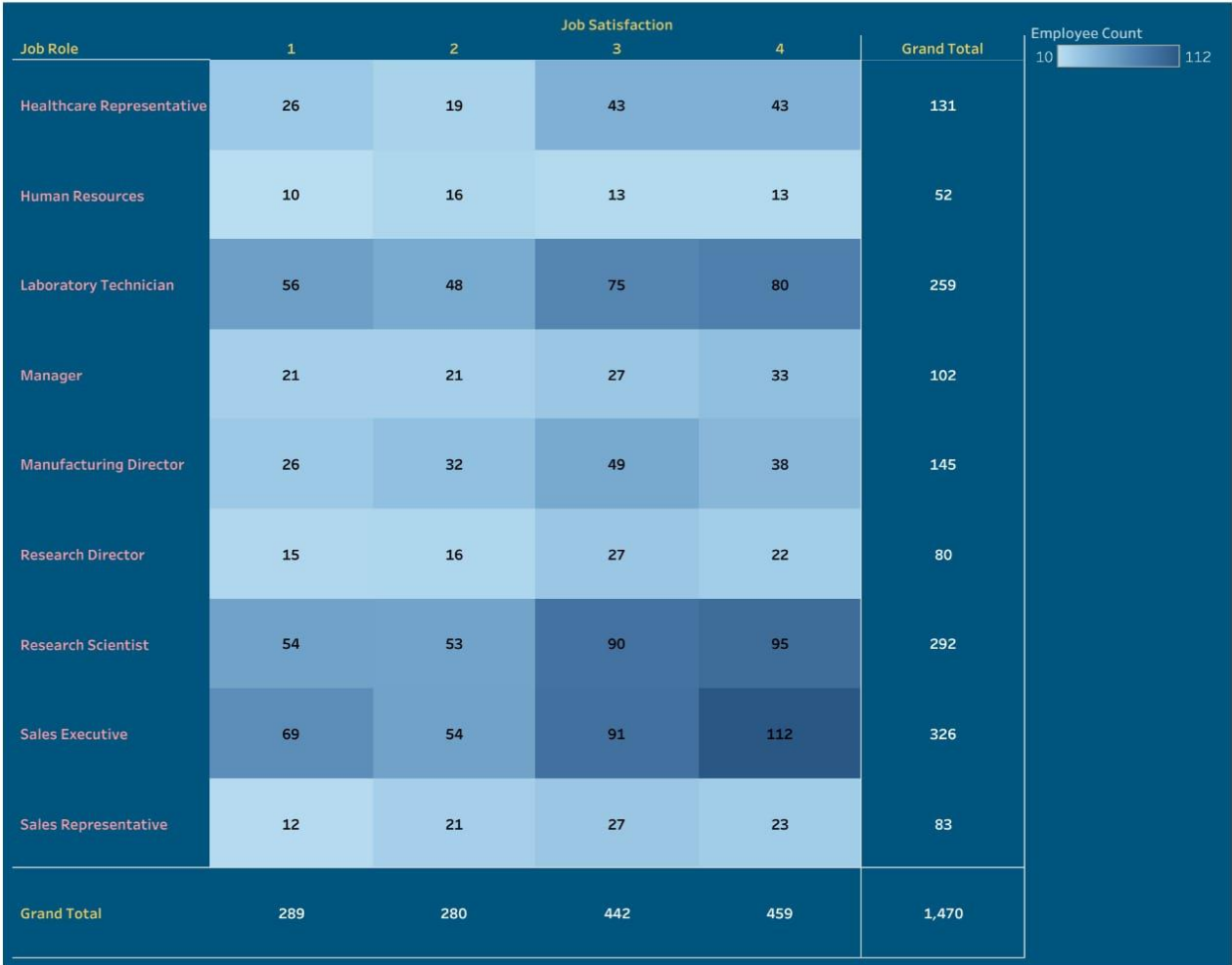
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