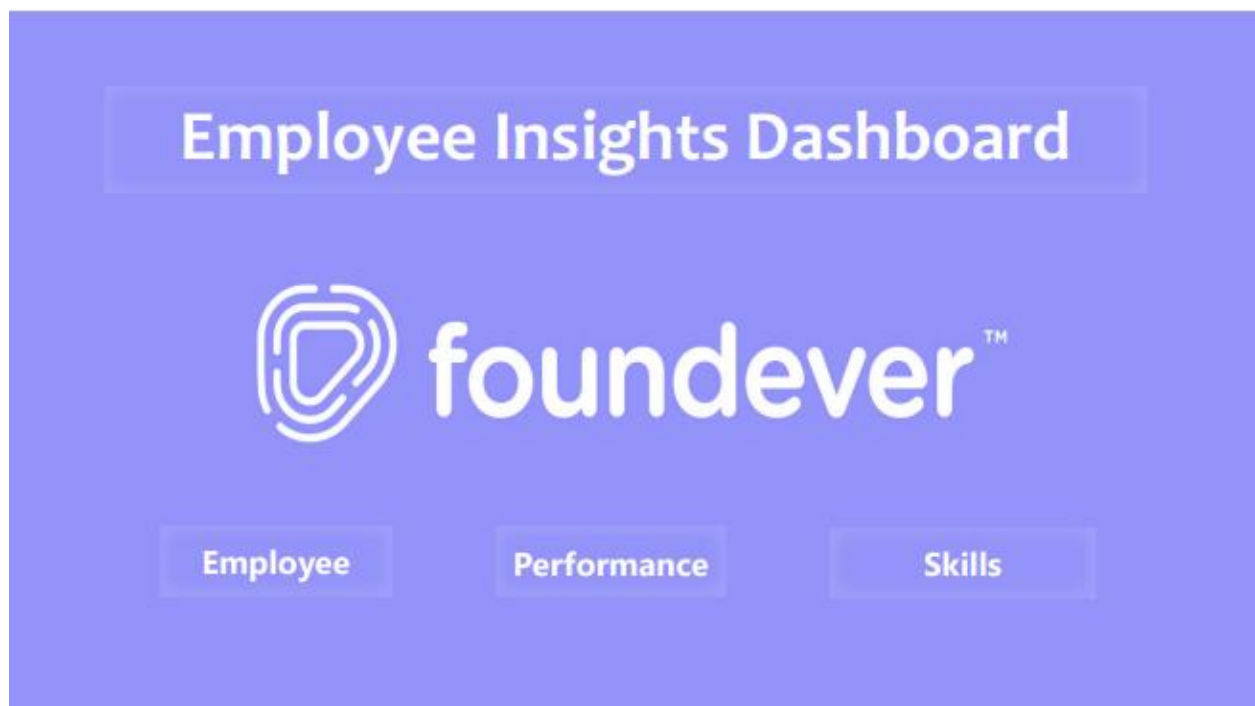# Employee Insights Dashboard

Improve performance management processes by providing managers with actionable insights derived from historical performance and training data. Enable more informed decision-making regarding goal setting, performance reviews, and identify factors that contribute to employee turnover by analyzing historical performance & training data.

