REPORT ON HR ANALYTICS
INDICRAFT VINTAGE PVT LTD.

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This report aims to understand the HR Analytics data and help to better improve employee performance and to improve the employee retention by reducing attrition. This report also aims to create a dashboard to better understand the statistics of the data and to perform the above-mentioned aims using the data statistics visualized by the dashboard. The dashboard was created using Tableau software and the data statistics were visualized using the same. The links to the tableau dashboards which have been uploaded to Tableau Public are given below -
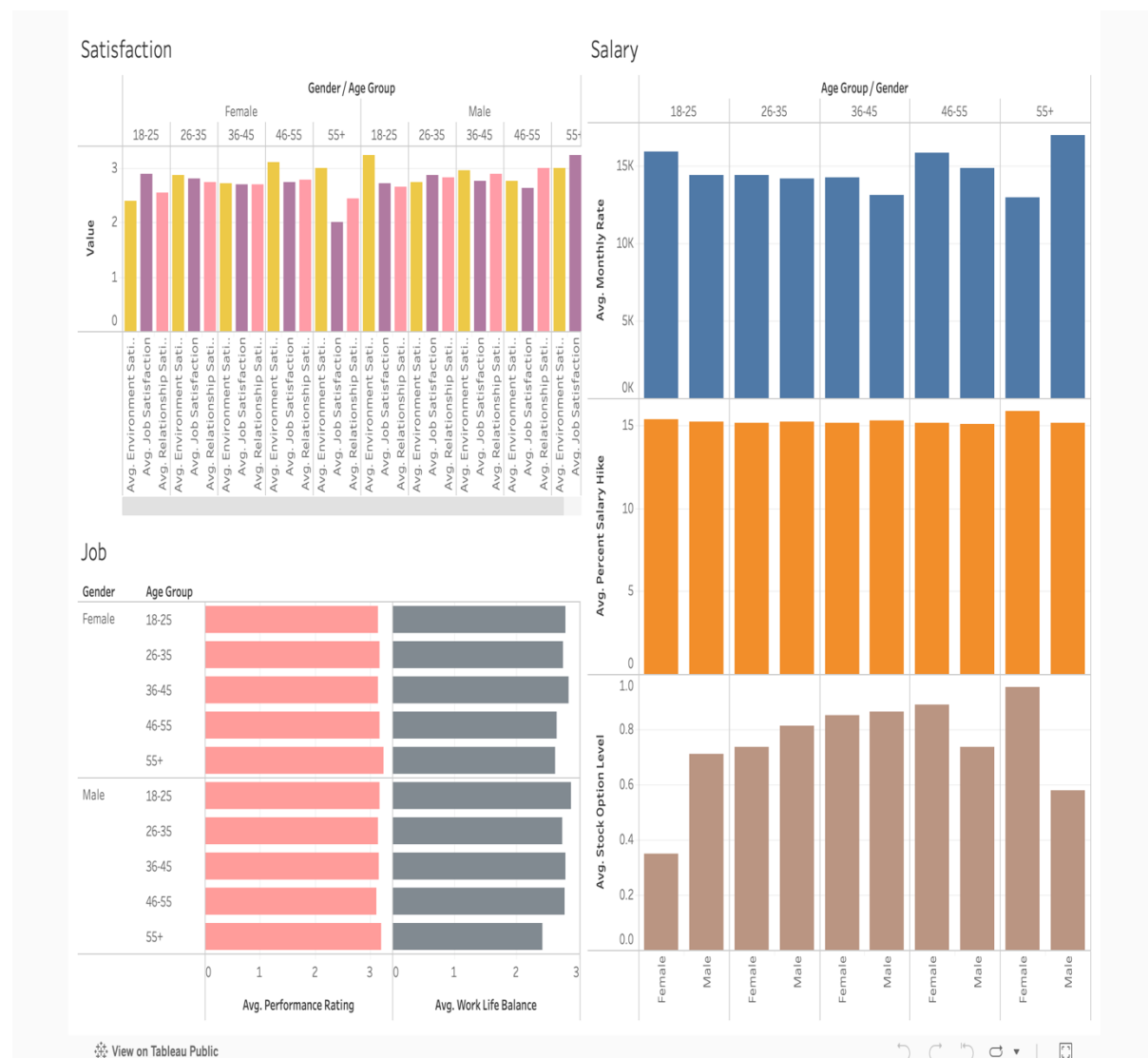
- Dashboard to improve Employee performance :-
  https://public.tableau.com/app/profile/navneeth.sreenivasan/viz/Employeeperformanceoverenvironmentjobandsalary/Dashboard1

- Dashboard to improve employee retention :-
  https://public.tableau.com/app/profile/navneeth.sreenivasan/viz/AttritionlevelthroughgenderbySalaryMarriageandovertime/Dashboard2?publish=yes

DASHBOARD TO IMPROVE EMPLOYEE PERFORMANCE

The dashboard was created using Tableau and examines the satisfaction levels (environment satisfaction, job satisfaction and relationship satisfaction), the job levels (performance rating and work-life balance) as well as the salary levels (monthly rate, salary percent hike and the stock options) available to the people separated based on Gender and Age group. A screenshot of the dashboard is provided on Fig-1 below.