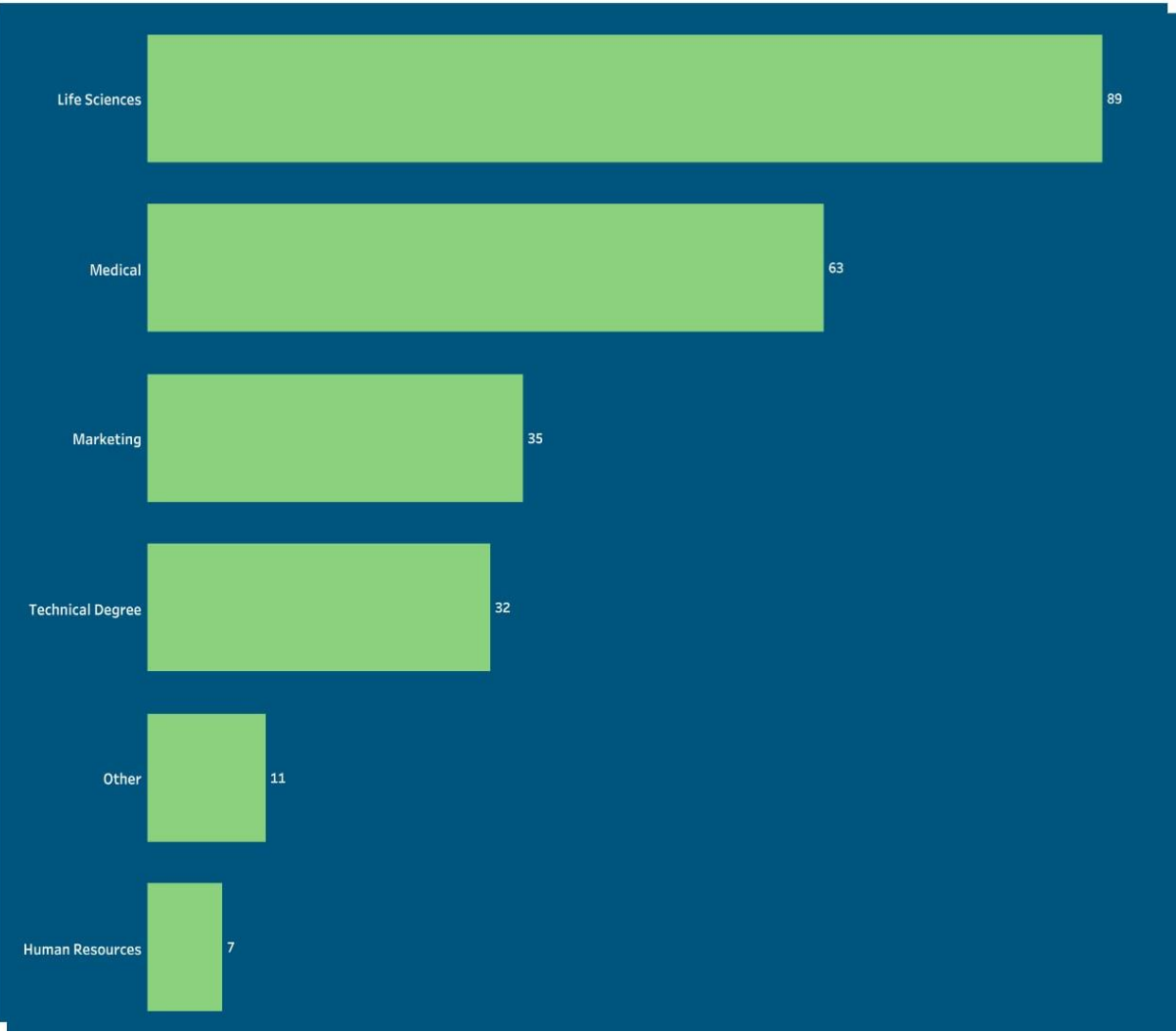
Males are expected to leave the company ov..



