HUMAN RESOURCE DASHBOARD

Group: HR ANALYTICS  
  
Project Report

# 1. Description of the dataset:

The dataset consists of 104 employees with detailed HR-related information. It includes employee demographics (age, gender, race), employment data (hire date, termination date, status), department and position details, manager assignments, salary levels, and absences. This dataset enables analysis of workforce composition, hiring and termination trends, and salary distribution. It allows HR managers to track KPIs and gain insights into workforce dynamics.

# 2. Reason for selecting the dataset:

The HR dataset was chosen to better understand workforce structure and management patterns in an organization. It provides comprehensive coverage of HR metrics such as gender diversity, department distribution, employee tenure, and attrition rates. With this dataset, meaningful dashboards can be created to support HR decision-making, optimize workforce planning, and improve employee retention strategies.

# 3. Ambiguity in the data:

Some ambiguities include:  
- Missing termination dates for currently active employees.  
- Variability in salary distribution across departments, which may require normalization.  
- Limited data on reasons for termination, which restricts deeper attrition analysis.  
- Absences recorded only as total counts, without details on the nature or duration of absences.

# 4. Intended audience:

The intended audience includes HR managers, executives, and organizational leadership teams who need to monitor workforce performance and diversity. The results may also be relevant to data analysts and policymakers involved in workforce planning, diversity programs, and employee retention strategies.

# 5. Objectives of the analysis:

The key objectives of the HR dashboard analysis include:  
- Analyze gender diversity within the workforce.  
- Track hiring and termination trends by quarter and by department.  
- Evaluate salary distribution across departments.  
- Identify workforce distribution across positions and departments.  
- Provide actionable insights to HR leadership for better decision-making.