

Project 3 – HR Dashboard

Overview of the Human Resources Data

The HR department has the same reporting model across different companies, even when they differ by industry or size. The Dashboard need to have how many are new hires, active employees, and employees who left and tries to uncover any trends in the hiring strategy. Our main objectives are to understand:

- Who we hire
- Biases in our hiring strategy
- Trends in voluntary separations

KPI's : Tab 1 : Analysis on New Hires

New Hire Logic : Consider Last 1 Year Joining are New Hires where termination date is blank

Calculate New Hire Count, New Hires Same Period Last Year, Actives YoY % Change By Month tile.

New Hires Jan CY (A)	10
New Hires Jan LY (B)	7
Variance (C = A - B)	3
% YoY Change (D = C/B)	43%

KPI's : Tab 2 : Active Employees Vs Separations

Total Employees = Count of Employee ID

Active Employees = Count of Employee ID where Termination Date is Blank

Separated Employees = Count of Employee ID where Termination Date is Not Blank

Total Employees (A)	12
Active Employees (B)	10
Seprated Employees (C)	2
% Sep Employees (D = C/A)	17%
% Active Vs Total (E = B/A)	83%

KPI's : Tab 3 : Total Employees Vs Bad Hires

Bad hires : Employees leaves the organization within 60 Days

Total Employees = Count of Employee ID

Description	Emp 1	Emp 2	Emp 3
Hire Date (A)	22-May-14	24-Sep-13	04-Oct-13
Term Date (B)	23-May-14	12-Oct-13	17-Dec-13
Working Days (C=B-A)	1.00	18.00	74.00
Status	Bad Hire	Bad Hire	NA

