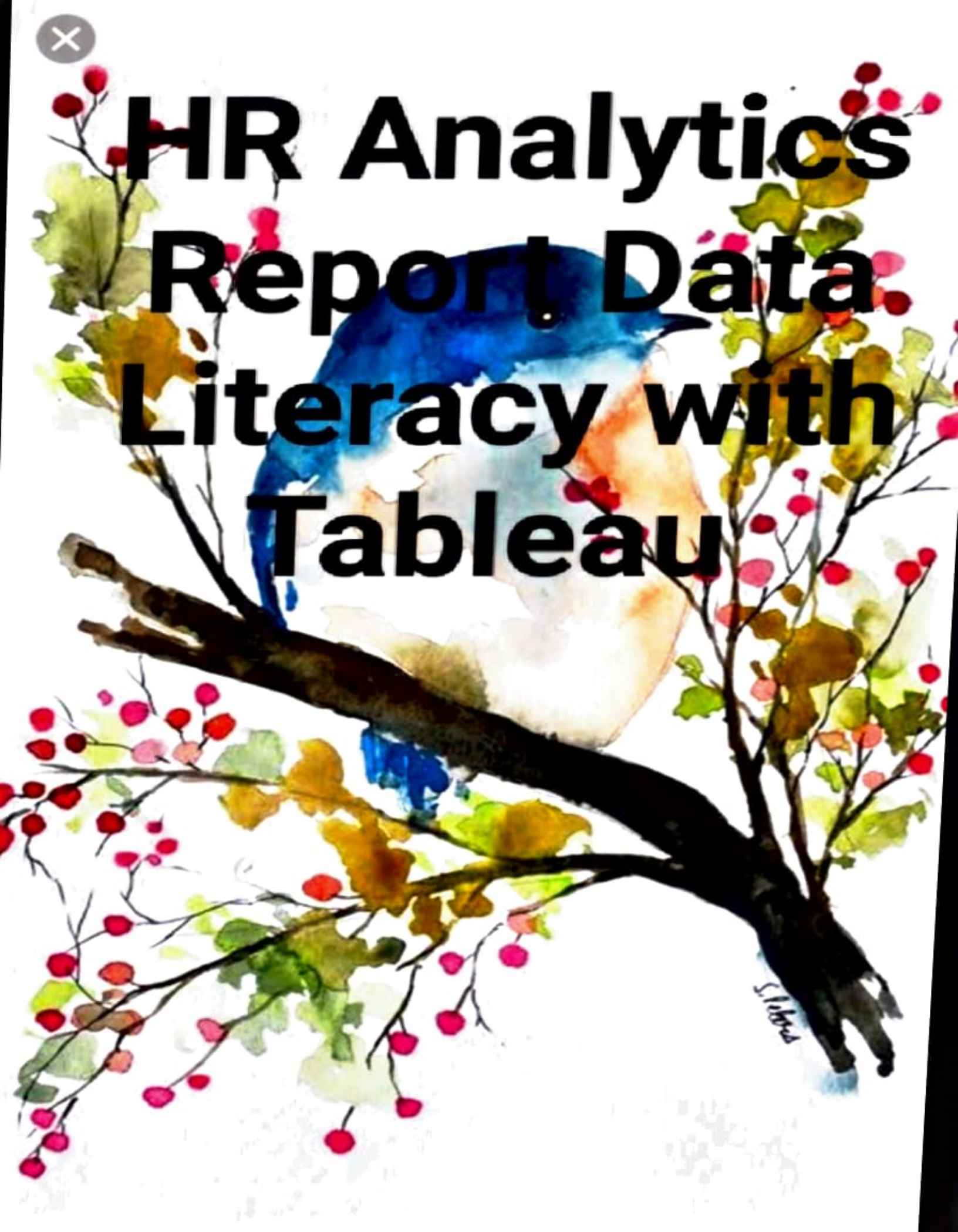
HR Analytics Report Data Literacy with Tableau



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PROJECT TITTLE

HR ANALYTICS WITH TABLEAU

PAPER TITTLE

DATA LITERACY WITH TABLEAU

DETEILS

3RD YEAR,

B.SC., MATHEMATRICS,

PG & RESEARCH DEPARTMNENT OF MARTHEMATICS,

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THIRUVALLUVAR UNIVERSITY, VELLORE.