Employees are expected to be satisfaction for sales executive job role.

HR Analytics Storyline

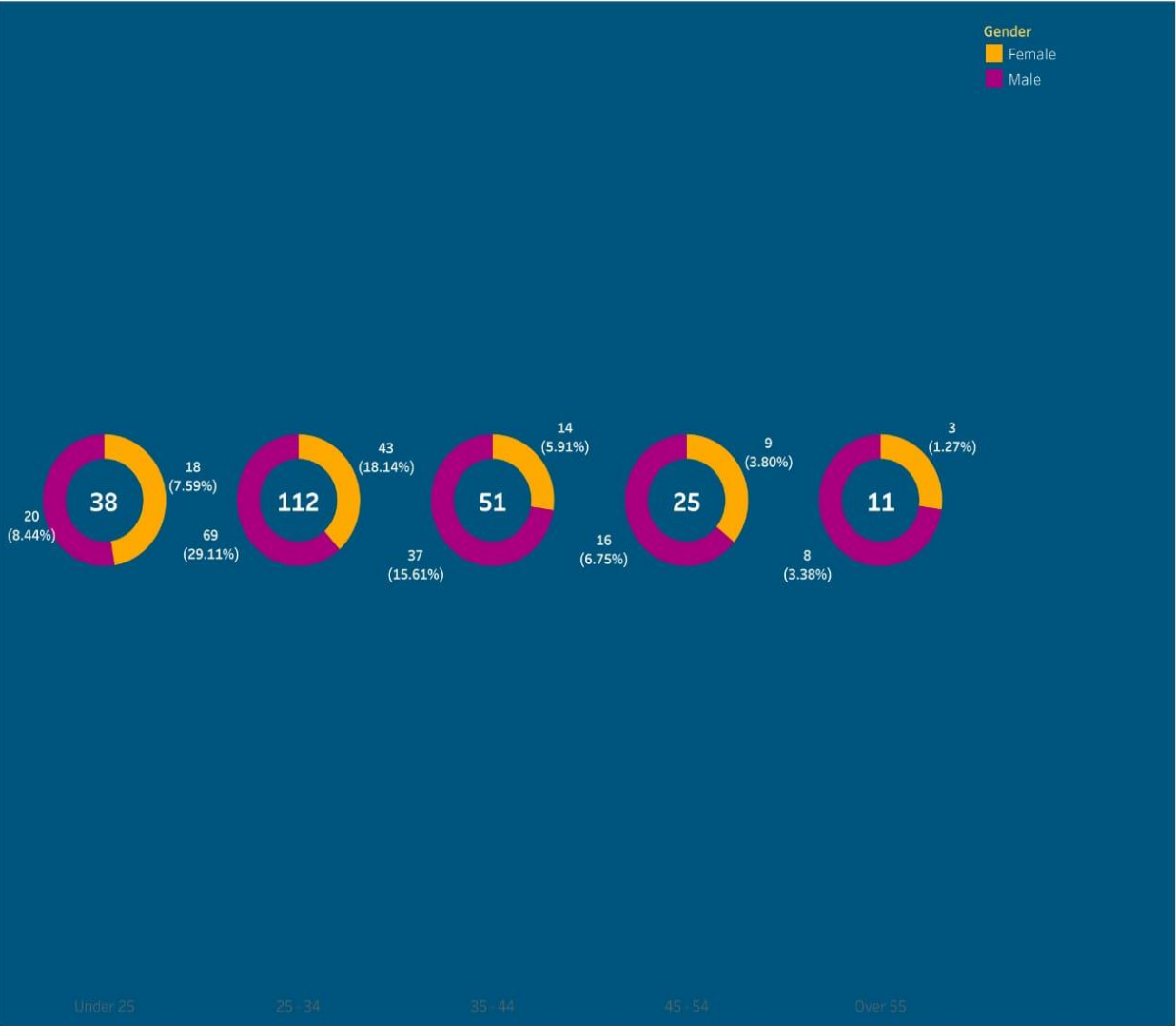
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Most of the attrition occurs in the field of life science.

HR Analytics Storyline

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Males are expected to leave the company over 55.

4.Advantages and Disadvantages

List of advantages and disadvantages of the project template

Advantage

- *Integrates the time value of money.
- *Is a good indicator of performance.
- *Represent an absolute rate of return.
- *Incorporate the time value of money.
- *It is a simple method.
- *Incorporate the concept of risk linked to the time factor.

Disadvantage

- *The problem of the choice of the discount rate.
- *Dose not compare projects of different sizes.
- *Ignores difference in size.

5.Application

- *These project reports can be used to provide direction for the team members.
- *Employee retention: By analyzing employee data such as turnover rates and exit interviews, business can identify the reasons why employees leave and take steps to improve retention.

6.conclusion

- *A conclusion that summarizes all of the work.
- *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 55 employees is at the band.
- *89 employees are from Life Sciences background, Medical science scores second with 63 employees while 7 are from Human Resource background.
- *From this department wise attrition chart, its clear that Research and Development i.e., R&D has higher rate of about 56.12%.
- *112 employees in 25-34 age groups are attired.

7.Future Scope

*Advancement that can be made in future.

*More emphasis on diversity and inclusion: HR analytics will play a more significant role in promoting diversity and inclusion in the workplace.

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

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

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