Home Page

Welcome esteemed colleagues to the Employee Insights Dashboard, your premier destination for comprehensive workforce analytics. Begin your journey seamlessly with direct access to Employee Details, Performance Metrics, and Skills Evaluation
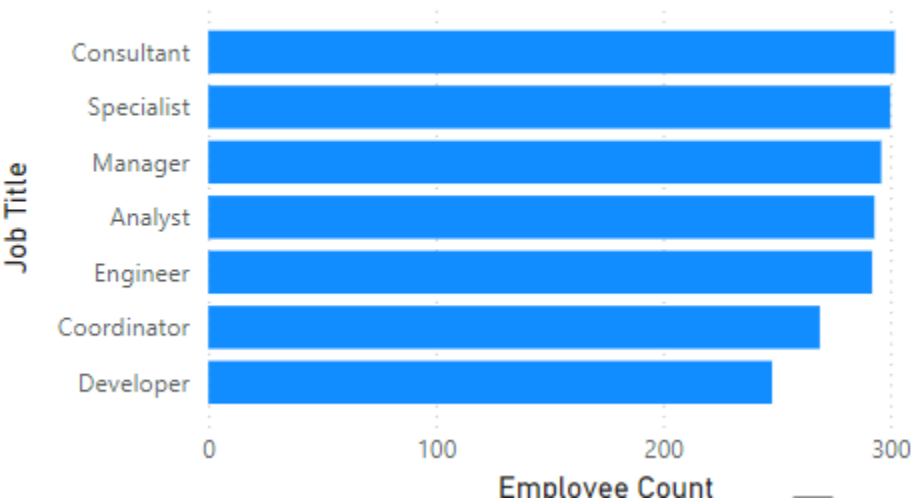
Employee Tab:

- This page provides a comprehensive view of employee information, augmented by dynamic filters for country and gender.
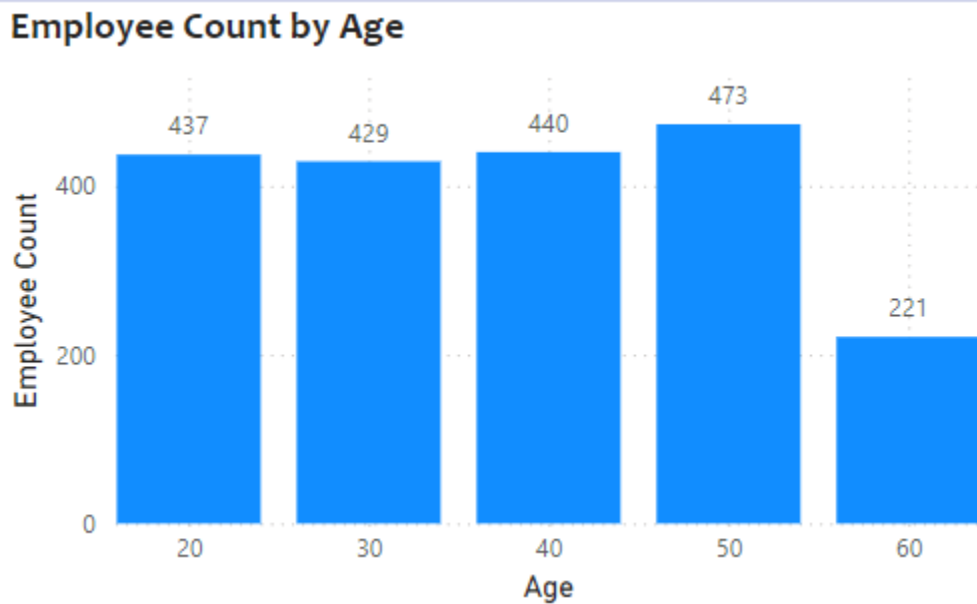
Key Features:

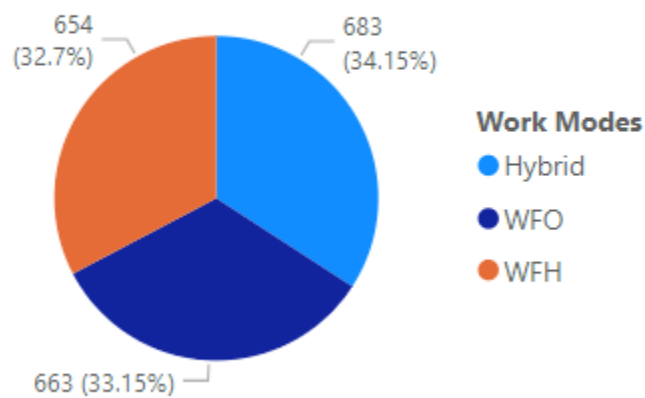- **Actionable Insights:** Extracted from employee data, offering strategic guidance and actionable recommendations.