1 INTRODUCTION

1.1 Overview

A brief description about our project

An HR analytics project using Tableau involves leveraging Tableau's data visualization and analytics capabilities to gain insights from HR data. Here's a brief description of the steps involved:

1. *Data Gathering:* Collect HR data from various sources, such as HRIS systems, spreadsheets, or surveys. This data can include information about employees and more.

2. *Data Preparation:* Cleanse and preprocess the data to ensure it's in a suitable format for analysis.

3. *Connecting to Tableau:* Import the cleaned data into Tableau.

4. *Data Exploration:* Use Tableau's drag-and-drop interface to explore the HR data. Create various visualizations to identify trends, patterns, and outliers.

Different visualizations

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

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.

Human Resource (HR) analysis is a data-driven approach to measure and improve the performance, engagement, and productivity of an organization's workforce. HR analysis involves the collection and analysis of employee or human resource data, also known as HR metrics. The data collected can be used to make personnel decisions, restructure company policies, and make more data-driven decisions for the company.

The importance of HR analysis lies in its ability to provide insights so that HR leaders can make better decisions and improve human resource management. HR metrics are essential for improving HR practices. By using analytics, businesses can improve even one variable, which can trigger a chain reaction of benefits. The benefit of using metrics is that the decisions are better-informed and backed by facts—rather than hunches—and thus make key people decisions far more 'sellable' to the business.

HR analytics came to be in the hopes that businesses could improve internal processes that relate to functions such as payroll, benefits, hiring, employee onboarding, employee performance, and overall employee morale. It is the best way to use data to forge an understanding of how well a business is performing. Businesses track HR metrics to measure and improve performance, engagement, and productivity. Small business HR teams can track metrics for all workforce processes. This includes hiring, pay, time and labor, training, engagement, and retention. Common HR metrics include time-to-hire, cost-per-hire, time-to-productivity,

What can we imagine them saying?

Thinks

What are their wants, needs, hopes, and dreams?
What other thoughts might influence their behavior?

Persona's name

Short summary of the persona

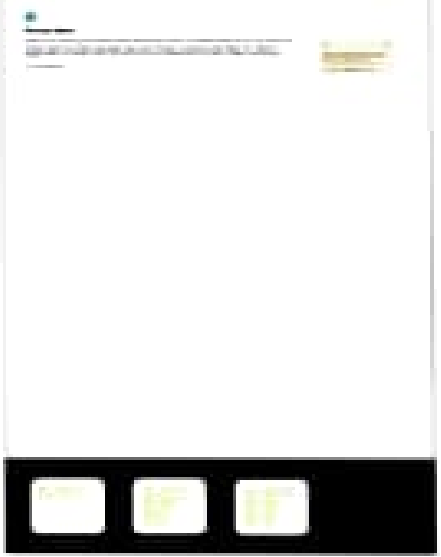
Does

What behavior have we observed?
What can we imagine them doing?

Feels

What are their fears, frustrations, and anxieties?
What other feelings might influence their behavior?

See an example



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.

HR ANALYSIS DASHBOARD

Employee Count	Sum of Attrition Count	Attrition Rate	Active Employee	Avg. Age
1,470	237	16.12%	1,233	37

