HR Analytics and Employee Management

Scenario

You work as a data analyst for a large multinational corporation. The company aims to improve its HR policies, understand employee demographics, and enhance retention strategies. Your task is to analyze the historical HR data and present actionable insights to optimize HR practices and employee management using Power BI.

Dataset Description

The dataset contains detailed information about employees, capturing various aspects of their employment history and demographics. The dataset includes the following columns:

Employee ID: A unique identifier for each employee.

Full Name: The full name of the employee.

Job Title: The job title or position of the employee within the company.

Department: The department in which the employee works.

Business Unit: The business unit or division within the company.

Gender: The gender of the employee.

Ethnicity: The ethnic background of the employee.

Age: The age of the employee.

Hire Date: The date the employee was hired by the company.

Annual Salary: The annual salary of the employee.

Bonus %: The percentage of the bonus relative to the annual salary.

Country: The country in which the employee is located.

City: The city in which the employee is located.

Exit Date: The date the employee left the company, if applicable.

Latitude: The geographic latitude of the employee's location.

Longitude: The geographic longitude of the employee's location.

Objective

Analyze the HR data to identify trends, patterns, and insights that can inform HR policies, improve employee retention, and enhance overall employee management. Create a comprehensive Power BI dashboard to present these insights and help the company optimize its HR practices.

Here are a Few Questions to Help You with Your Analysis:

- **Employee Demographics**
  a. What is the demographic breakdown of employees in terms of gender, ethnicity, age and others?
  b. How does the demographic composition vary across different departments and business units?

- **Diversity and Inclusion**
  a. What is the level of diversity within the company in terms of gender, ethnicity, and age?
  b. How does diversity vary across different departments and job titles?

- **Geographical Analysis**
  a. How is the employee distribution across different countries and cities?
  b. Are there specific locations with higher concentrations of employees?

- **Job Title and Department Analysis**
  a. What are the most common job titles and departments?
  b. How do job titles and departments correlate with annual salary and bonus percentages?

- **Salary and Compensation Analysis**
  a. What is the distribution of annual salaries across different job titles, departments, and business units?
  b. How do bonus percentages vary across different demographic groups and job titles?

- **Hire and Exit Analysis**
  a. What are the hiring trends over time (e.g., monthly, quarterly, yearly)?
  b. Are there specific periods with higher hiring rates?
  c. What are the exit trends over time and which departments have the highest turnover rates?

- **Employee Retention and Tenure**
    a. What is the average tenure of employees in different departments and job titles?
    b. Are there patterns in tenure related to demographic factors such as age, gender, and ethnicity?

- **Actionable Insights and Recommendations**
    a. Based on the analysis, what recommendations can be made to improve HR policies, enhance employee retention, and reduce turnover?
    b. What strategies can be implemented to promote diversity and inclusion?