- **Age Intervals Analysis:** Segmentation of employees into age groups for detailed trend analysis and strategic workforce planning.
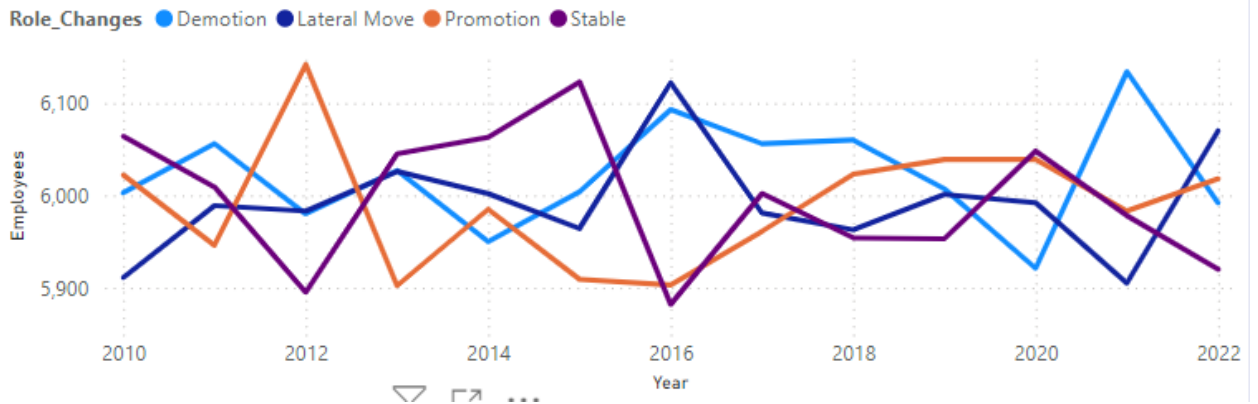
Employee Count by Age

- **Office Appearance:** Evaluation of workplace professionalism based on adherence to dress code and punctuality.

Office Apperance

Work Modes
- Hybrid
- WFO
- WFH

Trend File of Employee Role Changes: Visualization of historical data depicting shifts in employee roles and responsibilities over time.
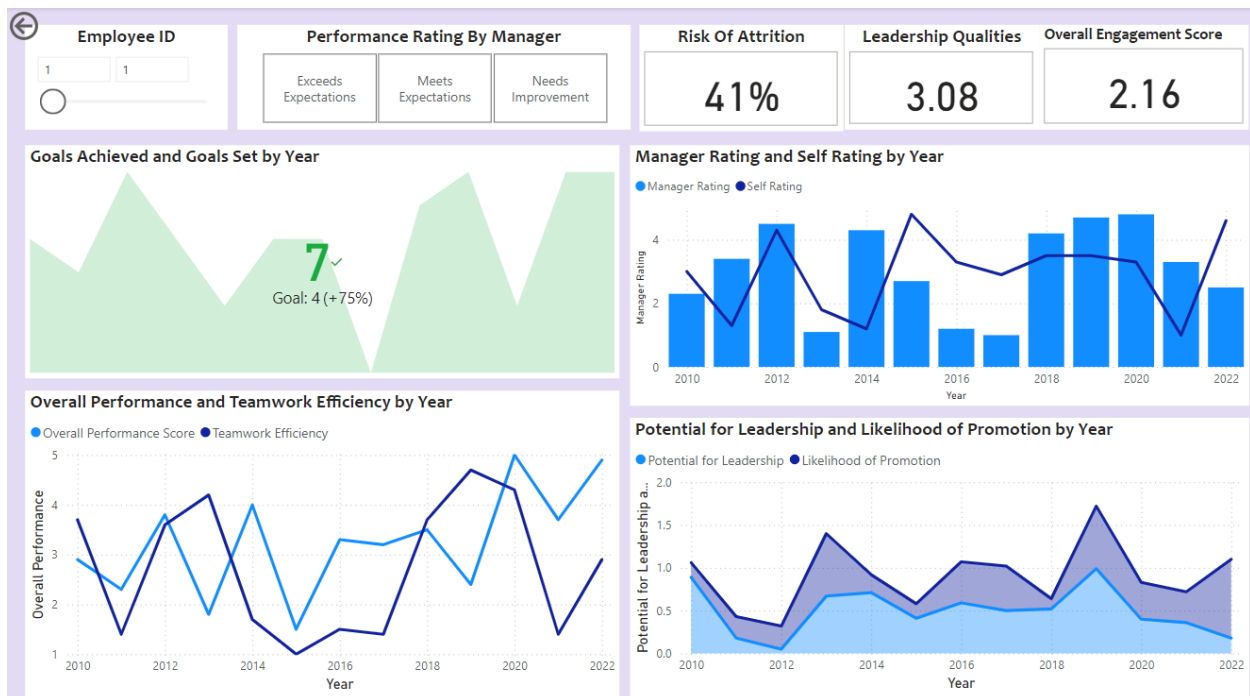
Employees Role Changes over Year

