HR ANALYTIC REPORT

Data Literacy with Tableau

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NM2023TMID13512

TEAM MEMBERS:

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III YEAR,

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1. INTRODUCTION:

OVERVIEW:

An HR dashboard is a business intelligence tool that allows businesses and HR teams to record, evaluate and report on various HR performance metrics.

PURPOSE:

An HR dashboard is a business intelligence tool that allows Human Resource teams to track, analyze and report on HR KPIs. Modern, interactive dashboards leverage an HR analytics platform which makes it easy to combine data from all systems and to deeply explore this data directly within the dashboard.

2. PROBLEM DEFINITION & DESIGN THINKING:
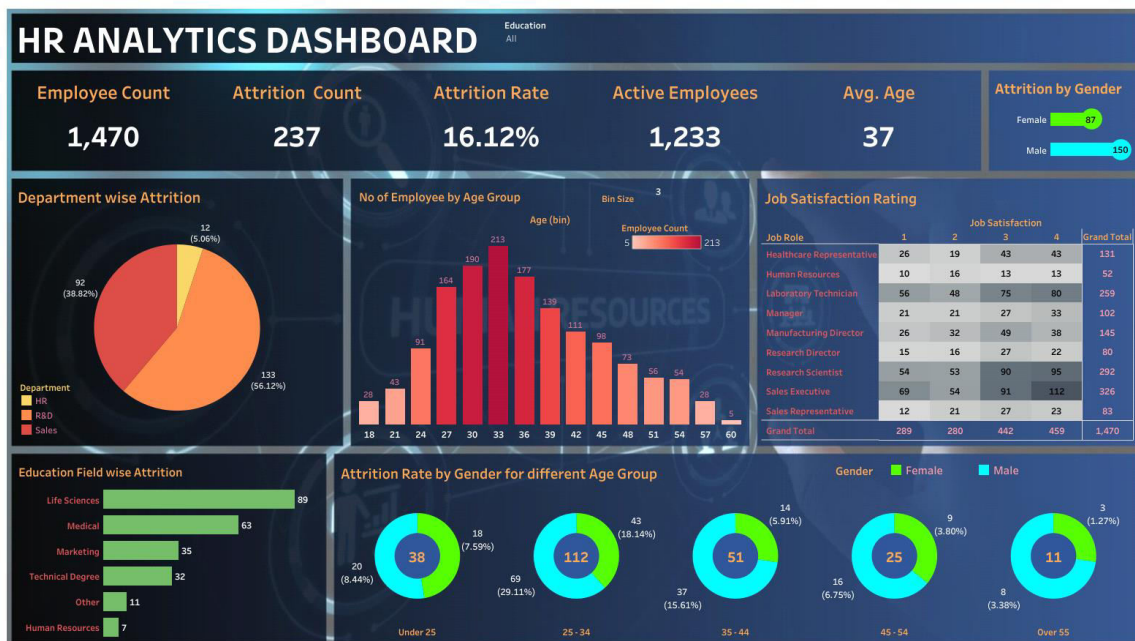
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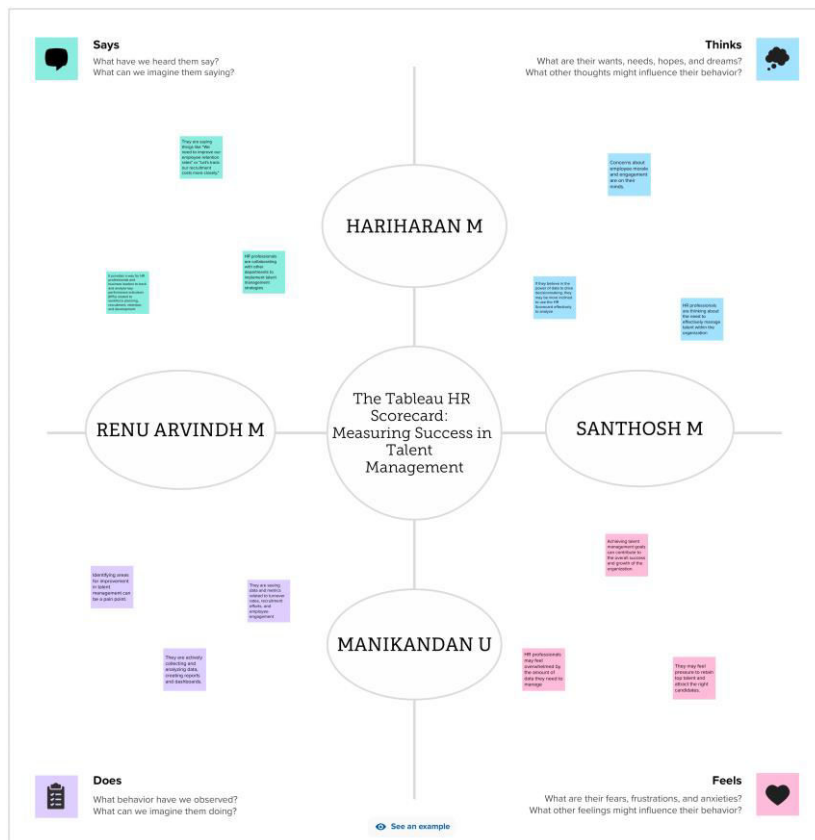
IDEATION & DESIGN THINKING:
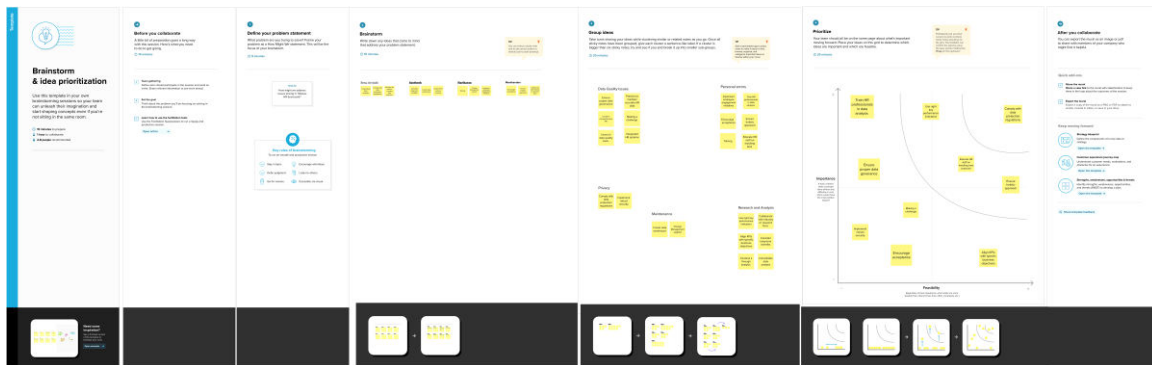
3. RESULT:

