

Velagapudi Ramakrishna Siddhartha Engineering College

Kanuru, 520001



BUSINESS INTELLIGENCE HOME ASSIGNMENT - 4

Code : 20IT7403 A

Batch Members :

208W1A12A0

208W1A12A1

208W1A12A2

208W1A12A3

Submitted To :

Dr . G . Jaya Lakshmi

Department Of IT

Question – 10

Create a dashboard to interactive tactical dashboard for a human resources department demonstrates a fantastic use of a wide variety of demographics data that is both up to the minute and able to be manipulated to display data from various periods.

Solution :

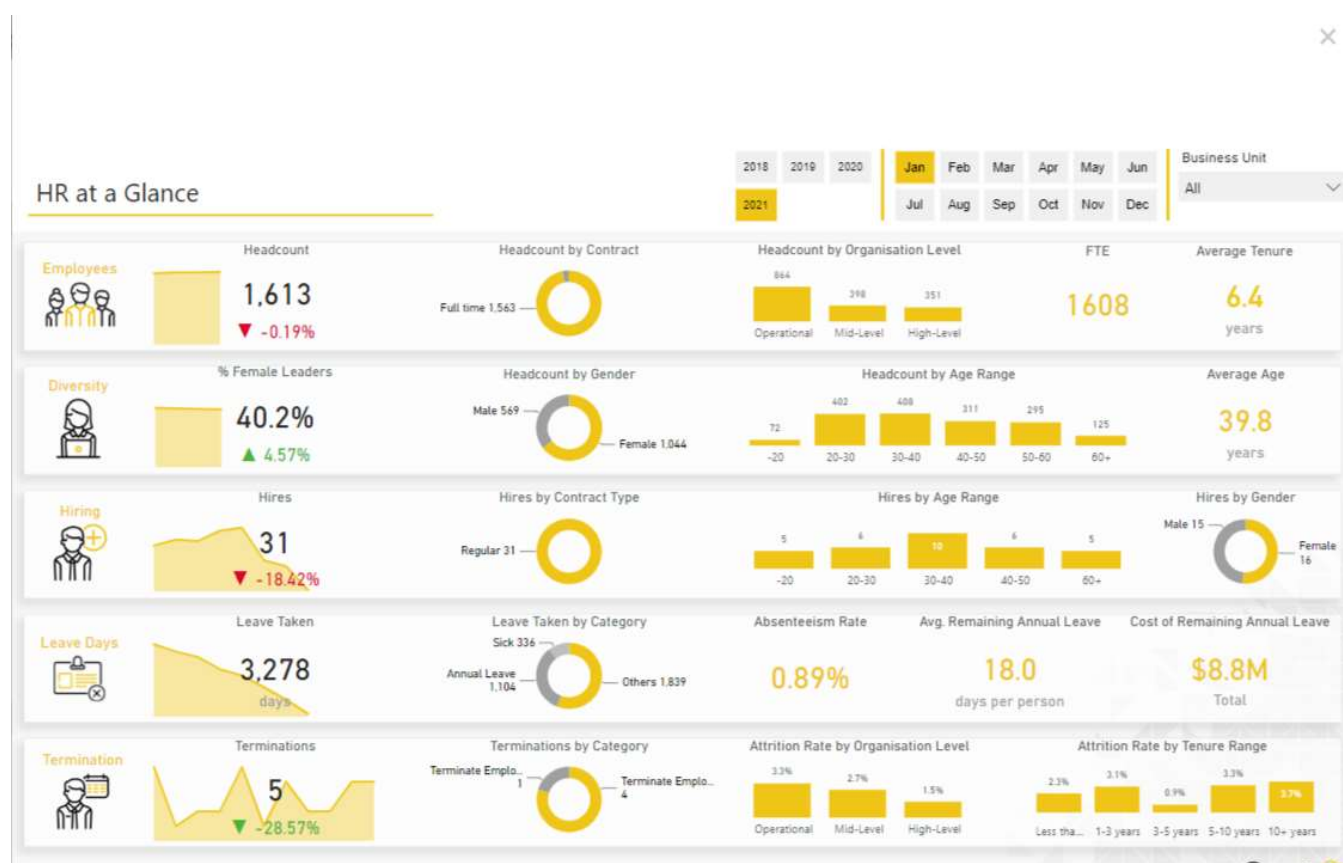
1. Overview: The dashboard should provide an overview of the key HR metrics. This could include things like headcount, turnover rate, employee engagement scores, and time to hire. The overview should be presented in an easily digestible format, such as graphs or charts.
2. Employee demographics: The dashboard should display employee demographic information such as age, gender, ethnicity, and job level. This data can help identify trends and areas for improvement in diversity and inclusion efforts.
3. Recruitment metrics: The dashboard should provide data on recruitment metrics such as the number of job applicants, the number of open positions, and the time to fill open positions. This data can help identify bottlenecks in the recruitment process and areas for improvement.
4. Performance metrics: The dashboard should provide data on performance metrics such as employee performance ratings, training completion rates, and employee satisfaction scores. This data can help identify high-performing employees and areas for improvement in employee development.
5. Compliance metrics: The dashboard should provide data on compliance metrics such as the number of HR-related incidents, the number of investigations, and the number of policy violations. This data can help identify areas for improvement in HR policies and procedures.
6. Customizable data filters: The dashboard should allow users to filter data by various demographics such as age, gender, ethnicity, and job

level. This can help identify trends and areas for improvement in specific areas of the workforce.

