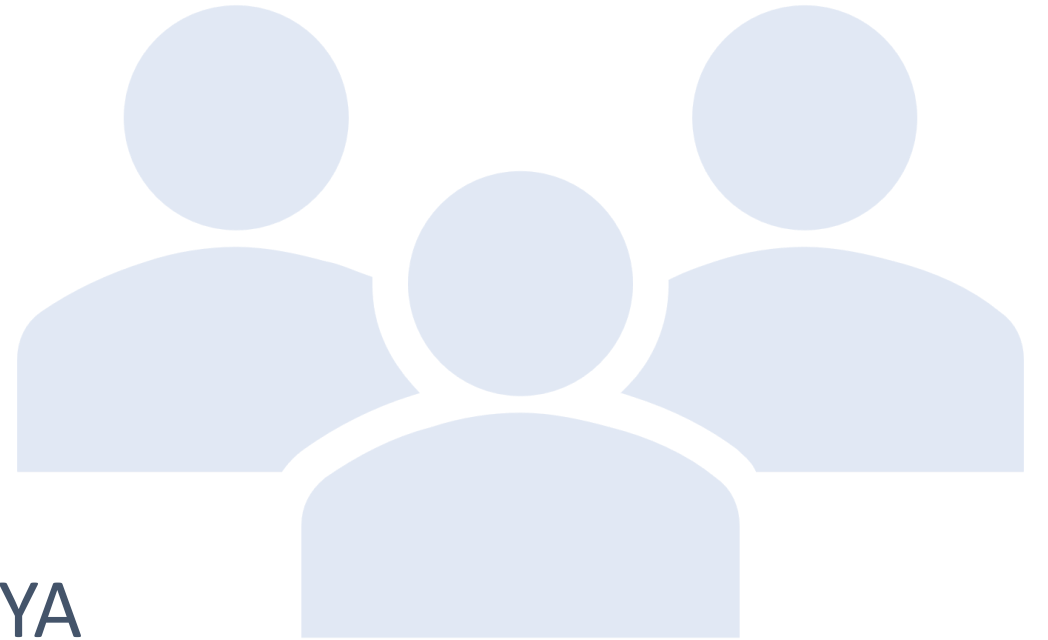# PEOPLE ANALYTICS PROJECTS

NIKHIL GURUPRSAD ACHARYA

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