Role_Changes ● Demotion ● Lateral Move ● Promotion ● Stable

Performance Tab:

Overview:

- The report page offers comprehensive insights into employee performance and engagement metrics crucial for organizational success.
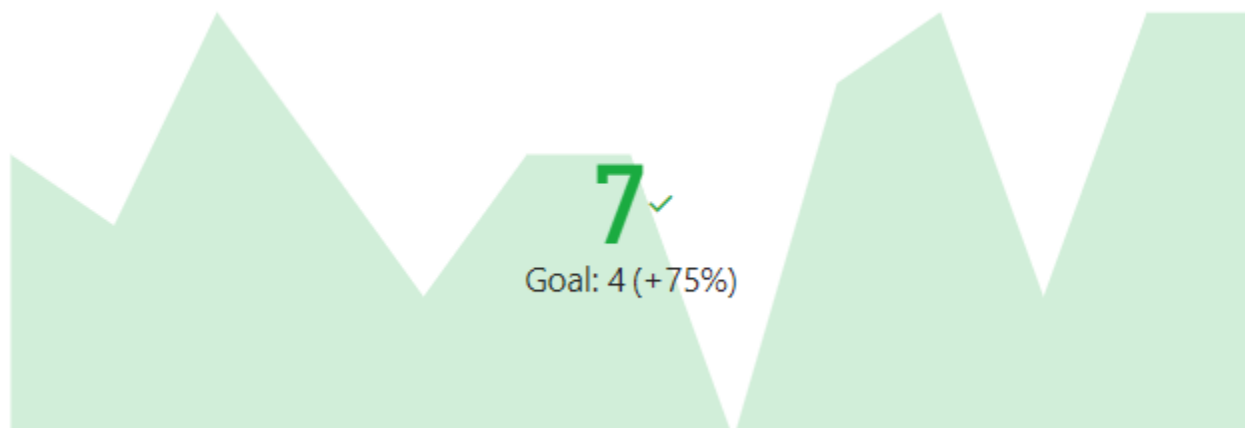

Risk of Attrition, Leadership Qualities, and Overall Engagement Score: Provides vital information on employee attributes such as the risk of attrition, leadership qualities, and overall engagement score, aiding in talent management and retention strategies.

