



HR Analytics

The HR Analytics Dashboard provides a comprehensive view of key workforce metrics, including recruitment sources, turnover rates, diversity, and employee engagement. It highlights top-performing channels like LinkedIn and Indeed while addressing retention challenges with a 33% turnover rate. The dashboard enables deep insights into attendance, satisfaction, and termination reasons across departments, supporting targeted improvements. Interactive filters allow users to customize analysis by department, manager, and hiring dates, ensuring actionable insights. With geographic and salary visualizations, the tool aids in workforce planning and driving data-driven decisions..

Project Overview and Core Objectives

Project Scope

The dashboard provides a comprehensive view of critical workforce metrics. These include recruitment sources, turnover, diversity, and engagement.

It offers deep insights into attendance, satisfaction, and termination reasons. Interactive filters customize analysis for actionable insights.

Data Foundation

Our analysis relies on the "HRDataset_v14.csv" file. This dataset includes recruitment, demographics, turnover, attendance, and satisfaction data.

Key Objectives

We aim to uncover insights into recruitment, retention, diversity, and engagement. This enables data-driven strategies to improve HR and satisfaction.

HR Analytics Dashboard

Department

All

Manager

All

EmploymentStatus

All

DateofHire

09-01-2006

09-07-2018

Home Page

Details



Performance

Avg. Salary

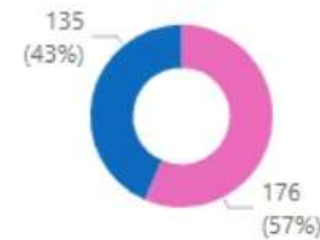
\$69K

Employees

311

Gender Distribution

Female Male

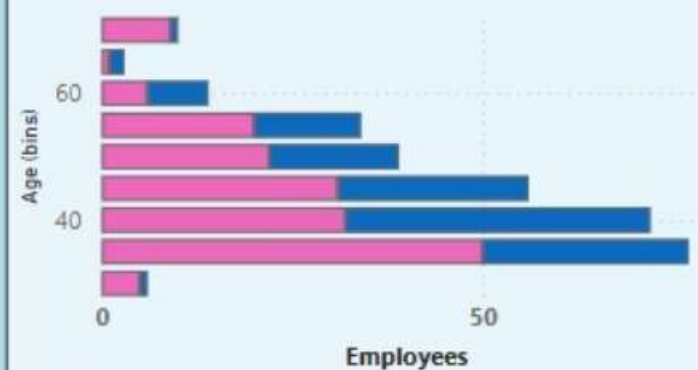


Turn Over Rate

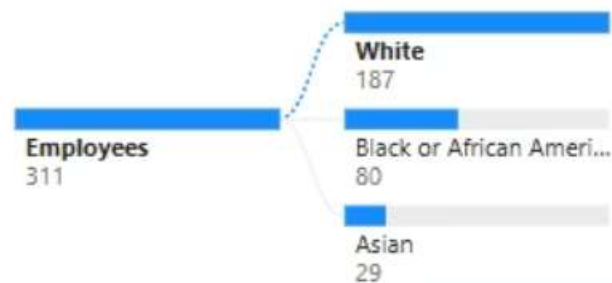
33%

Employees by Age and Gender

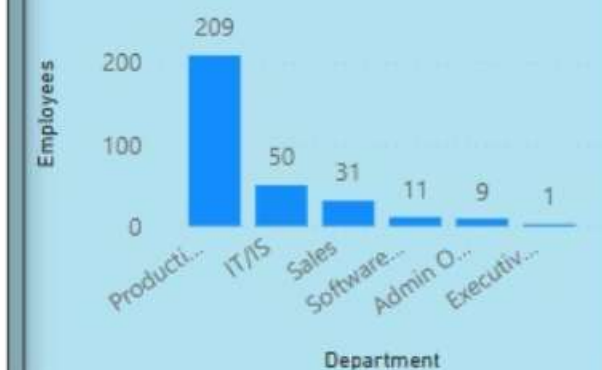
Gender Female Male



RaceDescription



Department wise Employee count



HR Analytics Dashboard

Department

All

Manager

All

EmploymentStatus

All

DateofHire

09-01-2006

09-07-2018

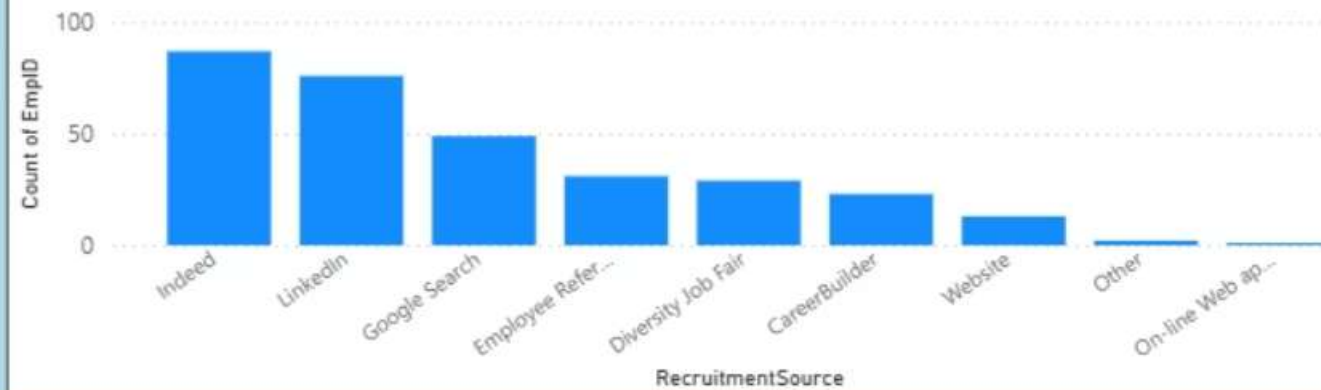
Home Page

Details



Performance

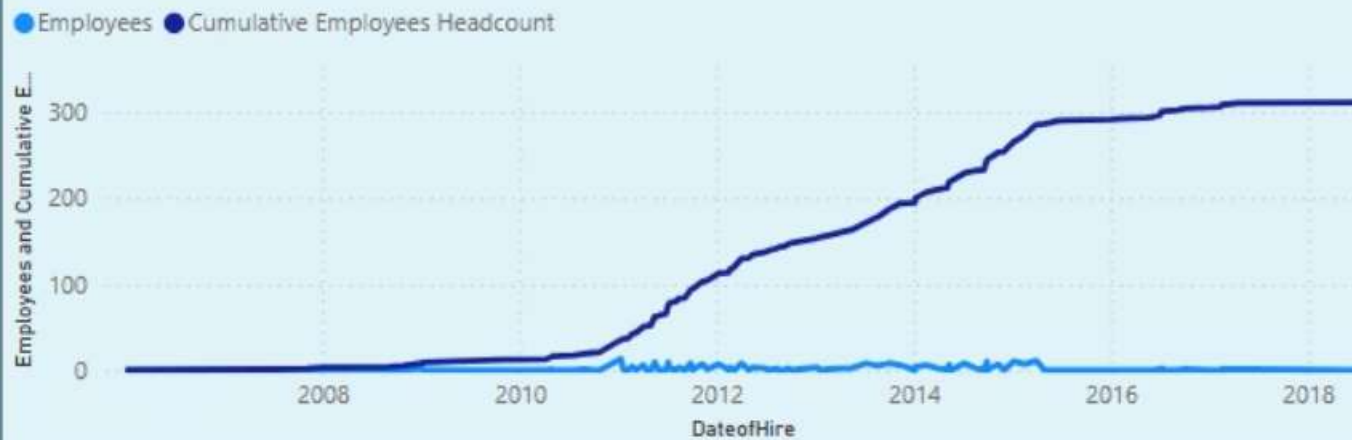
How Employees Are Recruited: Source Analysis



Monthly Terminations



Employees and Cumulative Employees Headcount by DateofHire



Geographic and Citizenship Analysis



HR Analytics Dashboard

Department

All

Manager

All

EmploymentStatus

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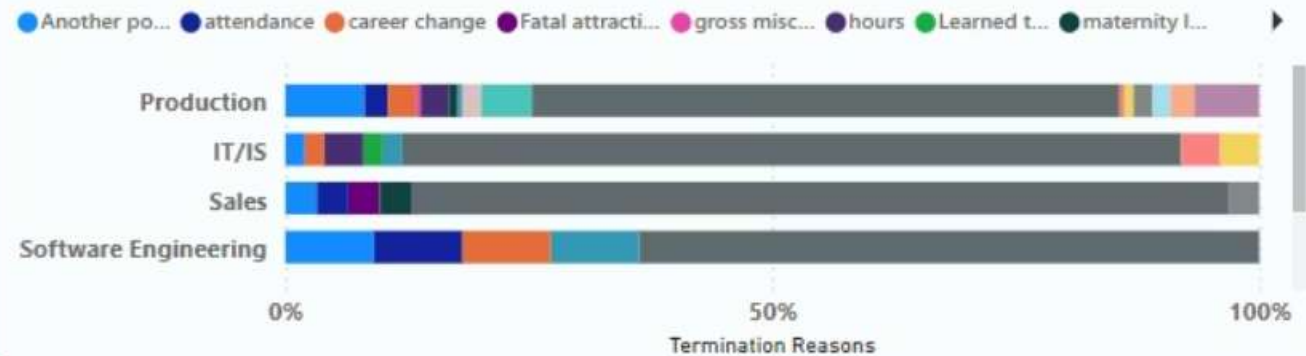