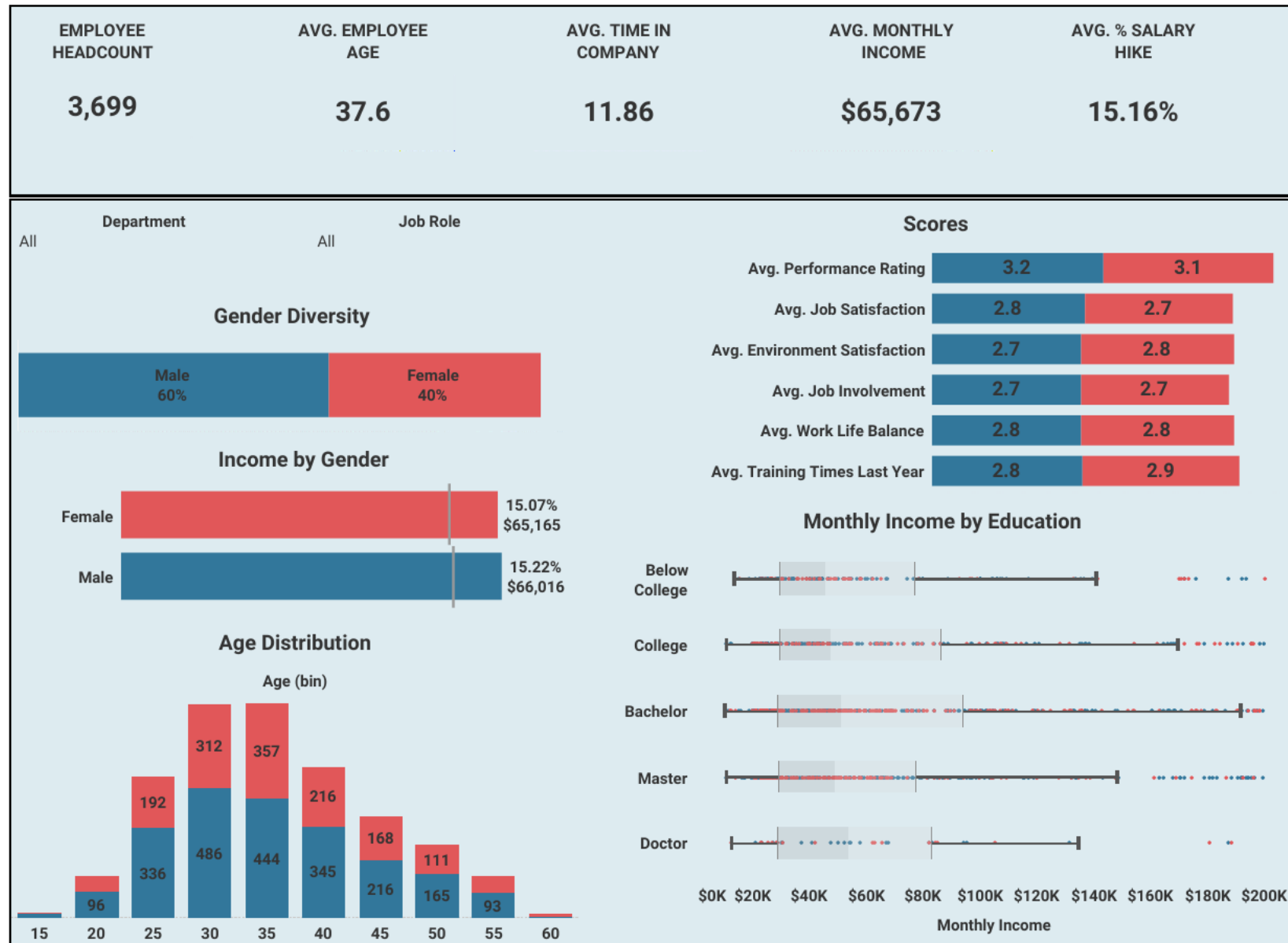
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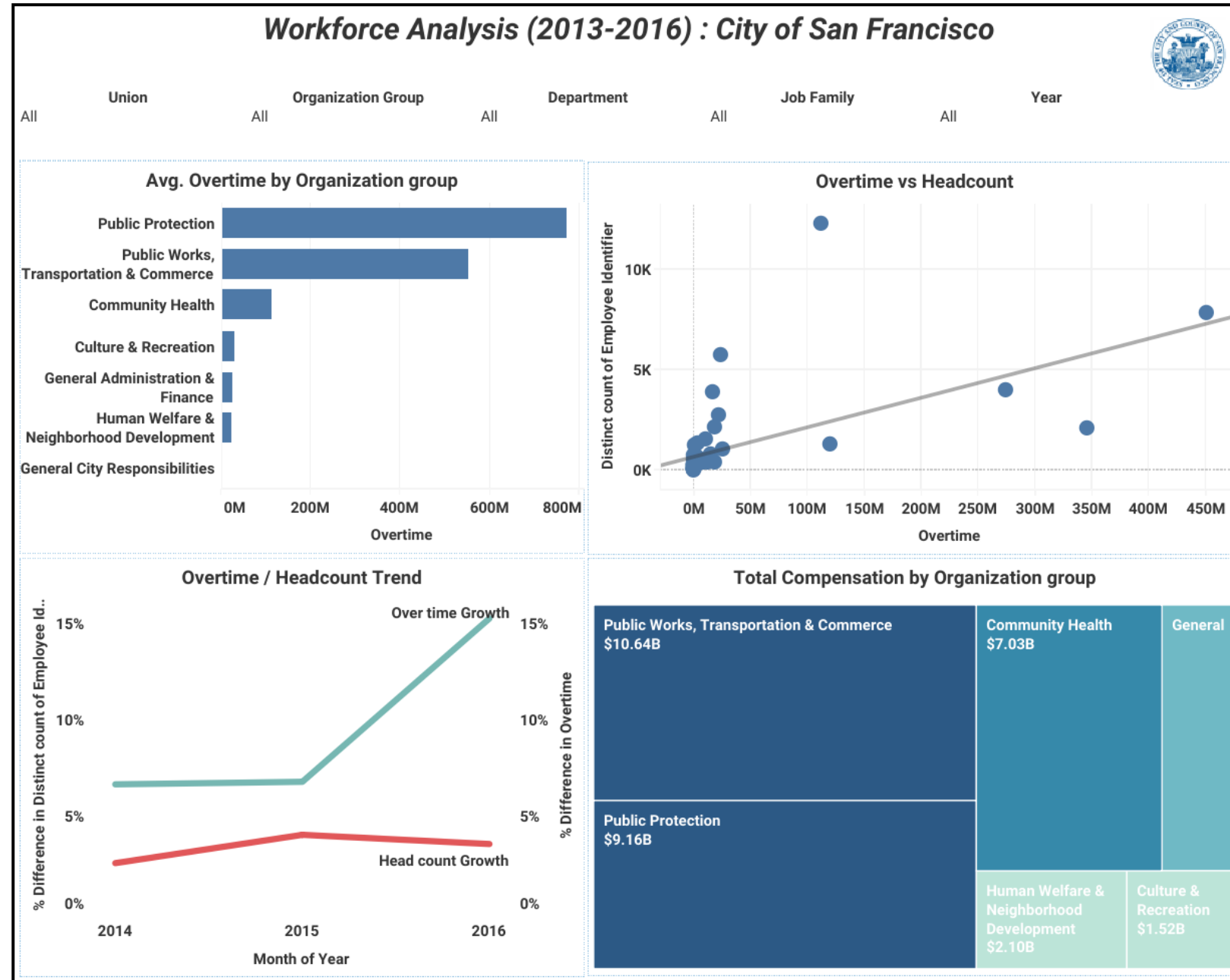
People Analytics Dashboard