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Tab 1 : New Hires

New Hires

1,609

New Hires CY

1,907

New Hires LY

-298

Variance CY Vs LY

-15.6%

% Variance



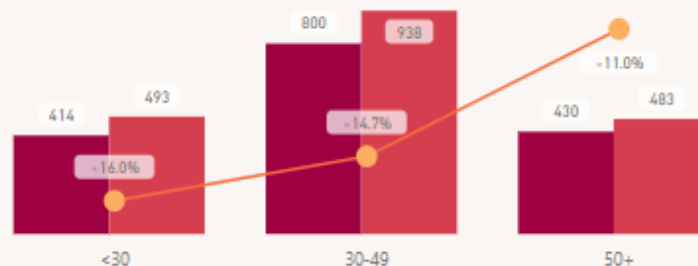
1,284



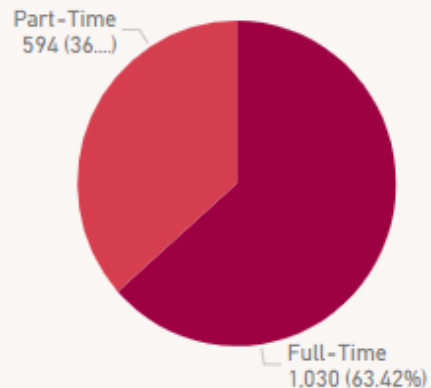
325

New Hires CY, New Hires LY and Variance % by AgeGroup

● New Hires CY ● New Hires LY ● Variance %

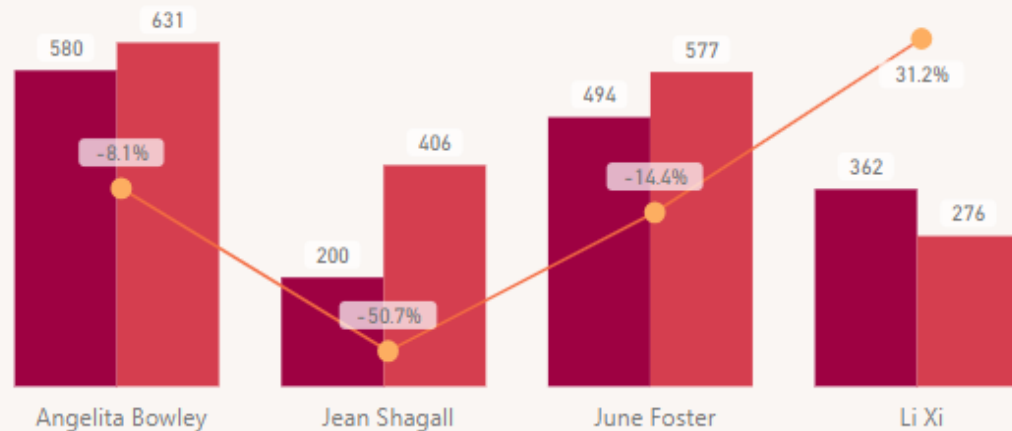


New Hires CY by Job Type

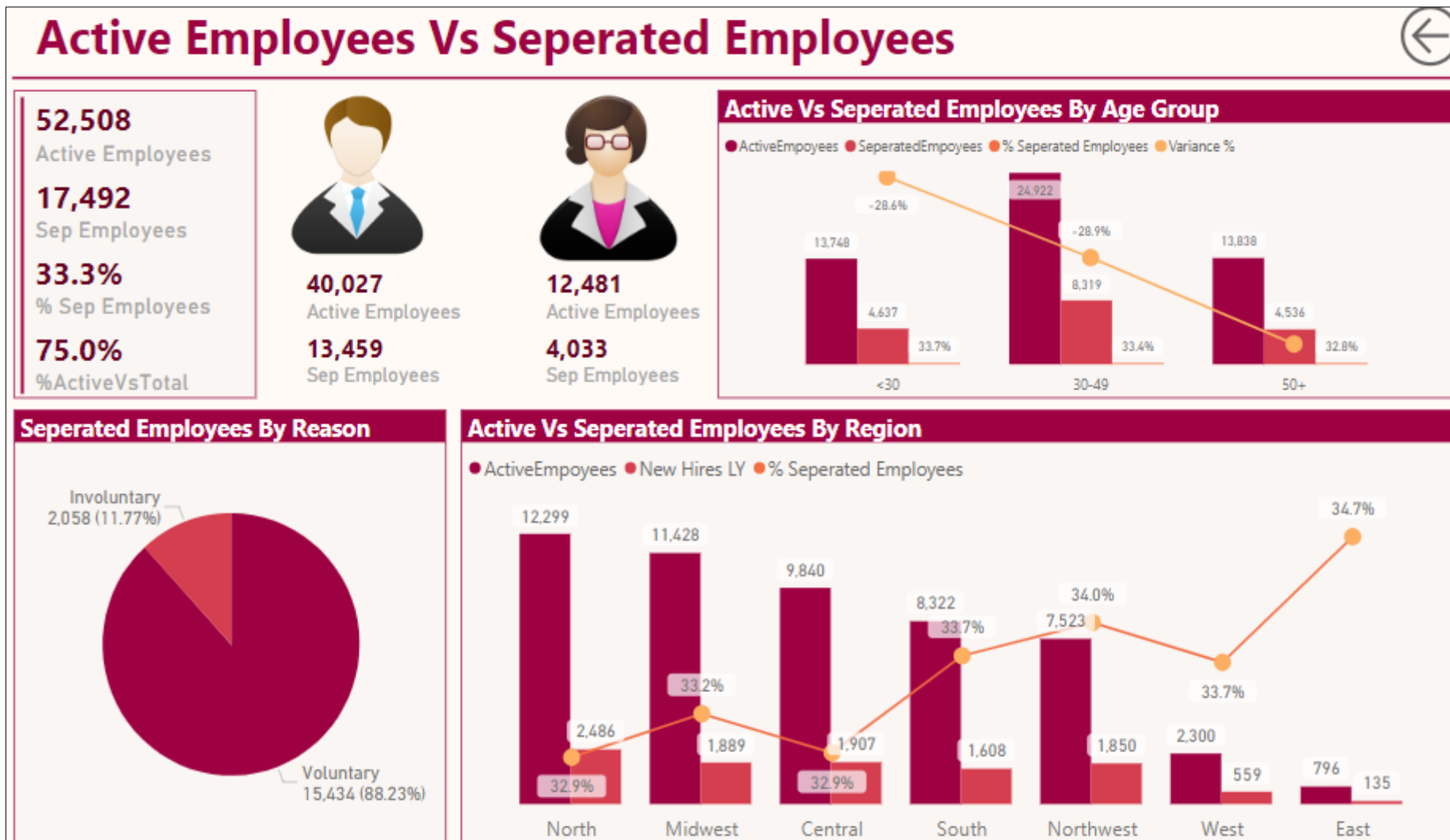


New Hires CY, New Hires LY and Variance % by Region and VP

● New Hires CY ● New Hires LY ● Variance %



Tab 2 : Active Employees Vs Separated Employees



Tab 3 : Bad Hires