When it comes to the satisfaction levels, we can see that on a scale of 0-5, almost everyone gave a score of 3, no matter whether it was the job, environment, or relationship satisfaction. Females of the age 18-25 gave less scores for environment satisfaction than their male counterparts, whereas the rest of the females have given almost equal scores to that of males in the rest of the age groups for environment satisfaction, indicating that 18–25-year-old females do not have a good working environment. The average job satisfaction has reduced for females over the age groups, with the highest being in 18-25 range and the lowest in the 55+ range. For male, the job satisfaction also follows a similar trend, but it suddenly increases for the over 55+ group. This could indicate that females suffer more job dissatisfaction after they are 55 whereas males enjoy job satisfaction more after they are 55. The job relationship satisfaction has slowly

increased for the age groups and then after 55, there is a sudden decrease in it, across both the genders. This is somewhat same for both the genders, however, the sudden decrease after 55, suggest that people over 55 do not have a good relationship with their jobs.

(Fig-1: Screenshot of the Dashboard to improve Employee performance)

When it comes to job levels, we can see that everyone has given an average score of 3 on a scale of 0-5. The average performance rating has somewhat remained consistent on 3 across the genders and the age groups. In fact, the performance rating for females have slowly increased across the age groups. For men in the age group between 46-55, there is a small decrease, however, they make it up by the time they are 55+. The work-life balance remains somewhat consistent for females until they are 45, then it suddenly decreases. For males, this reduces earlier itself, at 26, and reduces more at 55. This indicates that males suffer more work-life imbalance earlier on in their life whereas females suffer it later in their life.

When we look at the salary spectrum, we can see differing scenarios. The average monthly rate remains somewhat higher for females than males of 18-25, almost equal for 25-35, again slightly higher for 35-45 and 45-55, and suddenly becomes significantly lower than that for males after 55+. This indicates that males get lower salary than females when they are 18-25, but after 55, males get more. The average percent salary hike is almost same across the genders and the age group; however, females get more than that of males after 55+ years of age. The stock options remain lower for females than that for males across 18-25 years of age and remains somewhat lower across 25-35 and 35-45; however, it increases after 45 and after 55, females stock options are almost double that of males. This shows us that, though monthly rate may be less, the stock options is high and vice-versa, across the genders and age groups, since for any gender for any age group, if their monthly rate is less, they have more stock options and if they have less stock options, then their monthly rate is more. These are some interesting findings.

Summary of the findings –

- 18–25-year-old females do not have a good working environment
- Females suffer more job dissatisfaction after they are 55
- People over 55 do not have a good relationship with their jobs
- Males have less work-life balance while they are 18-25 years old whereas females suffer the same from 45-55 years and after 55 years
- Though monthly rate may be less, the stock options are high and vice-versa

DASHBOARD TO IMPROVE EMPLOYEE RETENTION

The dashboard was created using Tableau and examines the Attrition levels to improve the employee retention rate. We first examine the Salary slab over Number of companies worked, years at a company, years in the current role, years since promotion and years with the current manager. Then we see how attrition levels have increased or decreased alongside gender and marital status. Finally, we will examine if attrition has any roles in the distance to travel to work and Overtime statistics. A screenshot of the dashboard is given in Fig-2 below.

