Low Level Design

# HR ANALYTICS

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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

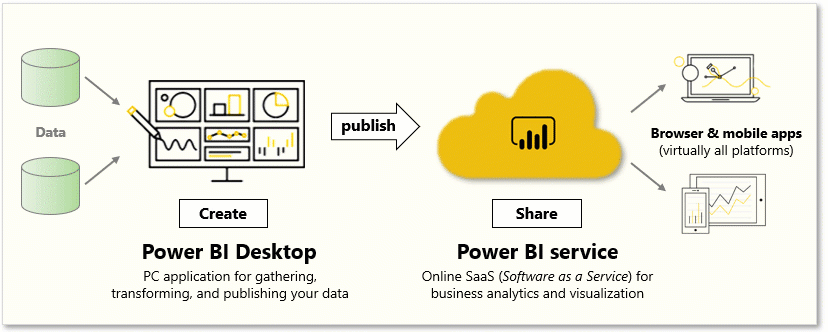
* We can look into the following aspects while judging the individual’s excel skills:
* 1. As the data is quite unstructured, if the individual is able to structure it and draw insights from it
* 2. Graphical representation of data and whether it is dynamic in nature i.e., if the data changes for all three charts when slicers are applied Deduplication and removal of redundancies – whether the individual is able to remove redundancies and erroneous results
* Based on recommended charts, client can make the visual aspect of the same.
* If client is not satisfied with the result, he/she has to select data accordingly otherwise make required changes to show the expected result

# 3.Architecture

Power Bi is a business suite that includes several technologies that work together. To deliver outstanding business intelligence solutions, Microsoft Power Bi technology consists of a group of such components such as:

* Power Query (for data mash-up and transformation)
* Power BI Desktop (a companion development tool)
* Power BI Mobile (for Android, iOS, Windows phones)
* Power BI Pivot (for in-memory tabular data modelling)
* Power BI View (for viewing data visualisation)
* Power BI Map (for visualizing 3D geo-spatial data)
* Power BI Q&A (for natural language Q&A)

The architecture of entire project is shown below:



* Our entire data source is our excel file. This excel file is connected to the Power Bi server. From the server, data can be shown and accessed.
* Power Bi server has various architectural components regarding to solve the query.
* The functionalities show the result according to query entered by the end user or client.
* Client entered the query to show the graph, after selecting the data in form of rows and columns it will go inside the Power Bi server. In Power Bi server, it understands the query and generates the best recommended charts based on selected data and return it into the Power Bi screen.
* Based on recommended charts, client can make the visual aspect of the same.
* If client is not satisfied with the result, he/she has to select data accordingly otherwise make required changes to show the expected result.

# 4. Data Description

Data was given in an excel file named as HR Analytics -Turnover.csv

* HR Analytics -Turnover.csv includes
* Stag
* Event
* Gender
* Age
* Industry
* Profession
* Traffic
* Coach
* Head\_gender
* Greywage
* Way
* Extraversing
* Independ
* Self\_control
* Anxiety
* Novator

# 5. Connect Data With Powerbi

* Open PowerBi desktop.
* Connect it with the Excel files
* Import and Load these files.
* Make sure there is good internet connection for better experience.