Performance

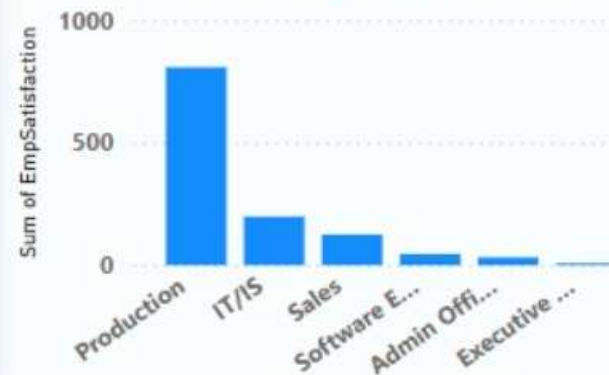
Employee Attendance Overview: Absences and Late Days

Employee_Name	Absences	DaysLateLast30
Adinolfi, Wilson K	1	0
Ait Sidi, Karthikeyan	17	0
Akinkuolie, Sarah	3	0
Alagbe,Trina	15	0
Anderson, Carol	2	0
Anderson, Linda	15	0
Andreola, Colby	19	0
Athwal, Sam	19	0
Bachiochi, Linda	4	0
Bacong, Alejandro	16	0
Baczinski, Rachael	12	0
Barbara, Thomas	15	0
Barbossa, Hector	9	0
Barone, Francesco A	7	0
Barton, Nader	1	0
Bates, Norman	20	0
Beak, Kimberly	16	0
Beatrice, Courtney	12	0

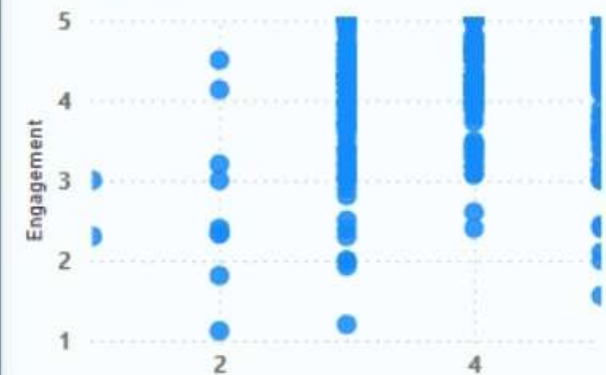
Termination Reasons by Department



Satisfaction by Department



Engagement vs Satisfaction





Key Insights

Optimizing Recruitment Channels



Top Performers

Indeed and LinkedIn are our most effective recruitment sources. They consistently attract high-quality candidates.



Areas for Improvement

Career fairs and traditional advertisements need improvement. Their candidate yield is currently low.



Strategic Focus

We should reallocate resources to proven channels. Explore new digital strategies for greater reach.

Key Insights

Enhancing Diversity and Inclusion

Current Gender Balance

Our workforce has a decent gender balance: 57% male and 43% female. This provides a solid foundation.

Team Diversity

Diversity across individual teams can still be improved. Some departments lack sufficient representation.

