

Project Report

1 INTRODUCTION

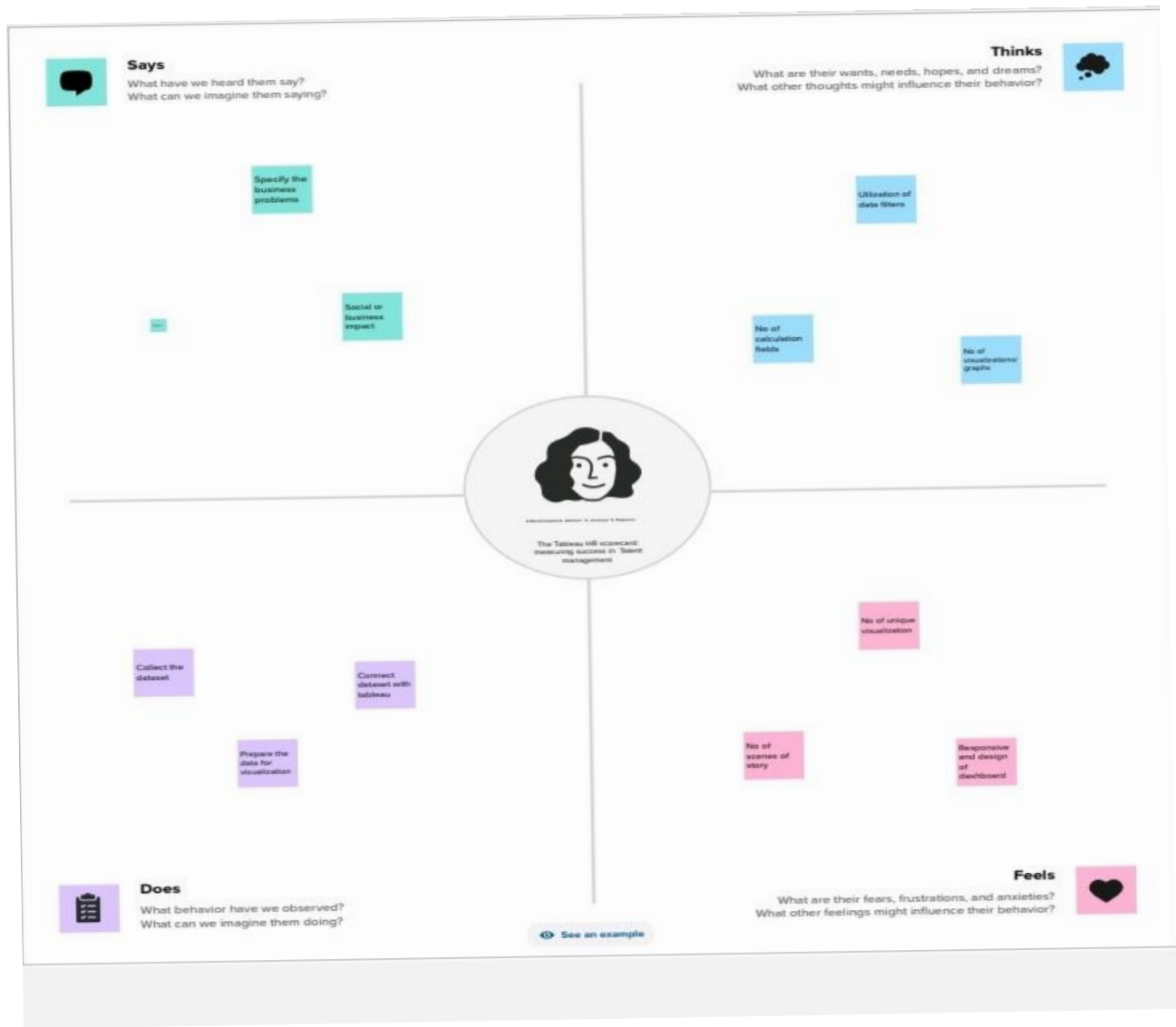
1.1 overview

Four members in our team. Team ID NM2023TMID15851.

1.2 Purpose

I learned a lot. Very useful to me.

