

## Homework Assignment 6:

### Performance Dashboards (3)

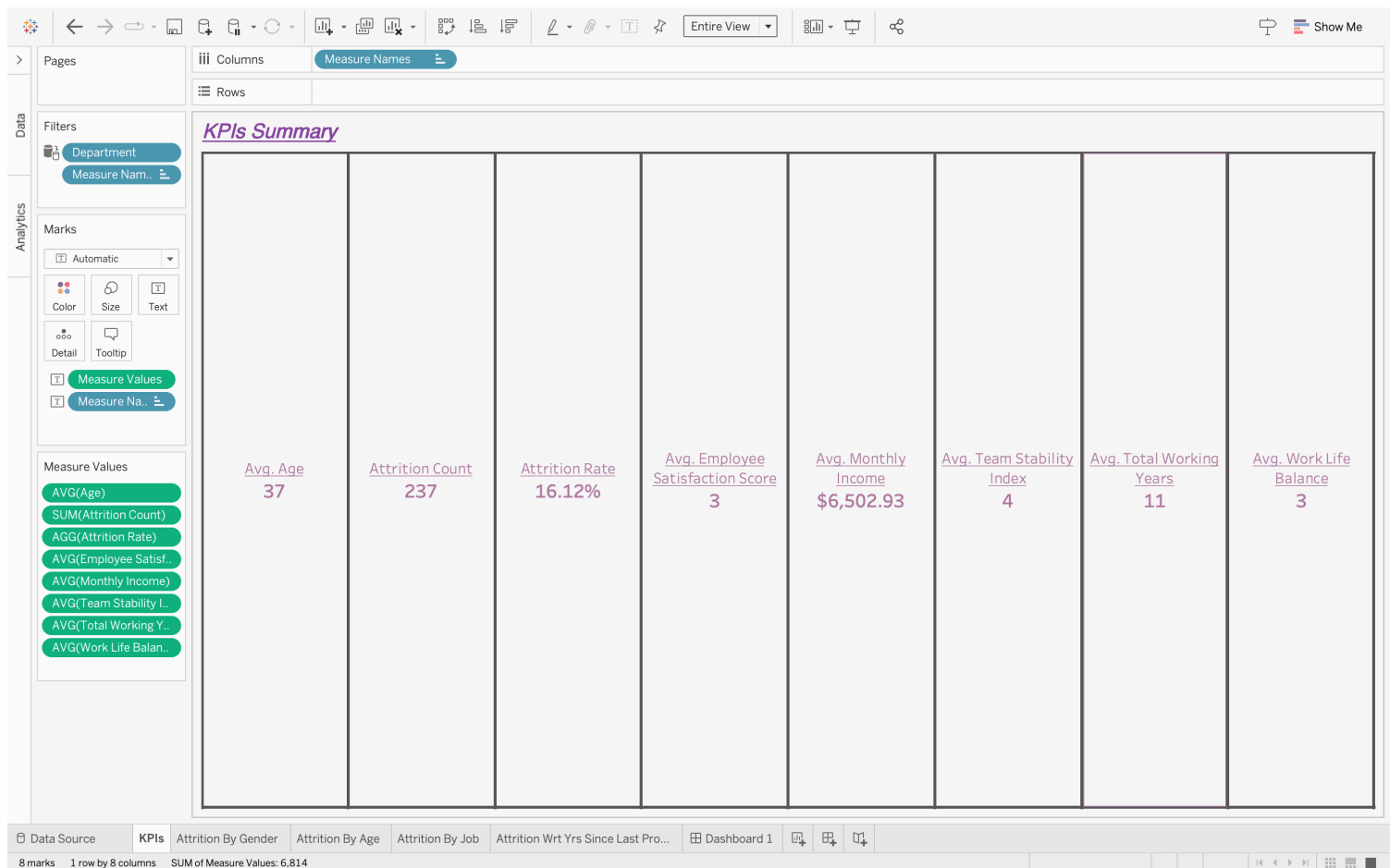
- Steffi Dorothy

#### Theme:

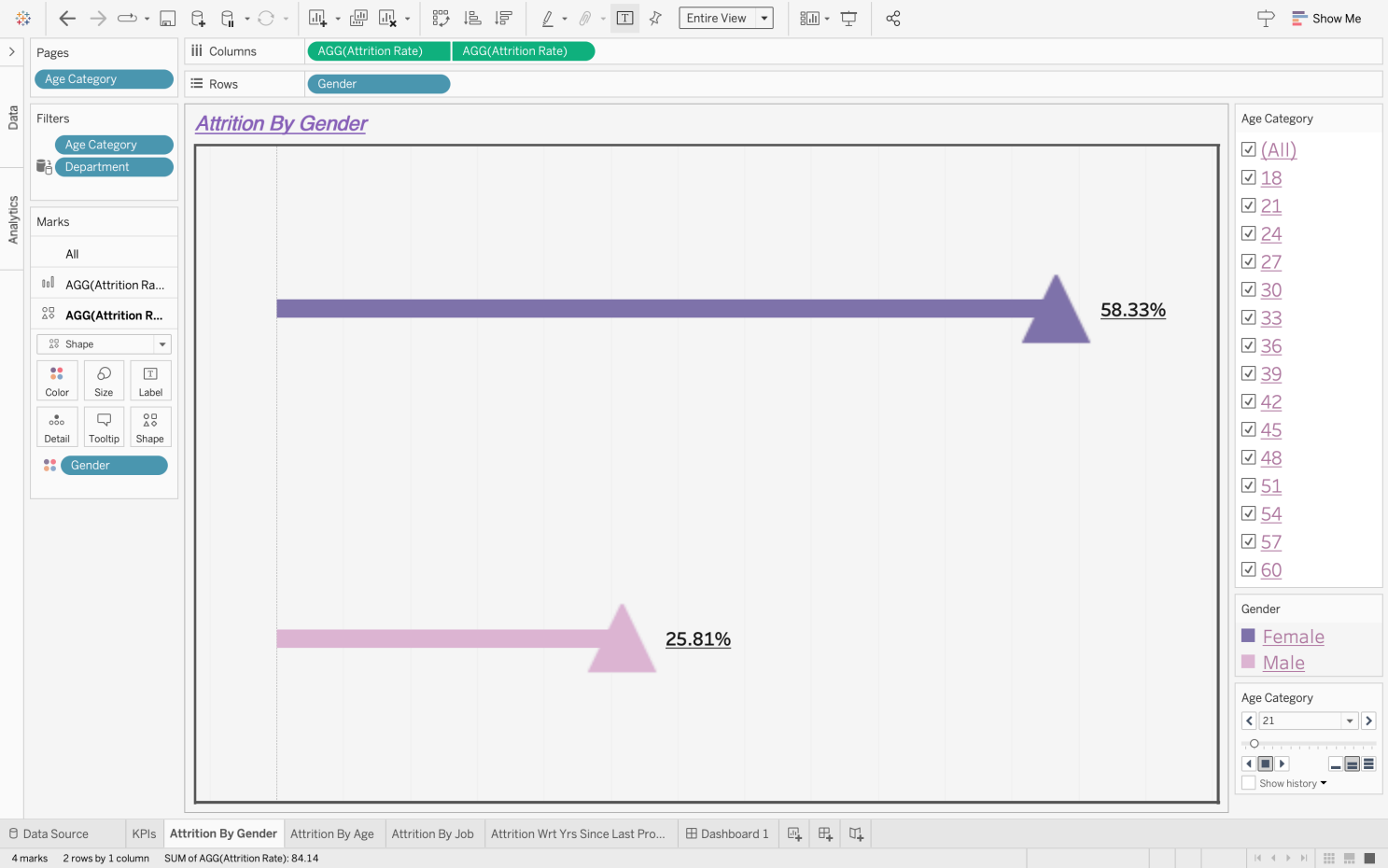
#### Human Resources Management

--- Dataset: Dataset\_HR Performance.xlsx

#### Part 1-



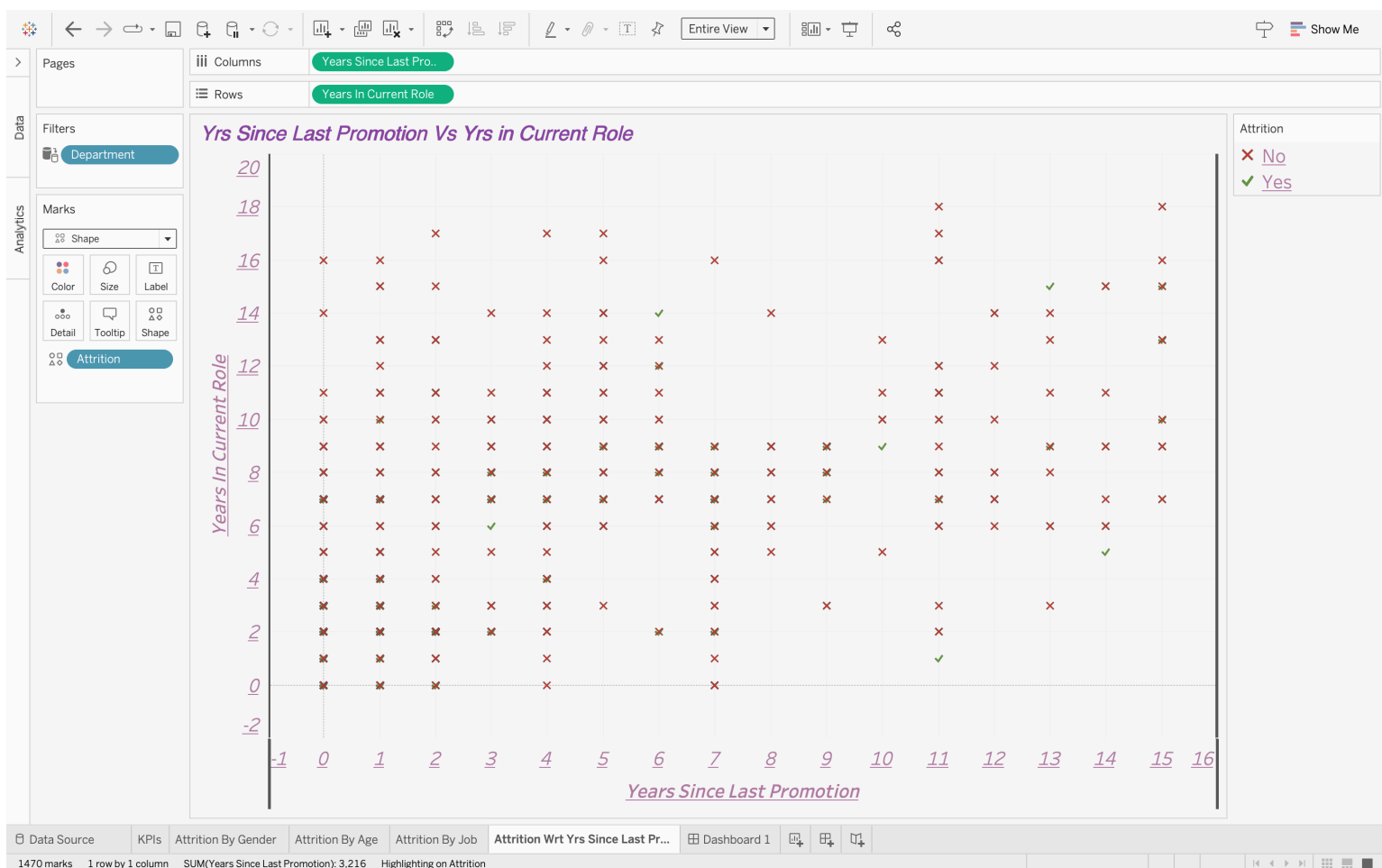
I have created a KPI Summary Tile that displays the key performance indicators (KPIs) using the provided dataset. KPIs are measurable metrics that assess a company's performance. In this instance, the tile presents the average age, attrition count, employee satisfaction score, average total working years and average team stability index of the organisation.



1.

Here, I have created a calculated field for the attrition rate. I also created bins for ages with a step size of 3 and applied filters on the created age category bin to filter by age. I have filtered by the department for all the worksheets that use the related data sources. Pages in Tableau are a feature that allows users to break down a view into a series of pages. Each page represents a specific value of a dimension. So, I have applied the age category bin to pages to show how the graph changes over time, with each page representing a different age and the attrition rate respectively.