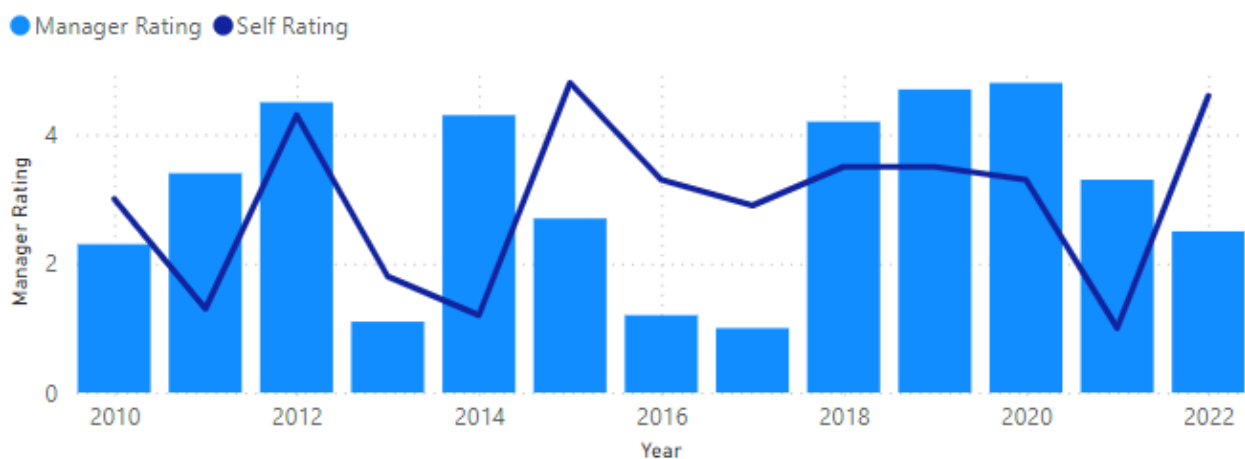| Risk Of Attrition	Leadership Qualities	Overall Engagement Score
41%	3.08	2.16

KPI Chart for Goal Setting and Achievement: Visualizes key performance indicators (KPIs) to track and evaluate goals set and achieved throughout the year, facilitating performance management and alignment with organizational objectives.

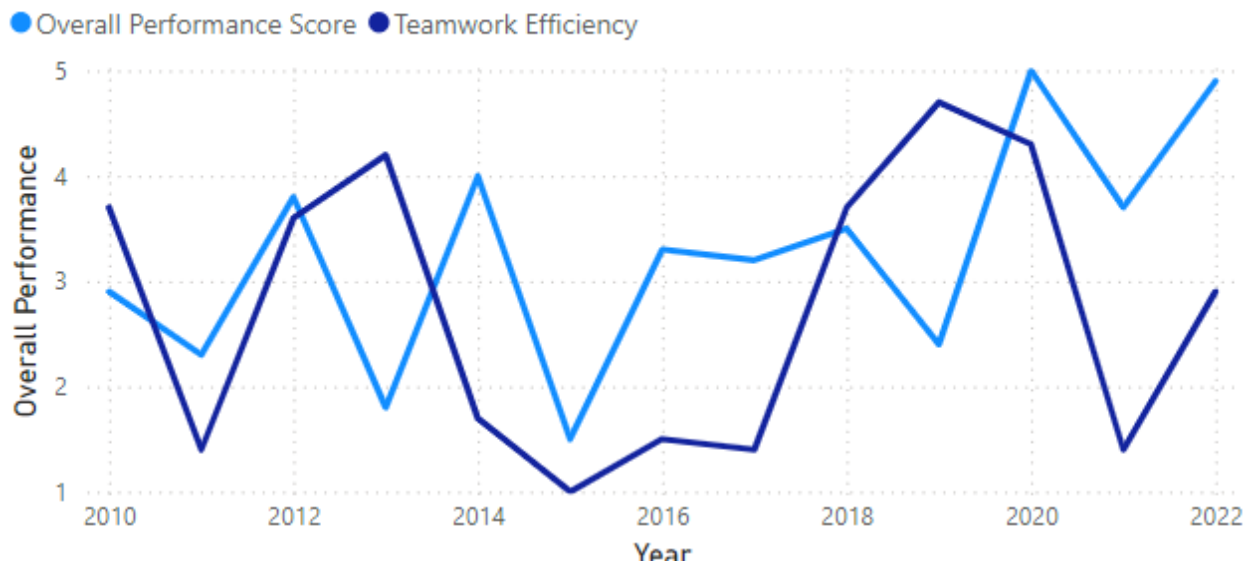## Goals Achieved and Goals Set by Year

7 ✓
Goal: 4 (+75%)

Manager and Self-Rating Insights (Line and Clustered Column Chart): Offers comparative insights into manager and self-ratings, enabling continuous monitoring of employee progress and development over time.