2 Problem Definition & Design Thinking



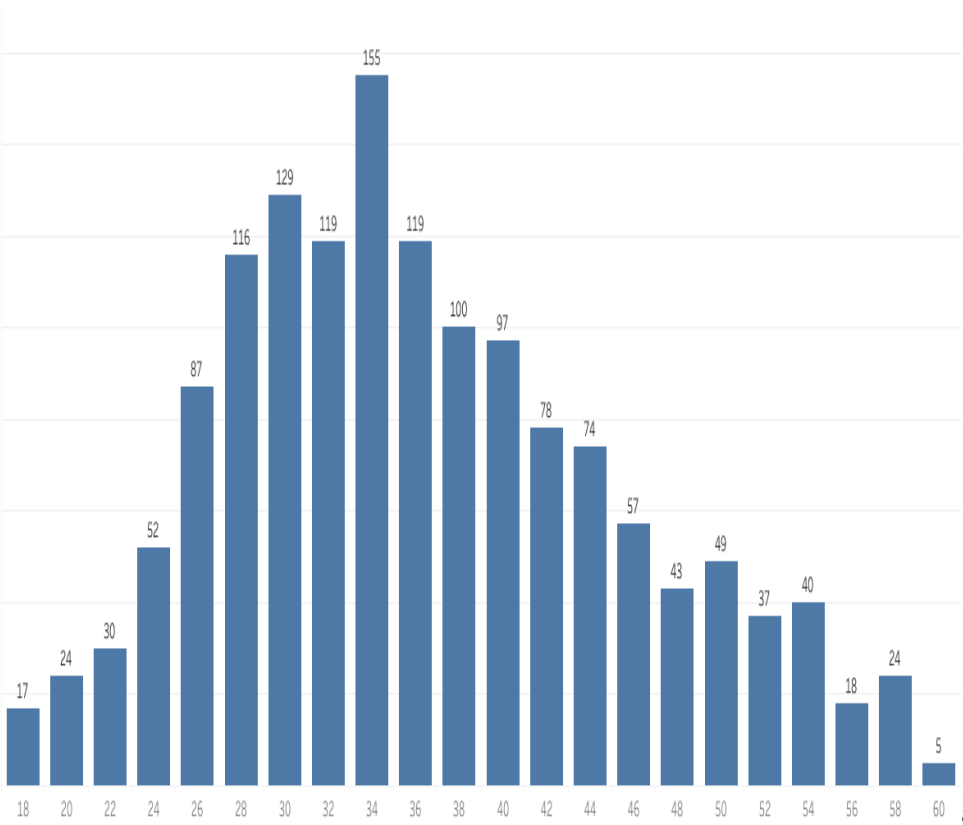
2.2 Ideation & Brainstorming Map



1. Result

HR Analytics is the propose of collecting and analyzing human recourse data in order to improve organization workforce performance. The propose can also be sterned to as talent analystics ,people analytics and workforce analytics. This method to data analytics takes data that is routinely collected by