When we compare the salary slab with the various years of experience, we get a wide range of experience. We see that people who earn less (up to 5k), have low values across the spectrum. They have worked in a smaller number of companies, less years at a company, less years in the current role, less years since promotion and less years with the current manager. This could mean that maybe they are new hires with less overall experience. On increasing the pay, all these values increase. We can see that people who have more than 15k have the highest values. All the metrics (Number of companies worked, years at a company, years in the current role, years since promotion and years with the current manager) also increase with salary. This could mean that people with more experience and indirectly, people who are older enjoy more privileges at the company than the new hires in the company.
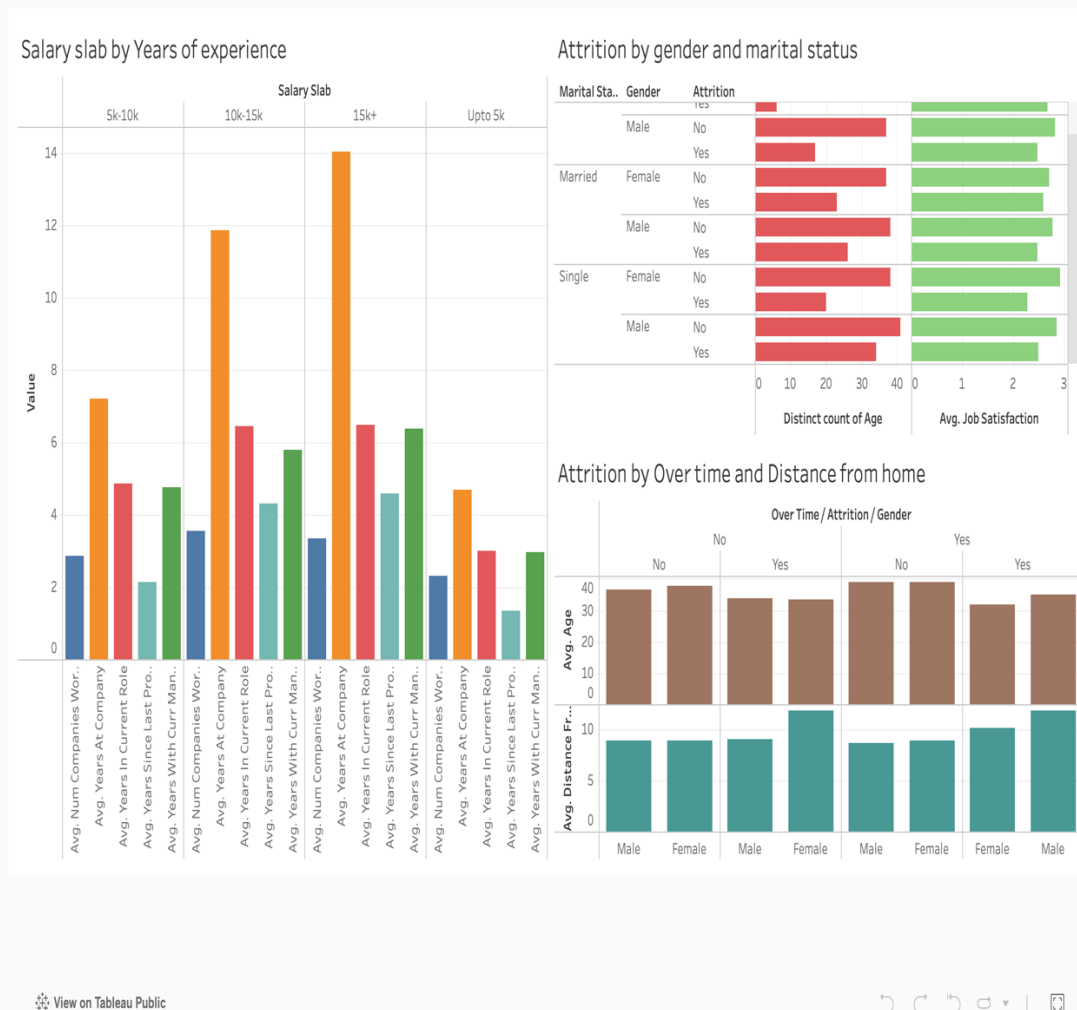
(Fig 2 – Screenshot of the Dashboard to improve employee retention)

When we examine attrition levels by gender and across marriage statistics, we can see a few interesting trends. Single females at around 20 years and single males at 35 years have more attrition rates compared the single females and males over 40. Married females and males around 25 have higher attrition rates compared to married females and males over 40. Divorced females and males of ages less than 20 and around 20 respectively have lesser attrition rates than divorced females and males at ages around 35-40. Single females and single males who have less job satisfaction are also more likely to leave the company. Married males are more common than married females to leave the company. Divorced males also have more tendency to leave the company compared to divorced females. All in all, it shows a lot of interesting findings and trends. We can see that married people are more likely to leave the company, but only while they are in between 20 and 30, and less so, because of job satisfaction.

When we look at the attrition tendencies due to distance from home and overtime work, we see some interesting patterns. Both men and women who work overtime are more likely to leave

the companies in between 30-35 years of age; however, people who work overtime and not likely to leave the company are also high. People who work overtime but need to travel more distance to come to work are equally likely to leave the company. Females who do not work overtime but must travel more distance to come to work than their male counterparts are also more likely to leave the company, most of them being less than 35 years old. All in all, it makes for some interesting findings from the attrition data.

Summary of the findings –

- People with more experience (People who are older) enjoy more privileges at the company than the new hires
- Single and married females and males are more likely to leave the company at ages around 25 than their counterparts at ages around 40
- Single people with less job satisfaction are likely to leave the company
- Married and divorced males are more likely to leave the company than married and divorced females
- Both men and women who work overtime are more likely to leave the companies in between 30-35 years of age
- Females less than 35 years of age who need to travel long distance to come to work are more likely to leave the company