Manager Rating and Self Rating by Year
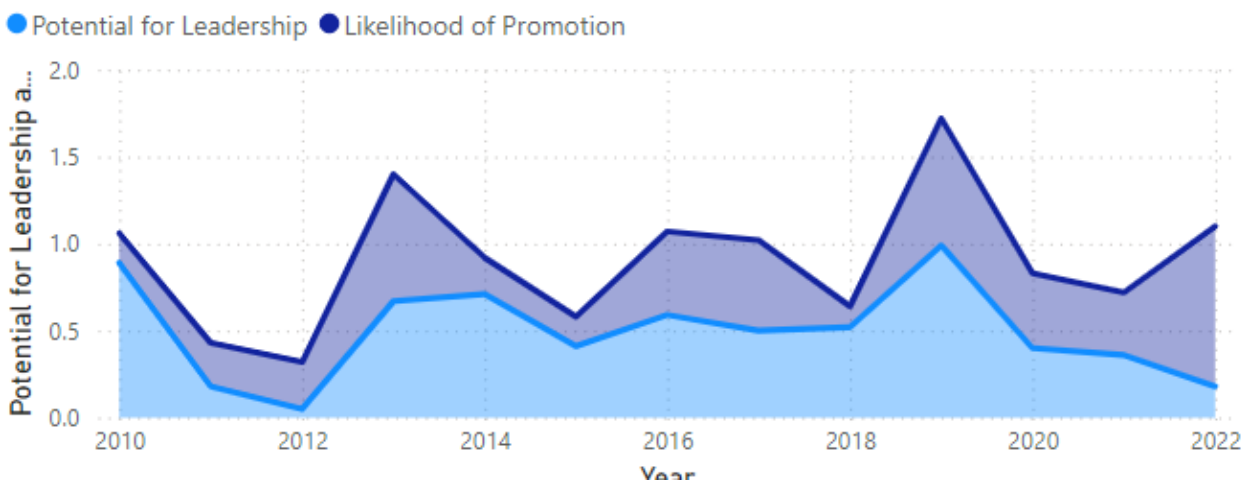
● Manager Rating ● Self Rating

Team Participation and Performance (Line Chart): Illustrates an individual employee's team participation alongside overall performance metrics, facilitating team dynamics analysis and targeted performance improvements.

Overall Performance and Teamwork Efficiency by Year

Leadership Potential and Promotion Value (Last Visual): Provides valuable insights into an employee's leadership potential and suitability for promotion, aiding succession planning and talent development initiatives.

Potential for Leadership and Likelihood of Promotion by Year
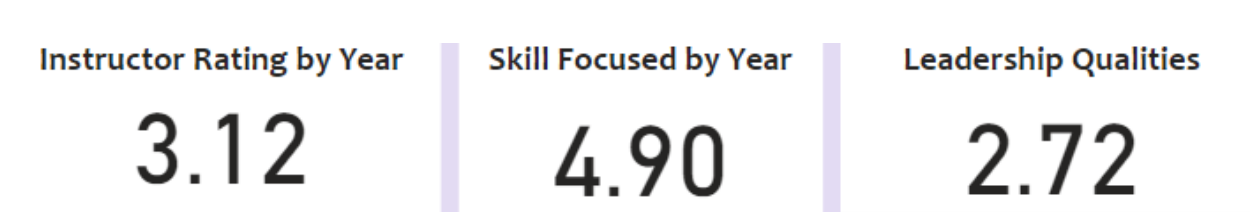

Skills Tab:

This report page offers a comprehensive overview of employee skills and their progression throughout the year, essential for talent development and strategic planning.

