

HR Analytics Dashboard Overview

Homepage:

This section is dedicated entirely to analytics, designed to give HR professionals a comprehensive view of various important metrics at a glance. It aids in understanding and managing the workforce more effectively.

Key Features Include:

Employee Breakdown: This feature provides a quick overview of the total number of employees, department-wise counts, and the average tenure of employees. A snapshot of the workforce distribution and longevity within the company.

Summary Cards: These cards highlight crucial metrics such as the total employee count, average tenure, and a diversity index. It's an efficient way to see key information without needing to dig deeper into reports.

Employee Demographics: Through interactive charts, this tool shows the distribution of employees by age, gender, department, job role, and tenure. This visualization helps in understanding the workforce's composition at various levels, including departmental distribution.

Leaves Analysis: This functionality allows HR to analyze leave patterns, identify peak times for leave requests, and monitor leave balances. It's essential for managing staffing levels effectively and ensuring the organization operates smoothly.

Login Analytics: By tracking login frequencies, and peak login times, This metric is vital for understanding how employees interact with the system and ensuring they can access the resources they need.

Some Eg. of the Key Metrics:

Churn Rate: An essential metric for measuring the rate at which employees leave the organization over a specific period. It provides insights into employee retention and potential issues within the workplace.

Formula: $\text{Churn Rate} = (\text{Number of Employees Leaving} / \text{Average Number of Employees During Period}) \times 100$

Components: Calculate the average number of employees during the period by adding the number of employees at the start and end of the period, then dividing by 2.

<https://www.betterworks.com/magazine/employee-churn/#:~:text=The%20employee%20churn%20rate%20formula,-You%20can%20determine&text=To%20calculate%20employee%20churn%2C%20divide,multiply%20that%20number%20by%20100.>

Absenteeism Rate: This metric helps identify patterns of absence and can indicate issues with employee engagement or satisfaction.

Formula: $\text{Absenteeism Rate} = (\text{Total Absent Days} / \text{Total Workdays}) \times 100$

<https://www.care.com/business/absenteeism-rate/#:~:text=For%20a%20single%20employee's%20absenteeism,100%20and%20you%20get%202.1%25.>