Attrition by Gender

Department Wise Attrition

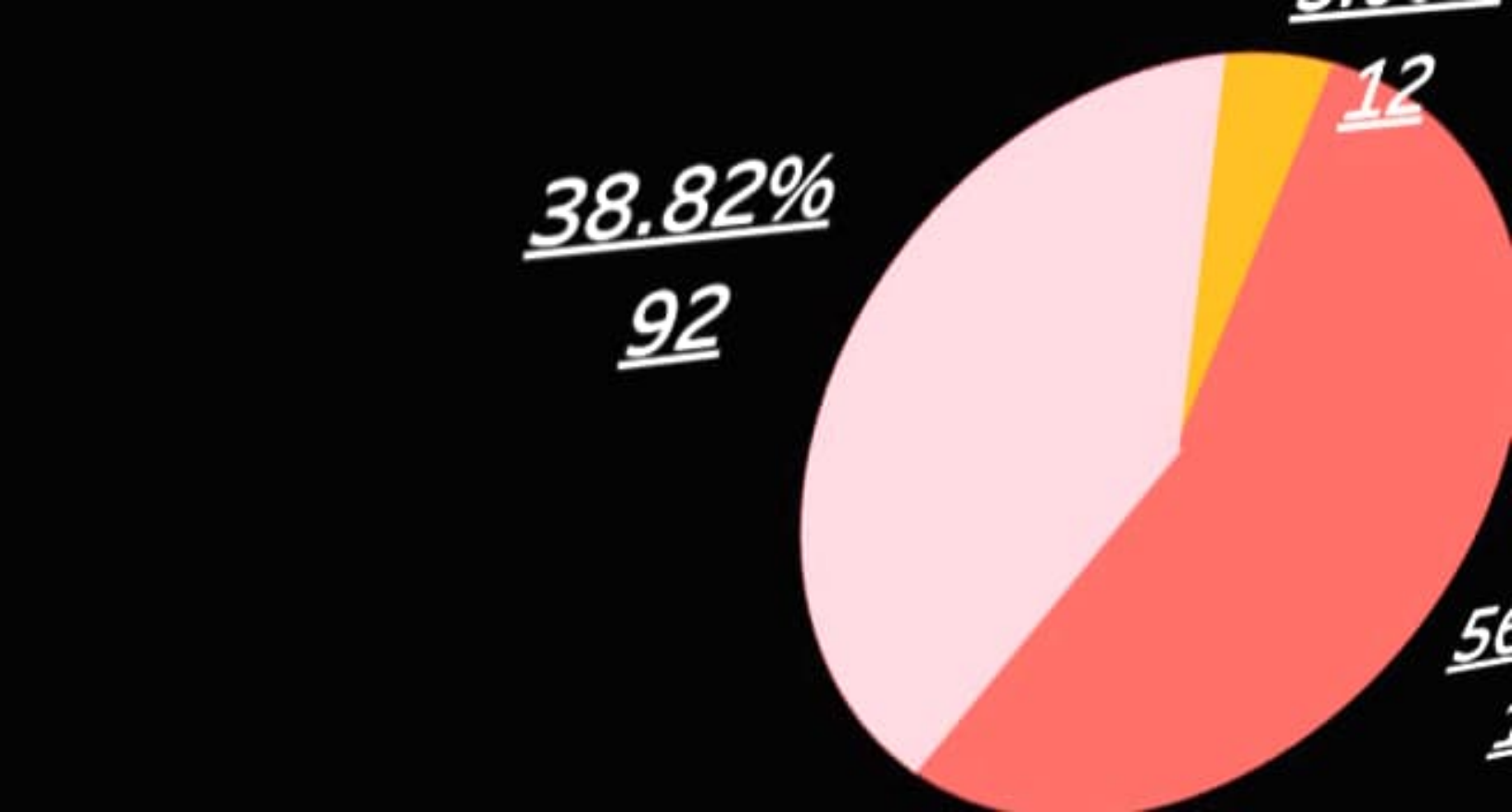
Number of Employee by Age Group

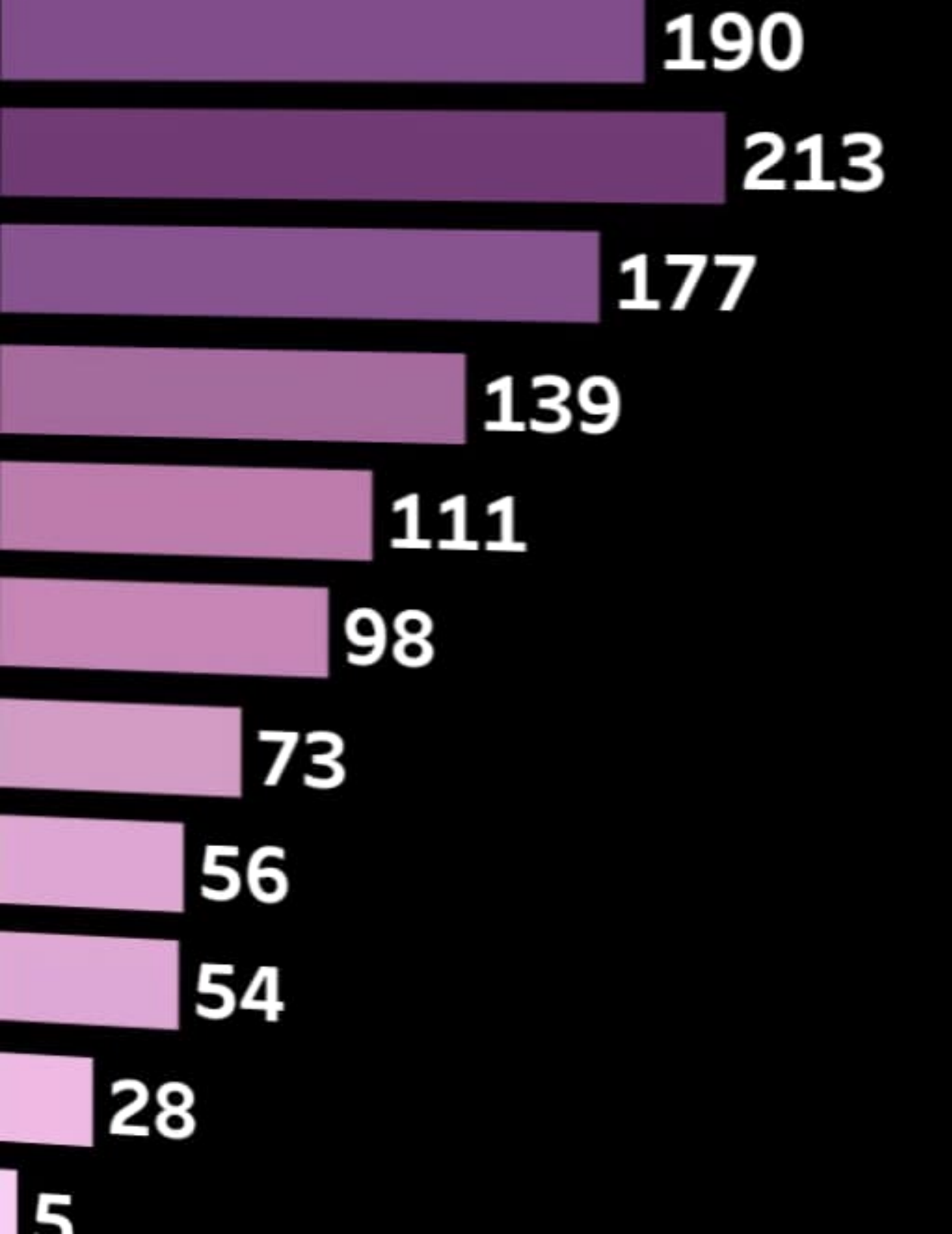
Job Satisfaction Rating

Education Field	1	2	3	4	Grand Total
Human Resources	9	9	6	9	33
Life Sciences	113	131	150	214	606
Marketing	53	61	71	51	236
Medical	90	87	140	118	435
Other	14	19	23	27	83
Technical Degree	26	28	43	35	132
Grand Total	305	343	443	459	1,470