Card Visual: Instructor Rating, Skill Focus, and Leadership Qualities:

- Utilizes a card visual to display key attributes such as instructor rating, skill focus, and leadership qualities, aiding in identifying strengths and areas for improvement.
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Instructor Rating by Year	Skill Focused by Year	Leadership Qualities
3.12	4.90	2.72

Completion Status of Cloud Certifications:

- Presents the completion status of cloud certifications for employees, enabling assessment of skill acquisition and alignment with organizational goals.

Certification status based on Employee

Employee_ID	AWS	Azure	Google Cloud	IBM Cloud
1	Yes	Yes	Yes	Yes
2	Yes	Yes	Yes	Yes
3	Yes	No	No	Yes
4	Yes	Yes	Yes	Yes
5	Yes	No	Yes	No
6	Yes	Yes	Yes	Yes
7	Yes	Yes	No	Yes
8	Yes	Yes	Yes	Yes
9	No	Yes	Yes	Yes
10	Yes	Yes	No	Yes

Top 10 Employees by Manager Rating:

- Highlights the top-performing employees based on manager ratings, providing recognition and insights into exemplary performance.
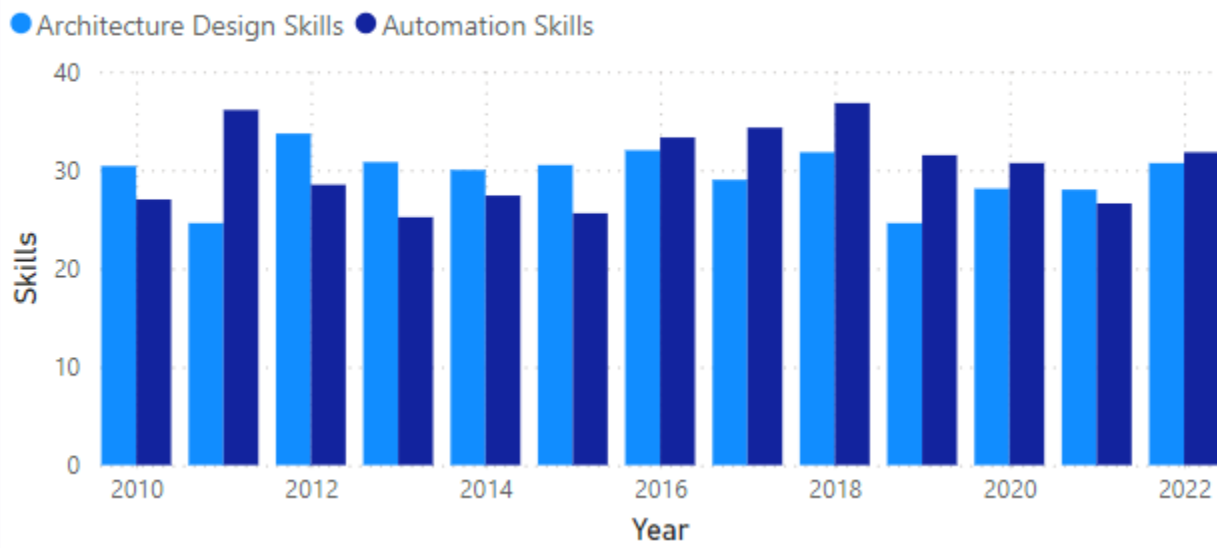
Top 10 Employee by Manager Rating

Employee_ID	Job_Title	Manager Rating ▾	Country
1539	Specialist	51.50	Germany
862	Consultant	50.60	Brazil
325	Engineer	50.50	India
415	Engineer	50.40	USA
703	Consultant	50.20	Brazil
1954	Developer	50.20	Japan
1283	Analyst	49.80	USA
554	Developer	49.80	Japan
708	Developer	49.60	UK
1501	Engineer	49.50	India

Visual Representation of Employee Skill Sets: Architecture, Design, and Automation Skills:

- Offers a visual representation of employee skill sets, focusing on architecture, design, and automation skills, crucial for project success and resource allocation.

Architecture Design and Automation Skills by Year

Security Management and Service Optimization by Year

● Security Management ● Service Optimization