- This people analytics tableau scorecard helps to statistically visualize HR metrics such as **employee headcount, diversity, average scores** (performance, job satisfaction etc.), age distribution, income v/s education for multiple departments and job roles

- Link to view the dynamic dashboard

PEOPLE ANALYTICS DASHBOARD

EMPLOYEE HEADCOUNT	AVG. EMPLOYEE AGE	AVG. TIME IN COMPANY	AVG. MONTHLY INCOME	AVG. % SALARY HIKE
3,699	37.6	11.86	$65,673	15.16%

Department — All   Job Role — All

Gender Diversity
Male 60% | Female 40%

Income by Gender
Female — 15.07% $65,165
Male — 15.22% $66,016

Age Distribution
Age (bin)

312, 357, 192, 486, 444, 336, 216, 345, 168, 216, 111, 165, 93, 96

15 20 25 30 35 40 45 50 55 60

Scores
Avg. Performance Rating	3.2	3.1
Avg. Job Satisfaction	2.8	2.7
Avg. Environment Satisfaction	2.7	2.8
Avg. Job Involvement	2.7	2.7
Avg. Work Life Balance	2.8	2.8
Avg. Training Times Last Year	2.8	2.9

Monthly Income by Education
Below College
College
Bachelor
Master
Doctor

$0K $20K $40K $60K $80K $100K $120K $140K $160K $180K $200K
Monthly Income

Workforce Analysis: City of San Francisco

- This Workforce Analysis dashboard is designed to track employees **overtime hours** for city of San Francisco across organization group, department, compensation and job family, between 2013 – 2016

- [Link](#) to view the dynamic dashboard

Workforce Analysis (2013-2016) : City of San Francisco

HR Analytics: Employee Attrition

- This tableau dashboard helps in visually analyzing **Attrition** for various features such as Job role, years since last promotion, age etc. across departments and job roles

- [Link](#) to view the dynamic dashboard

Workforce Diversity Scorecard (AWS QuickSight)

- This **AWS QuickSight dashboard** is built to visualize workforce and gender diversity across metrics like job level, average tenure and performance KPIs

- GitHub [Link](#)