High Level Design

# HR ANALYTICS -TURNOVER

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# 1. Problem Statement

HR is not just about hiring people it is an ocean of its own. HR department goes through a constant journey of finding, selecting, onboarding and monitoring the right talent. You are required to use analytics concept to provide a smooth monitoring of workforce for the HR department. Edward Babushkin is a Russian people analyst and prolific writer. Through his Russian blog he has built a large community of people analytics practitioners and has become the face of people analytics in the East.

In one of his translated posts he poses the question: Which employee will be most likely to stay the longest, Johnson, Peterson, or Sidorson? In his support article, he than shows how to predict this using survival analysis.

According to Edward, the data set is real – which is exciting! For the rest, the data is pretty straight forward. The only thing to keep an eye on is that some terms got lost in translation from Russian to English. As an example, ‘independ’ translates to a reversed scale of agreeableness, ‘selfcontrol’ is conscientiousness, ‘anxiety’ is neuroticism, and ‘novator’ stands for openness.

# 2. Aim

We can look into the following aspects while judging the individual’s excel skills:

1. As the data is quite unstructured, if the individual is able to structure it and draw insights from it

2. Graphical representation of data and whether it is dynamic in nature i.e., if the data changes for all three charts when slicers are applied Deduplication and removal of redundancies – whether the individual is able to remove redundancies and erroneous results

# 3. Tools Used

* In order to make this report, I have used Business Intelligence tools like MS Excel and Power Bi for making analysis and visualisation.
* MS Excel is used to analysing the given data, adding all the given data in single file and add new dataset also.

It is also used for removing unwanted data.

* Power Bi is used for visualisation of the datasets import from Excel file by using different visualisations such as Slicers, Graphs, Charts etc

# 4. KPIs(Key Performance Indicator)

* Dashboard will be implemented to display certain KPIs and relevant indicators.
* Key Indicators are:
* Total data set
* Count of industry
* Count of profession
* Age
* Employee\_Gender
* Head\_Gender
* Transportation
* Source of hiring
* Number of Profession by industry
* Average of selfcontrol by gender
* Average of anxiety by profession and gender
* Sum of novator and Count of gender by age
* Count of profession by industry
* Count of independ by profession

# 5.Deployment

* Deployment in a Power Bi project involves process of making your report, dashboards and data accessible to end-user in a production environment
* Power Bi supports connectivity to various data sources, enabling users to consolidate data from multiple sources in a single view.

One can use it as it is free of cost, depends on its own Power Bi server, from there anyone can see your dashboards.

We can also share the shareable link to those who wants to see.