LEVERAGING H R ANALYTICS

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HR DATA CONTENT

- **HR Analytics Dashboard** that provides valuable insights into various human resources metrics, which can help in making informed decisions about workforce management. Here are some key insights and potential risks:

- **Let's break down each section in detail with examples:**

1. **Overall Employees**:
   - **Example**: If the dashboard shows 1,000 employees, this represents the organization's total workforce.

2. **Headquarter Workers vs. Remote Workers**:
   - **Example**: If the chart shows 75% HQ Workers and 25% Remote Workers, 750 employees work at the headquarters while 250 work remotely.

3. **Average Age**:
   - **Example**: If the average age displayed is 38, this indicates that the mean age of all employees is 38 years.

4. **Count of Gender by Gender**: A bar graph representing the count of employees by gender.

   - **Example**: A bar graph might show 600 males and 400 females, illustrating the gender distribution within the company.

5. **Hiring Rate by Year**: A line graph illustrating the hiring trends over the years.

   - **Example**: A line graph might show an increase in hiring from 50 employees in 2020 to 100 employees in 2023, indicating a growth in recruitment over the years.

6. **Employee Distribution**: Pie charts and bar graphs showing the distribution of employees by location, department, and race.

Insights:

1. **Employee Distribution**: The dashboard shows the distribution of employees across different locations, departments, and demographics, helping to identify areas with higher or lower staffing levels.

2. **Hiring Trends**: It tracks hiring rates over the years, which can highlight periods of growth or decline in recruitment efforts.

3. **Diversity Metrics**: The breakdown of employees by gender and race can help in assessing the diversity within the organization.

SUGGESTIONS:

- **Regular Updates**: Keep the dashboard data updated to reflect the most current information.

- **Training**: Provide training for HR staff on how to interpret and use the dashboard effectively. Establish a feedback loop to continuously improve the dashboard based on user input and changing organizational needs.

KEY METRICS TO TRACK

To **leverage HR Analytics**, focus on key Metrics such as employee work location, hiring rates, and gender vise work performance. These metrics provide insight into workforce dynamics and help identify an area for improvement, ultimately contributing to a high-performing culture.

Thank You..!