HR ANALYTICS DASHBOARD:

HR ANALYTICS STORYLINE:

DEPARTMENT WISE ATTRITION

HR Analytics Storyline
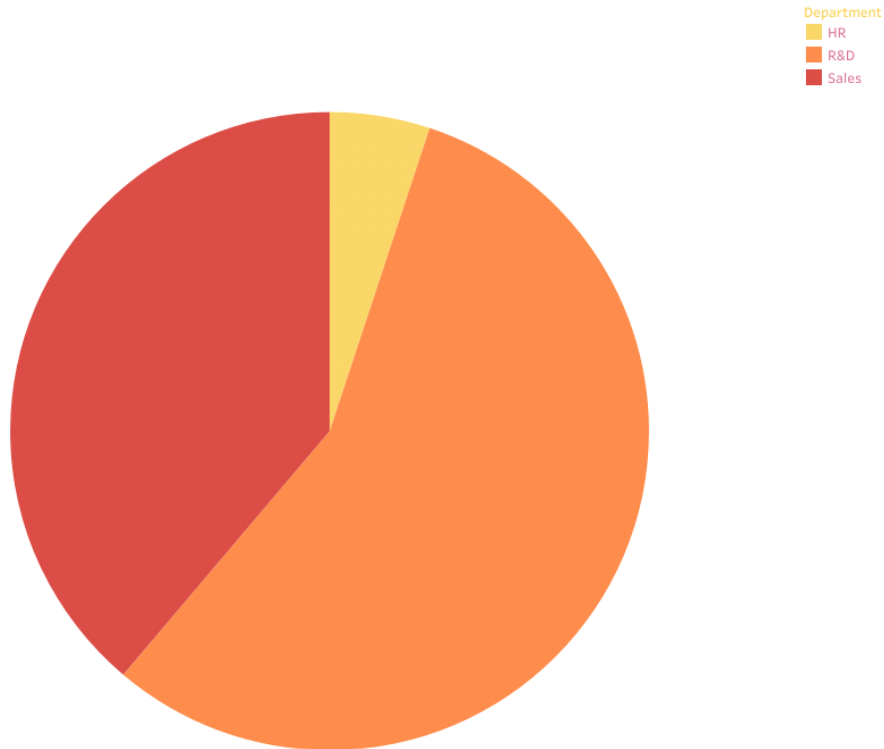
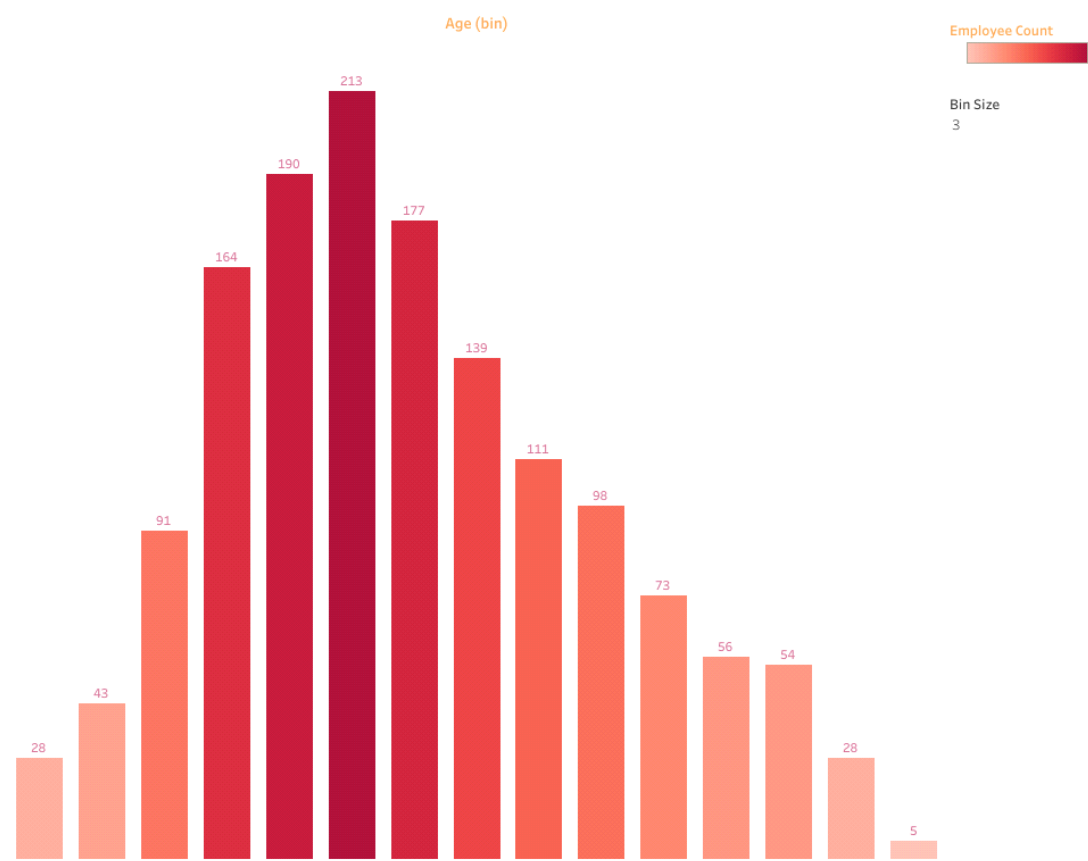|				
R&D department has the highest no. of attrition rate i.e.56.12% as compared to other departments.	The highest no. of employees i.e.213 are employed at the age of 33.	Employees are expected to be satisfied in sales executive job role.	Most of the attrition occurs in the field of Life Sciences.	Males are expected to leave the organisation over the age of 55.

Department
- HR
- R&D
- Sales

From this department wise attrition chart, it is clear that Research and Development i.e., R&D has higher rate of about 56.12%.

NUMBER OF EMPLOYEES BY AGE GROUP

HR Analytics Storyline

Age (bin)

Employee Count

Bin Size
3

From the representation of employees by age group, maximum is at the age of 32-34 of about 213 and least is 60 years and 5 employees is at the band.

