

# Detail Project Report (DPR)

## HR Analytics

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Lally

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### 1. INTRODUCTION

The management of human resources is today significantly impacted by the emergence of the global workforce and the increasing relevance of business analytics as a strategic organizational capability. Whereas human resources analytics has been largely discussed in literature in the last decade, a systematic identification and classification of key topics is yet to be introduced. In particular, there is room for conceptual contributions aiming to provide a comprehensive definition of concepts and investigation areas related to HR analytics. Using a systematic literature review process, we deconstruct the concept of human resources analytics as presented in a vast although fragmented literature, and we identify 106 key research topics associated to three major areas, i.e. enablers of HR analytics (technological and organizational), applications (descriptive and diagnostic/prescriptive), and value (employee value and organizational value). We also speculate on an “exponential” view of HR analytics enabled by the affirmation of artificial intelligence and cognitive technologies. The article provides a large systematization effort and a research agenda for developing further studies in the field of HR analytics. By a practitioner perspective, the study offers insights to support the design of innovative analytics projects within organizations.

### 2 Objective

HR is not just about hiring people it is an ocean of its own. HR department goes through a constant journey of finding, selecting, onboarding and monitoring the right talent. You are required to use analytics concept to provide a smooth monitoring of workforce for the HR department.

### 3. Process

#### 3.1 Data Sharing Agreement

File Name: HR Analytics Dataset.csv

Number of columns:35

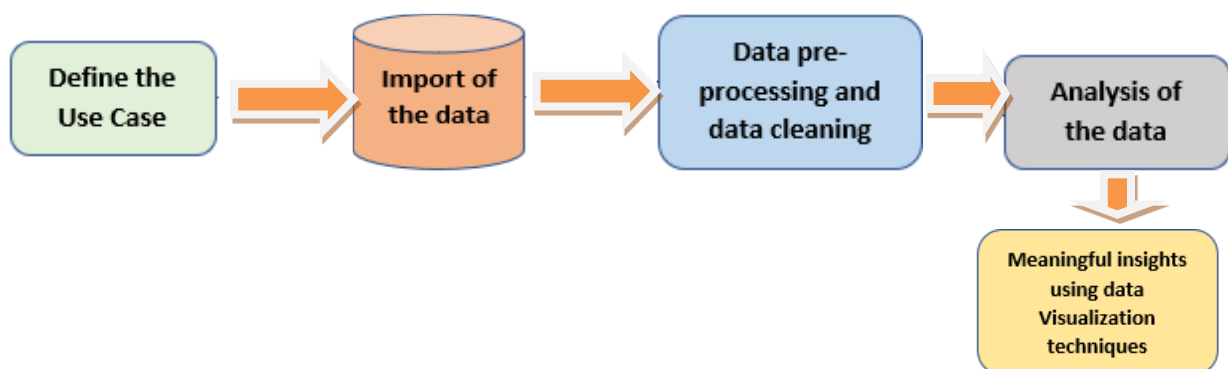
Column Name: Age, Attrition, Department, Education field, Gender, Job Role, CF-Age band

#### 3.2 Data Overview

The Data includes a single .csv file with all examples.

Number of attributes –35 attributes

#### 3.3 Architecture



### 3.4 KPI

#### **Overall Employees**

It Describes the total/ overall employees in the company

#### **Active Employees**

Active employees describe the how many active employees in the company

#### **Average Age**

Average age describe the average age of the employees

### 3.5 Insights

Department wise Attrition → Department R&D has the highest employee count 961

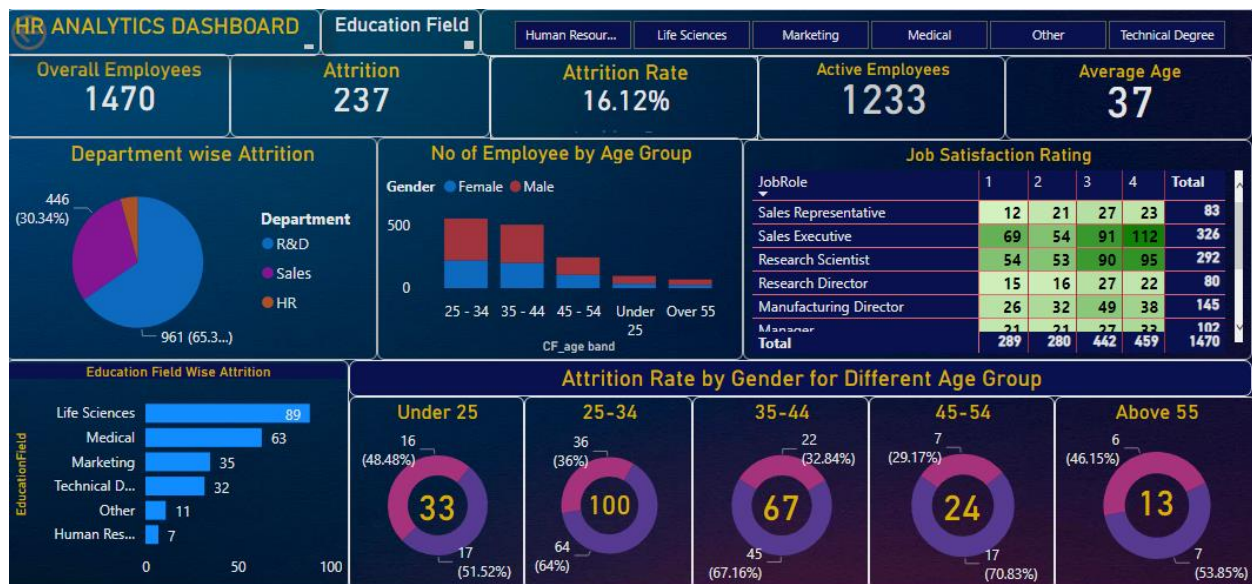
Department wise Attrition → Department HR has the lowest employee count 63

Education Field wise attrition → Education Field wise life science has highest count 89

Age group → In Age group 25-34 has highest number 100

Age group → In Age group above 55 has lowest number 13

### 3.6 Dashboard



### 3.7 Q & A

1. What's the source of the Dataset?

Ans.-The dataset is publicly available for research purposes. Dataset link.

2. What types of Data are present?

Ans.-The dataset consists of numerical and categorical data.

3.How do we perform data pre-processing?

Ans.-In this project data pre-processing is done using DAX in Power BI after loading the dataset.

4.What are the different ways of getting insights from data?

Ans.-We can get insights in multiple ways like performing Exploratory Data Analysis, making visualizations, and creating dashboards.