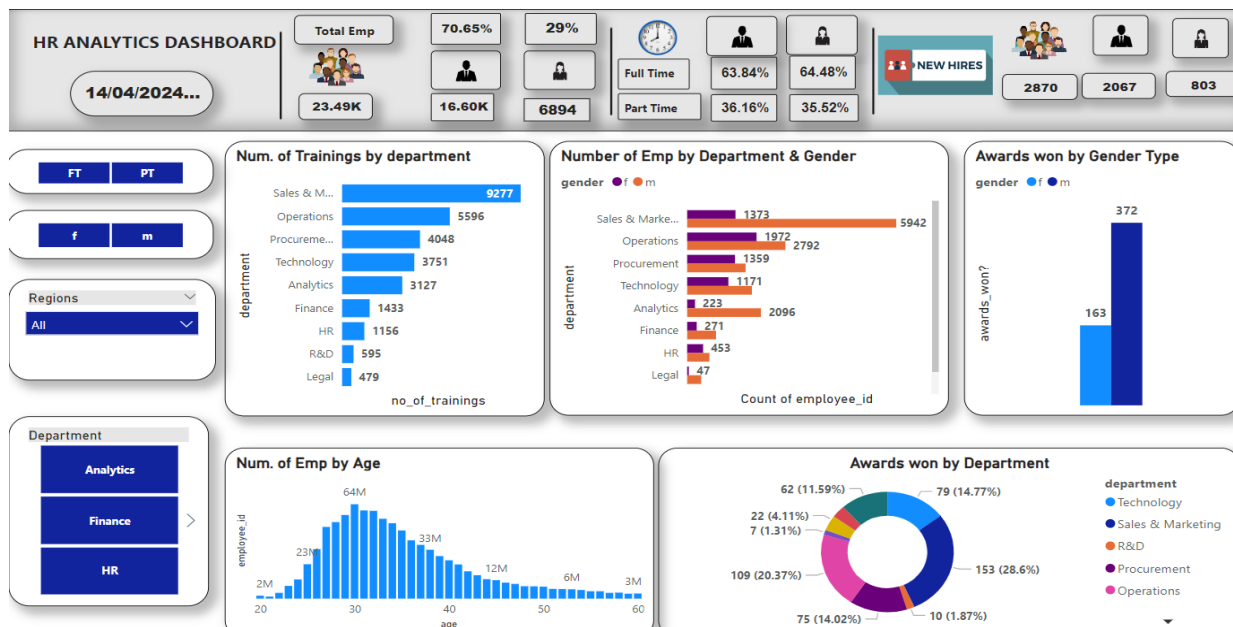


Human Resource Analytics Project 1

Analyzing Altera Employee Data.

Business Task

Objective: Develop a Simple HR Analytics Dashboard that provides insightful reporting on the workforce of the organization. The dashboard should serve as a decision-support tool highlighting key metrics and performance indicators.



Key Deliverables:

1. **Total Employees:** Implement a widget that displays the current total number of employees within the organization.
2. **Employment Type Breakdown:** Create a chart that compares the number of full-time employees to part-time employees, offering insight into employment structures.
3. **Employee Recruitment Channels:** Determining Employee Recruitment Channels can be pivotal for several aspects of human resources and organizational strategy. Assess which recruitment channels bring in the highest number of successful candidates. If applicable, success can be measured in terms of candidates who pass interviews, are offered jobs, and accept those offers.
4. **Gender Distribution:** Generate visualizations such as pie charts or bar graphs that represent the distribution of employees by gender across the company.
5. **Department Overview:** Construct charts that visualize the number of employees within each department, facilitating a clear understanding of manpower allocation.
6. **Location Distribution:** If applicable, integrate a section that breaks down the number of employees by their geographic location to display workforce distribution.
7. **Training Metrics:** Represent the total number of trainings completed company-wide and provide a breakdown of training participation by department.
8. **Awards and Recognition:** Design visuals that highlight the number of awards won, segmented by department and gender, to showcase areas of excellence.

9. **Employee Age Distribution:** Create an age distribution histogram or similar graph to analyze the demographic composition of the workforce.
10. **Gender-Based Ratings and Experience:** Develop visualizations that correlate gender with performance ratings and levels of experience within the organization.
11. **Education Level:** Exhibit a chart that categorizes the number of employees according to their highest level of education completed.
12. **Performance Metrics:** Include key performance indicators such as 'KPIs met', 'average training scores', and 'ratings' to give insight into the performance landscape of the employees.
13. **Length of Service:** How long has an employee being in the organization?

Data Handling: You are expected to utilize the provided dataset, ensuring data accuracy and relevance. Handling of missing data, data cleansing, and preparation should be conducted as preliminary steps before visualization.

Interactivity and Usability: The dashboard should be interactive, allowing users to filter by different categories like department, location, gender, and education levels. It should also be intuitive and user-friendly, ensuring that non-technical stakeholders can make sense of the data presented.

Reporting and Presentation: The final dashboard should be presented with a brief report explaining the design choices, insights gathered from the visualizations, and recommendations for decision-makers based on the data.

Evaluation Criteria:

- Accuracy of data representation.
- Aesthetic and clarity of visualizations.
- Relevance and usefulness of the insights provided.
- Interactivity and ease of navigation within the dashboard.
- Quality of the final presentation and report.