JOB SATISFICATION RATING

HR Analytics Storyline

Job Satisfaction

Job Role	1	2	3	4	Grand Total
Healthcare Representative	26	19	43	43	131
Human Resources	10	16	13	13	52
Laboratory Technician	56	48	75	80	259
Manager	21	21	27	33	102
Manufacturing Director	26	32	49	38	145
Research Director	15	16	27	22	80
Research Scientist	54	53	90	95	292
Sales Executive	69	54	91	112	326
Sales Representative	12	21	27	23	83
Grand Total	289	280	442	459	1,470

112 employees from Sales executive role rated 4 by their job satisfaction, 80 LaboratoryTechnicians follow the list while 69 Sales executive rate 1 for job satisfaction.

EDUCATION FIELD WISE ATTRITION

HR Analytics Storyline

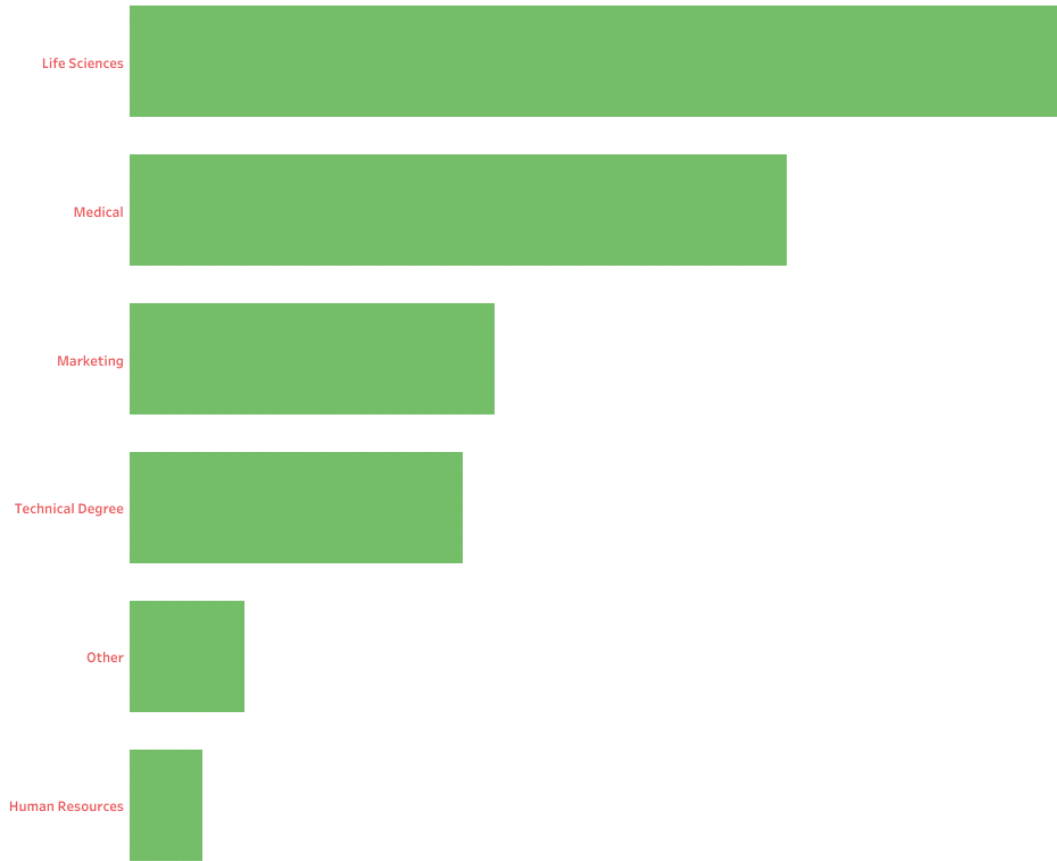| R&D department has the highest no. of attrition rate i.e.56.12% as compared to other departments.	The highest no. of employees i.e.213 are employed at the age of 33.	Employees are expected to be satisfied in sales executive job role.	Most of the attrition occurs in the field of Life Sciences.	Males are expected to leave the organisation over the age of 55.

89 employees are from LIfe Sciences background, Medical science scores second with 63 employees while 7 are from Human Resource background.