Education Filed wise Attrition

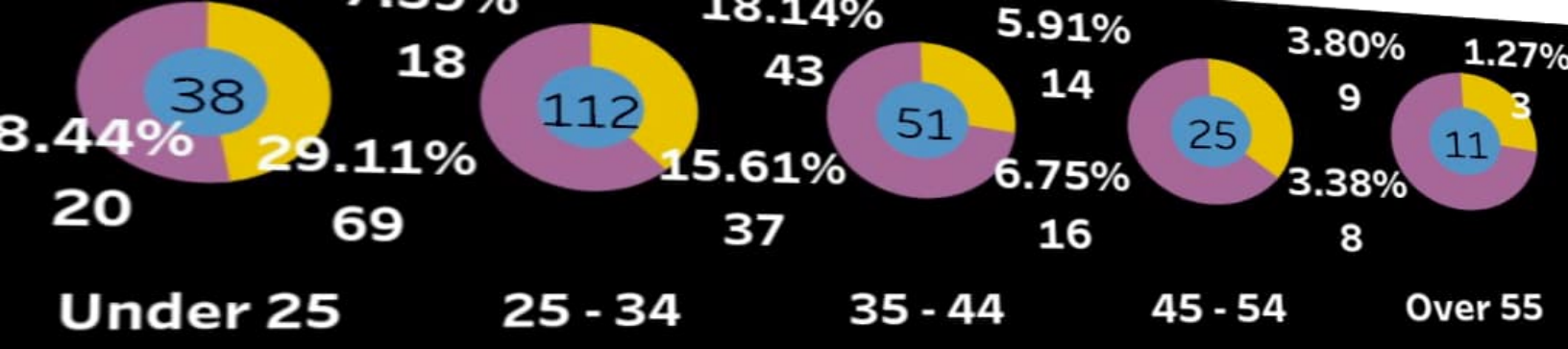
Attrition Rate by Gender of different Age Group


12
38.82%
92


190
213
177
139
111
98
73
56
54
28
5


63
35
32
11
7

	Job Satisfaction			
Job Role	1	2	3	4
Healthcar..	26	19	43	43
Human Re..	10	16	13	13
Laborator..	56	48	75	80
Manager	21	21	27	33
Manufactu..	26	32	49	38
Research ..	15	16	27	22
Research S..	54	53	90	95
Sales Exec..	69	54	91	112
Sales Repr..	12	21	27	23
Grand Total	289	280	442	459


18
18.14%
43
5.91%
14
3.80%
9
1.27%
3
38
112
51
25
11
8.44%
20
29.11%
69
15.61%
37
6.75%
16
3.38%
8
Under 25
25 - 34
35 - 44
45 - 54
Over 55

Speed: Tableau can process large datasets quickly, enabling real-time .

Interactivity: Interactive dashboards with filters and parameters empower users to explore data.
Scalability: Tableau can scale to accommodate the evolving needs of an organization as it grows.

Collaboration: Users can collaborate on dashboards and share them easily within the organization using Tableau Server.

Disadvantages

- *Cost:* Tableau can be expensive, especially for enterprise-level deployments.

- *Learning Curve:* Although user-friendly, there is a learning curve to master all of Tableau's features, particularly for complex analysis.

Data Preparation: Data cleansing and preprocessing may need to be done outside of Tableau, as it's not a data preparation tool.

Performance: Handling extremely large datasets can sometimes lead to performance issues.

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 Laboratory Technicians 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 attrit.

5 FUTURE SCOPE

Tableau in HR Analytics are having more scope in future.

1. Increased use of AI and machine learning: The use of AI and machine learning in HR analytics is expected to increase, allowing businesses to make more accurate predictions and data-driven decisions.

2. Greater emphasis on employee experience: HR analytics will focus more on employee experience, including employee engagement, satisfaction, and well-being.

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

4. Greater use of predictive analytics: Predictive analytics will become more prevalent in HR analytics, allowing businesses to predict future trends and make data-driven decisions accordingly.

5. Increased focus on skills development: HR analytics will play a more significant role in identifying skills gaps and developing training programs to address them.


Thank
you