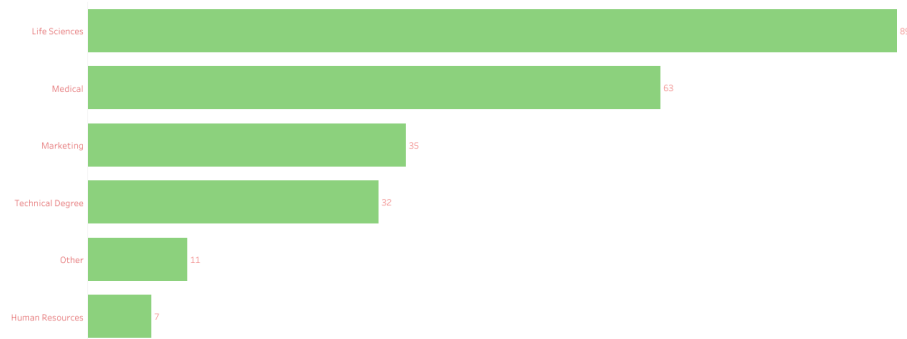
No. of employees by Age Group



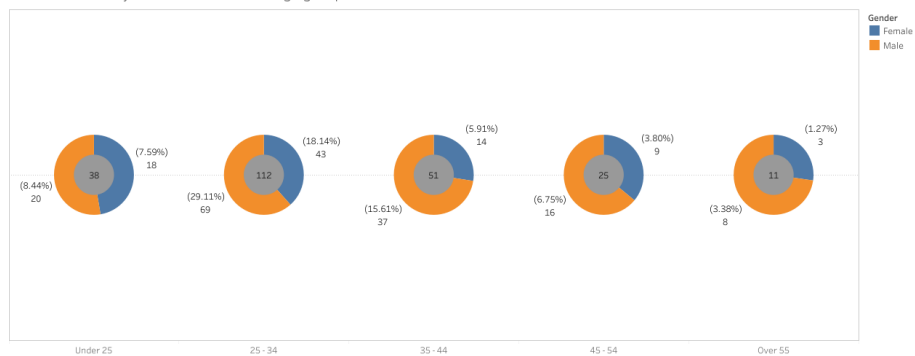
and organization objectives.

and collects it to HR

Education Field Wise Attrition



Attrition Rate by Gender for different age group



ADVANTAGES AND DISADVANTAGES

Advantages

1. High performance

User the data table over all performance as strong and secure. It can handle millions of rows of data with ease. The huge advantage of having of having tableau is different types of visualizations can be created at one start.

2. Mobile –friendly

There is an accomplished mobile app available for IOS and Android which adds mobility to Tableau users and allows them to keep statistics at their fingertips. The app supports practically that a desktop and online version has.

3. Easy to Upgrade:

Tableau customers are happy with using the latest release of the software because the upgrades are easy to be carried out.

4. Low Cost:

Tableau is relatively a low-cost solution compared to other big data counterparts such as Qlik and Business Objects.

5. Quality Customer Service:

Tableau has user and developer community where the queries are answered quickly.

6. Ease of Use:

It is easy to use since it is simple user interface software. Also, it is simple to drag and drop interface which is very easy to learn.

Disadvantages

1. Poor Versioning

The main disadvantage of using Tableau is, only recent versions supports revision history and for the older one's package rolling back is not possible.

2. Need Manual Effort:

Tableau's parameters are inactive and only a single value can be selected using a parameter. You need to update it manually whenever the data gets change.

3. No Automatic Refreshing of Reports:

You don't get an automatic option to refresh your reports with the help of scheduling. Therefore, some manual effort required to update the data in back-end.

4. No Version Control:

Once the dashboards and reports are published on the server you can't get back to the previous levels of data in Tableau. It is not possible to go back and recover old data.

5. Not a Comprehensive Solution

Even if the Tableau Software is easy to use for BI application, still it doesn't provide any platform for developing analytic applications that can be widely shared. Also, it doesn't suit the business that has expanded deployments of broad business.

APPLICATIONS

The area this solution can be apply are recruitment, talent acquisition, employee retention, employee engagement workforce planning, performance management, cost optimization, employee satisfaction, employee feedback etc,

CONCLUSION

Tableau's powerful data visualization capabilities empower HR professionals to address attrition head-on. By digging deep into data and asking the right questions, HR teams can uncover insights that drive strategic decisions. Through these insights, organizations can implement targeted interventions to improve employee retention, foster a healthier work environment, and create a more engaged and satisfied workforce.

Some findings

- From this department wise attrition chart it is clear that Research and Development i.e, R & D has higher rate of about 56.12%
- From the representation of employees by age group, maximum is at the age of 32 to 34 of about 213 and least is 60 years and 5 employees is at the bond

- 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.
- 89 employees are from life sciences background medical science scores second with 63 employee while 7 are from Human Resource background
- 112 employees in 25 to 34 age group are attrit.

5. FUTURE SCOPE

Here are some of the predictions for the future of HR analytics:

- 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.
- Greater emphasis on employee experience: HR analytics will focus more on employee experience, including employee engagement ,satisfaction,and well-being.
- More emphasis on diversity and inclusion :HR analytics will play a more significant role in promoting diversity and inclusion in the workplace.
- Greater use of predictive analytics predictive analytics will become more prevalent in HR analytics, allowing business to predict future trends and make data- driven decisions accordingly.
- Increased focus on skills development HR analytics will play a more significant role in identifying skills gaps and developing training programs to address them.

These are just a few examples of how HR analytics is expected to evolve in the future.