

Project- HR Process Analytics

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Project Description

- ▶ HR Analytics is the use of data and statistical analysis techniques to measure and understand the performance of an organization's human resources department. This can include analyzing data on employee turnover, recruitment, training and development, and other HR-related metrics.
- ▶ The goal of HR analytics is to help organizations make data-driven decisions about their workforce, and to identify areas where they can improve the effectiveness of their HR strategies.
- ▶ I am going to handle this project by downloading and opening the dataset in Excel tool , do all the Data preprocessing and cleaning steps and then finding answers of questions by applying some formulas that is (Analysis step) , finally look for patterns and insights by visualizing it through Excel charts & graphs
- ▶ For eg answers like average salary of a person in a department , different tier posts in a organization , proportions of males & females working in a department will be found at the end to get better understanding of the HR system and propose necessary steps to improve the system based on the analysis findings.

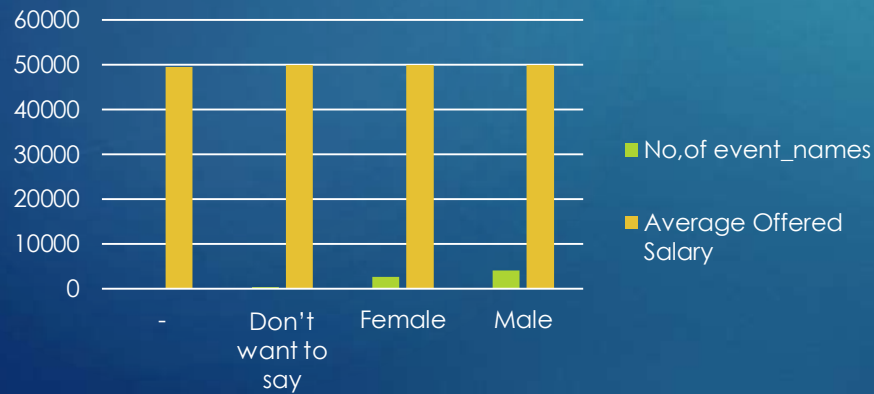
Approach & Techstack used

- ▶ The primary approach is to first have a proper view of the dataset , look for duplicate values, missing entries, format & redundancy of data . This all comes under the Data Processing & Transformation step.
- ▶ After the above steps , I have implemented the necessary formulas & functions to finding the answers of some imp questions, this all was possible because of Pivot table used. This comes under the practical analysis part .
- ▶ After analyzing and finding answers for some questions , its better to view those on Pivot charts & graphs so implemented the final dashboard containing different graphs with formatting , that clearly explains us the current HR system . This comes under Data Visualization part.
- ▶ The tech stack used for this project is –
 - 1) Microsoft Excel (Primary tool for this Project)
 - 2) Microsoft Power Point(For making the presentation and representing findings)

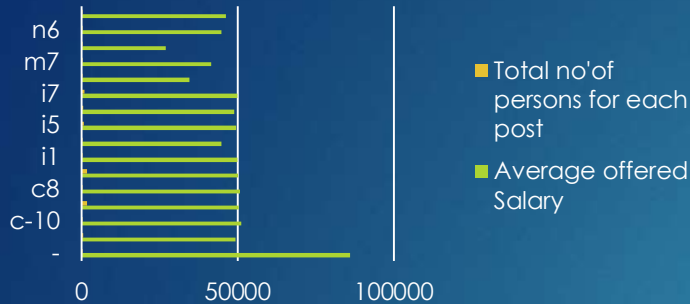
Insights & Results

- ▶ Using Pivot Tables and visualizing data through Pivot charts , I was able to get some key findings which are mentioned below :
 - 1) There is not much difference in the Average Salary of males & females in the organization so we can say that salary criteria is solely on the basis of skills & posts for the different departments.
 - 2) The no'of males working in the organization having a higher proportion compare to females working.

Below is the supporting graph for the above points



- ▶ Total no of persons hired for post “C9” are maximum in strength .
- ▶ But the highest average salary is found to be for post c-10.



- ▶ From graph 3 , we can easily interpret that division of employees working in different departments . We find that HR department is currently having least no'of employees working over there i.e (70) while the maximum no'of employees are working in Operation department i.e (1843).
- ▶ Department General Management has highest average salary rate while Marketing Department having lowest average salary rate.

Below is the referencing graph for the above findings

No'of persons working in each department