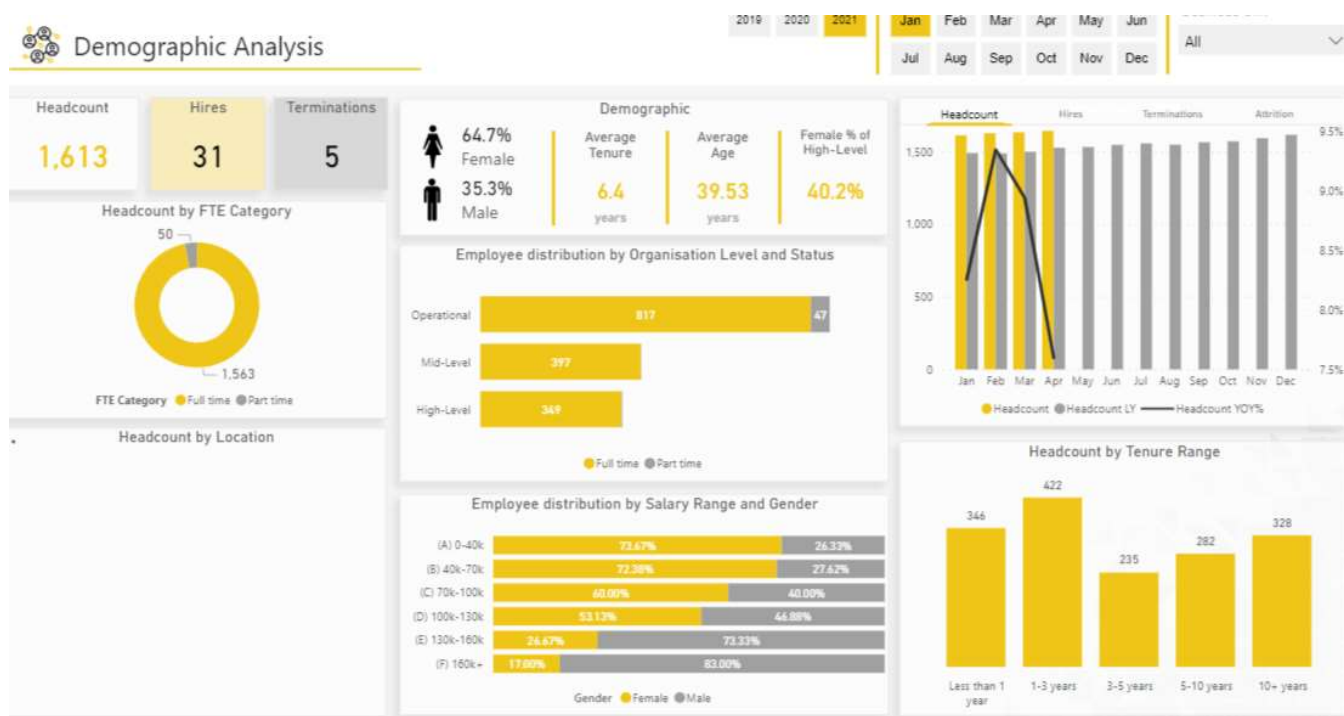
7. Real-time updates: The dashboard should provide up-to-the-minute data and be capable of displaying data from various periods. This can help HR professionals identify trends and respond to issues in a timely manner.

HR DASHBOARD

HR Glance View :



DemoGraphic Analysis View :



Diversity in Company :



Employee Profile :



Employee Profile

2018 2019 2020

2021

Jan

Feb

Mar

Apr

May

Jun

Jul

Aug

Sep

Oct

Nov

Dec

Employee ID

1000



Personal Information - Active

Employee Name James Bond
Date of Birth 4/13/1968
Date of Hire 7/7/2007
Date of Termination
Education Bachelors

Current Position

Business Unit Corporate
Job Title Business Intelligence Analyst
Location Sydney
Job Level 5
Contract Type Regular

Financials

Last Salary \$120,000
Cost of Annual Leave balance (\$2,989)

Last Performance Rating

Too early to evaluate

Leave Taken

25
days

Annual Leave balance

-15.2K
days

Date	Type	Name of Course	Hours	Cost
12/22/2018	External	Effective Presentation Skills	38	\$1,220
1/21/2019	External	Effective Presentation Skills	39	\$1,230
2/20/2019	Internal	Email Management	40	\$1,240
3/22/2019	Internal	Email Management	41	\$1,250
4/21/2019	Internal	Email Management	42	\$1,260
5/21/2019	Internal	Email Management	43	\$1,270
6/20/2019	Internal	Facilitation Skills	44	\$1,280
7/20/2019	Internal	Facilitation Skills	45	\$1,290
Total			862	\$4,930

Leave Days by Date