## Part 2



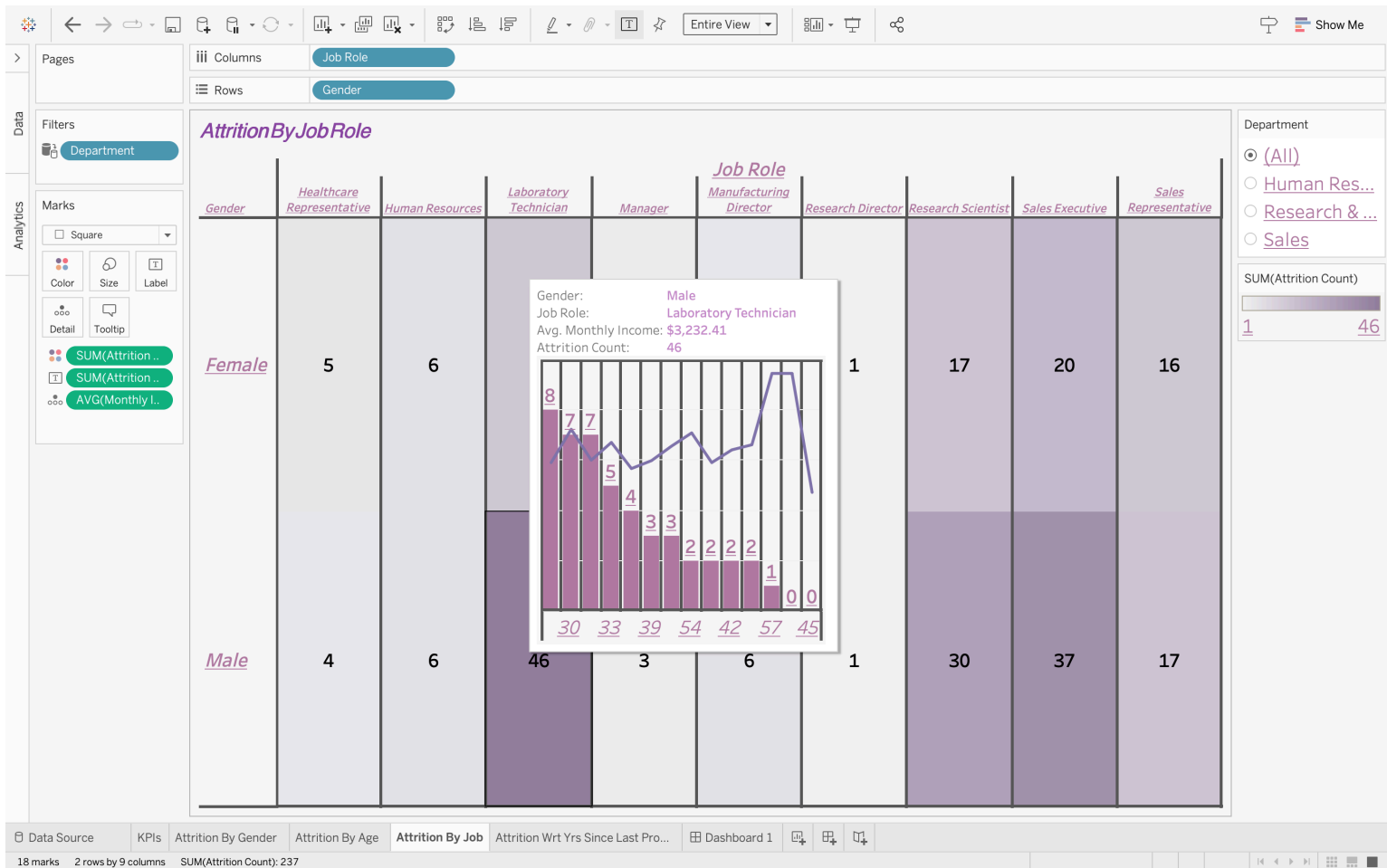
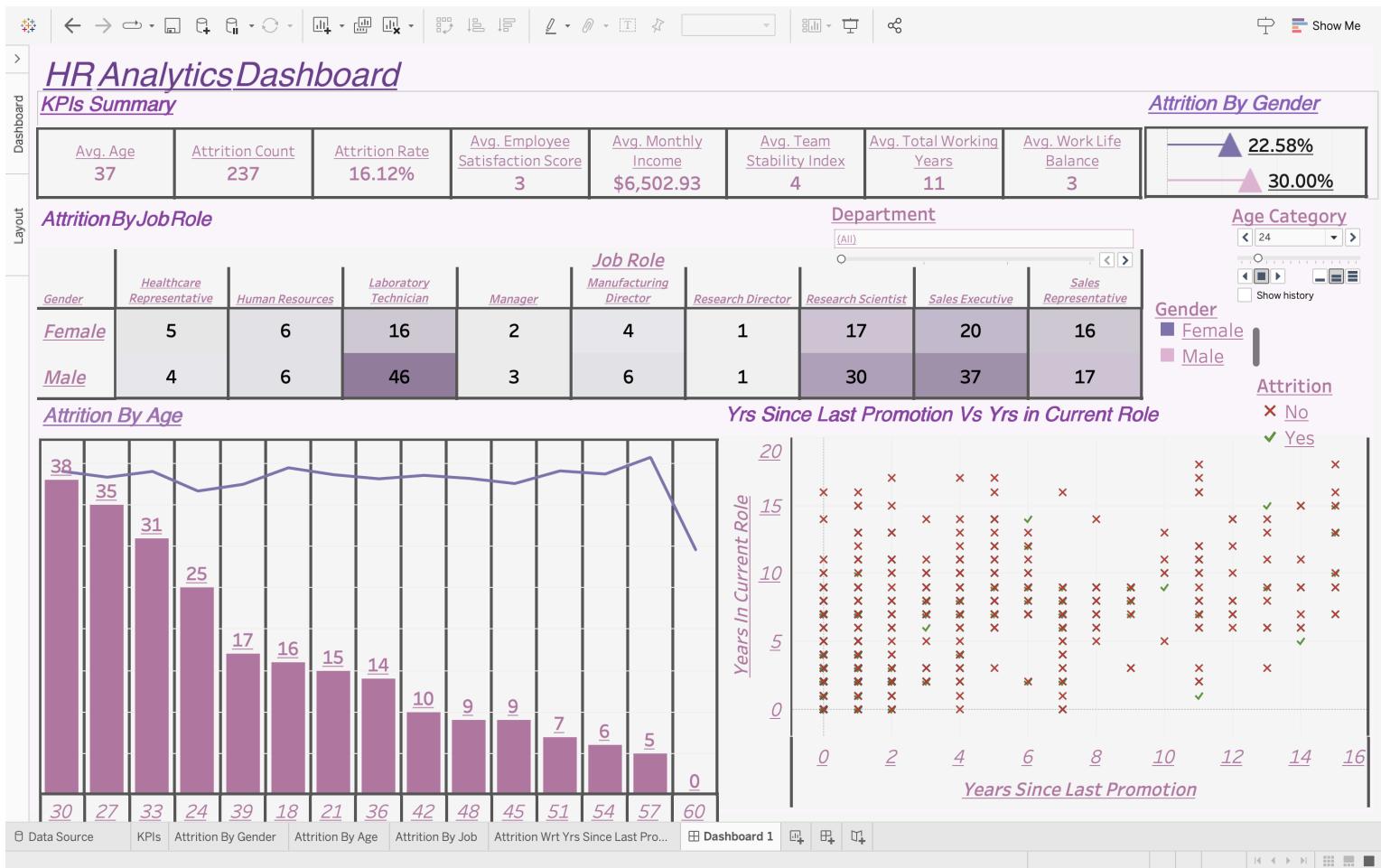


Tableau is a data analytics platform that can be used for HR analytics. The dashboard I created can be used to analyse data, collaborate, and share insights. This dashboard can help identify trends and patterns in employee data, such as their attrition rate based on job roles and by department, working hours and salary. It can assist with data-driven decision-making. For instance, an HR professional can share a dashboard showing the correlation between employee satisfaction and attrition rate by age, which can help identify breakdowns in processes, manage and maintain employees, and find ways to save money on hiring processes. Additionally, it can help recruit more efficiently and create the best-in-class employee experiences.



• Four managerial questions that the dashboard could help answer.

- What are the key performance indicators (KPIs) for the business?
- What are the Workforce demographics?
- What is the Employee retention?
- What is the Employee satisfaction score?