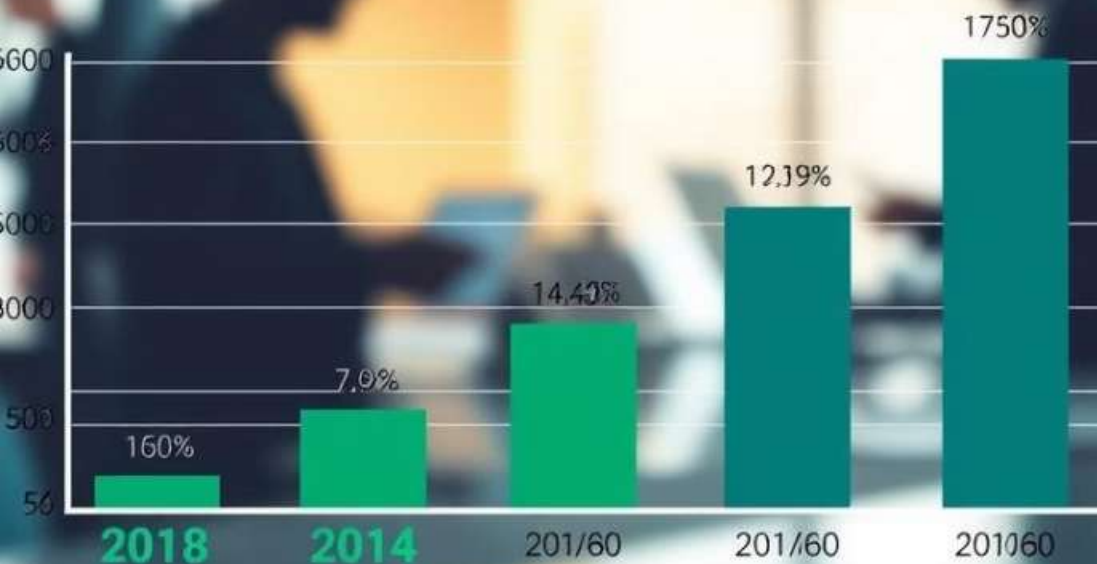
Inclusion Focus

We need to foster a more inclusive environment. This ensures all employees feel valued and heard.



Key Insights

Addressing High Turnover Rates



Employee Turnover Rates



33% Turnover

Our current turnover rate stands at a high 33%. This requires immediate attention.



Retention Challenges

This rate signals significant retention challenges. We are losing valuable talent.



Reason Analysis

Most terminations are due to attendance issues or career changes. Reasons vary by department.

Key Insights

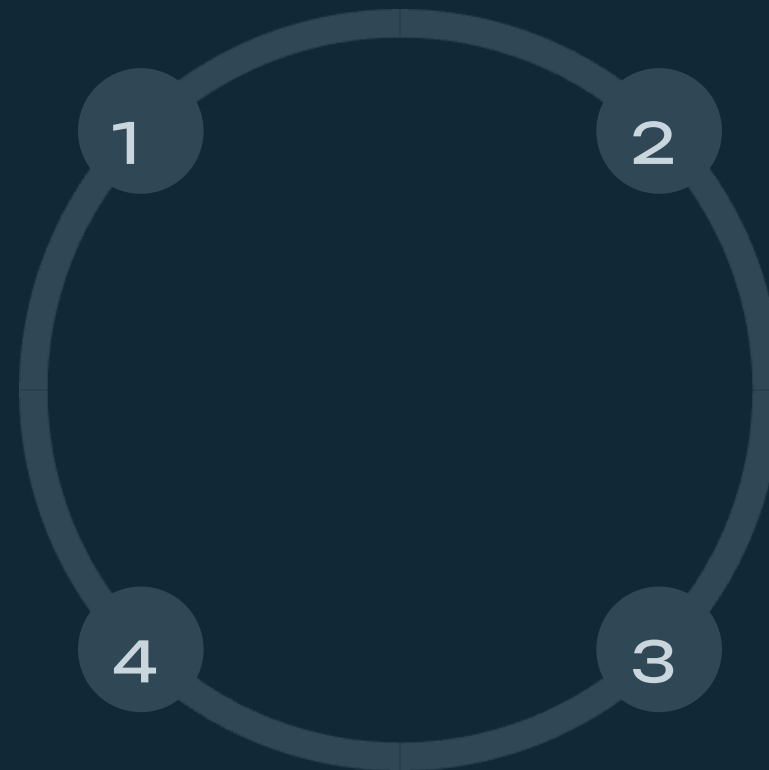
Boosting Employee Engagement and Satisfaction

Production Department

The Production department shows the highest employee satisfaction. This is a positive benchmark.

Targeted Initiatives

Tailored initiatives are needed to boost engagement. Focus on departmental needs and concerns.



Other Teams

Engagement levels in other teams need attention. We must identify specific areas for improvement.

Feedback Integration

Employee feedback is crucial for enhancing satisfaction. We will implement structured feedback loops.

Key Insights

Strategic Recommendations for HR Improvement



Absence Policies

Address high absence rates, especially in IT/IS. Implement better, clearer absence policies.



Diversity Hiring

Improve diversity by hiring more from underrepresented groups. Foster an inclusive culture.



Salary Alignment

Align salaries with performance and experience. This boosts motivation and retention.



Employee Feedback

Use employee feedback to enhance satisfaction and engagement. Act on insights promptly.



Recommendations

Refine Absence Policy

Implement clearer guidelines. Reduce absenteeism, especially in IT/IS.



Enhance Diversity Hiring

Recruit from underrepresented groups. Foster truly inclusive teams.



Align Fair Compensation

Match pay to performance. Boost motivation and retention rates.



Integrate Employee Feedback

Act on insights promptly. Enhance satisfaction and engagement.



Deploy Predictive Analytics

Proactively identify risks. Reduce overall employee turnover.



Conclusion

This HR analytics project highlights critical areas for improvement. These include recruitment, turnover, diversity, and engagement. By leveraging data-driven insights, we can implement targeted strategies.

Implementing predictive tools and inclusive hiring practices will enhance stability and satisfaction. Addressing these areas fosters a more engaged, motivated, and diverse workplace, contributing to long-term success.