ATTRITION RATE BY GENDER FOR DIFFERENT AGE GROUP

HR Analytics Storyline

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Gender
■ Female
■ Male

Under 25	25 - 34	35 - 44	45 - 54	Over 55
38	112	51	25	11
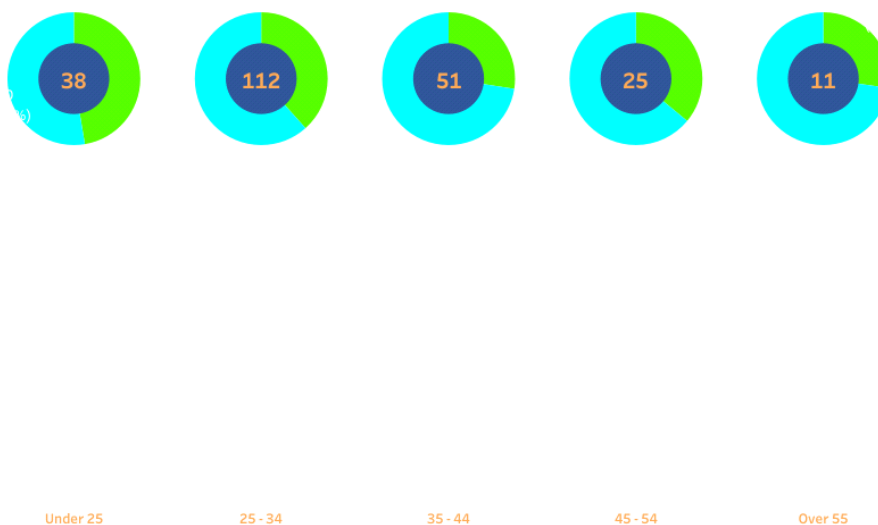
112 employees in 25-34 age groups are attrited.

4. ADVANTAGES AND DISADVANTAGES:

HR analytics provides several benefits to businesses. Here are some of the advantages of HR analytics:

1. Practicing evidence-based HR: Evidence-based HR centers on making decisions supported by evidence from internal data, research findings and studies, expert judgment, real-life

experience, values, and concerns. This approach enables HR professionals to base HR decisions on facts and evidence rather than relying solely on a gut feeling.

2. Improving recruitment and talent acquisition: By tracking data such as time-to-hire and cost-per-hire, businesses can gain valuable insights into their hiring process and make improvements to boost efficiency.

Here are some of the disadvantages of HR analytics:

1. Data privacy and security concerns: HR analytics involves handling sensitive employee data, which raises concerns about data privacy and security.

2. Reliance on data quality: The accuracy and reliability of HR analytics depend on the quality of the underlying data.

3. Potential for bias: HR analytics can be biased if the data used is not representative or if the algorithms used to analyze the data are biased.

5. APPLICATIONS:

Here are some of the applications of HR analytics:

1. Recruitment and talent acquisition: HR analytics can help businesses identify the best sources for finding top talent and optimize their recruitment process.

2. Employee retention: By analyzing employee data such as turnover rates and exit interviews, businesses can identify the reasons why employees leave and take steps to improve retention.

3. Performance management: HR analytics can help businesses identify areas where employees need improvement and provide targeted training to improve performance.

6. CONCLUSION:

Some findings

1. From this department wise attrition chart, it is clear that Research and Development i.e., R&D has higher rate of about 56.12%.

2. From the representation of employees by age group, maximum is at the age of 32-34 of about 213 and least is 60 years and 5 employees is at the band.

3. 112 employees from Sales executive role rated 4 by their job satisfaction, 80 LaboratoryTechnicians follow the list while 69 Sales executive rate 1 for job satisfaction.

4. 89 employees are from LIfe Sciences background, Medical science scores second with 63 employees while 7 are from Human Resource background.

5. 112 employees in 25-34 age groups are attrited.

7. FUTURE SCOPE:

Here are some of the predictions for the future of HR analytics:

1. Increased use of AI and machine learning: The use of AI and machine learning in HR analytics is expected to increase, allowing businesses to make more accurate predictions and

data-driven decisions.

2. Greater emphasis on employee experience: HR analytics will focus more on employee experience, including employee engagement, satisfaction, and well-being.

3. More emphasis on diversity and inclusion: HR analytics will play a more significant role in promoting diversity and inclusion in the workplace.

These are just a few examples of how HR analytics is expected to evolve in the future. As technology continues to advance, we can expect HR analytics to become even more sophisticated and data driven.