

HR Analysis

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Power BI HR Analytics Dashboard

Introduction

HR Analytics helps companies make better decisions about hiring, keeping employees, planning their workforce, and promoting diversity.

By using data, businesses can attract and keep top talent, boost employee engagement and performance, and create a positive and inclusive work environment. This gives them an advantage over others.



Objectives



Empower HR professionals to make informed decisions on employee retention, development, and recruitment strategies.

Visualization

1. **Employees by showing Avg Age Group (Card):** A card categorizes employees into different age groups, offering insights into the age demographics of the workforce. This visualization helps in understanding the age diversity within the organization
2. **Representing hiring rate by year(Line Chart):** A hiring rate by year typically focuses on tracking the percentage or count of new hires made each year relative to the total workforce.
3. **Headquarter Employee's:** Headquarter Employee's typically highlights the unique characteristics, roles, and contributions of staff based in the organization's main office.
4. **Remote Employee's:** Remote work enables hiring from a broader talent pool, often resulting in greater geographic and cultural diversity. Analyzing where remote employees are located can highlight how the organization is leveraging global talent and tapping into specialized skills outside of traditional office regions.

Visualization

5. Representing the Gender of Employee's: Representing the gender of employee's provides an understanding of diversity within the workforce, offering valuable information on gender balance and inclusivity efforts.

6. Total Employee's by State: Total employee by state provides valuable geographic workforce data, highlighting where an organization's workforce is most concentrated and uncovering regional trends.

7. Total Employee's by Department: Total employee's by department helps understand the internal structure of an organization and provides a clear picture of resource allocation across various functional areas.

8. Total Employee's by Race: Total employee's by race provides a view into the racial diversity within an organization, offering crucial information to assess equity, inclusivity, and representation across the workforce.

HR Analytics Dashboard

Total Employee's

22,214

Average Age

38

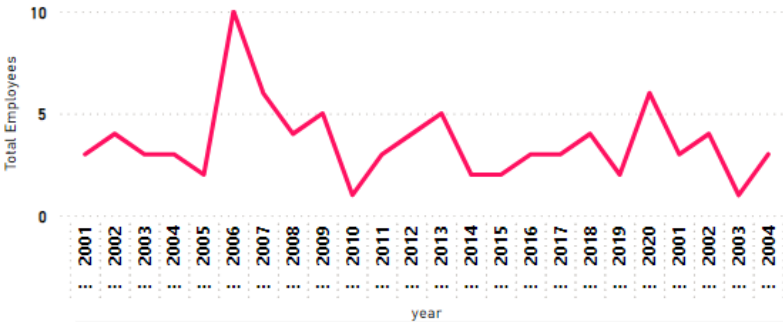
HQ Employee's

16715

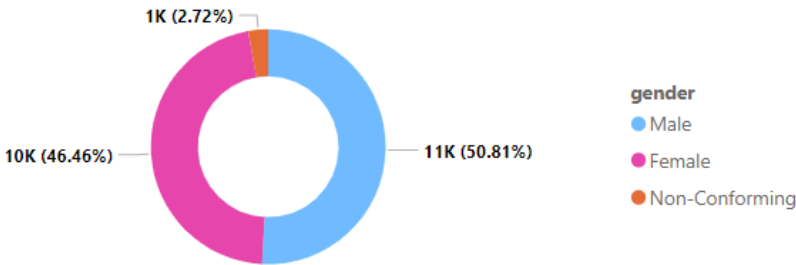
Remote Employees

5499

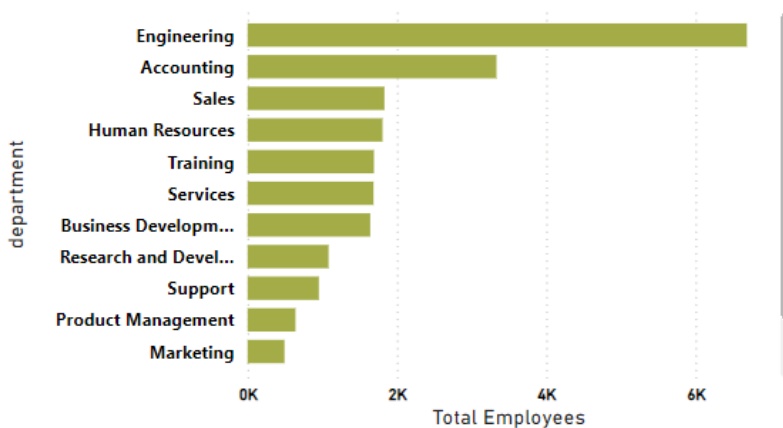
Hiring Rate By Year



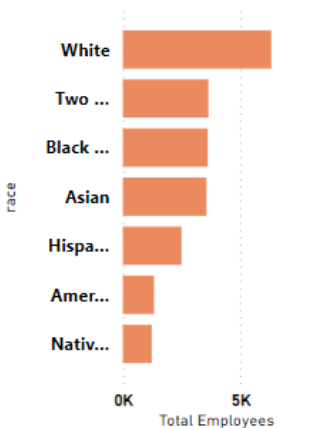
Representing the Gender of Employees.



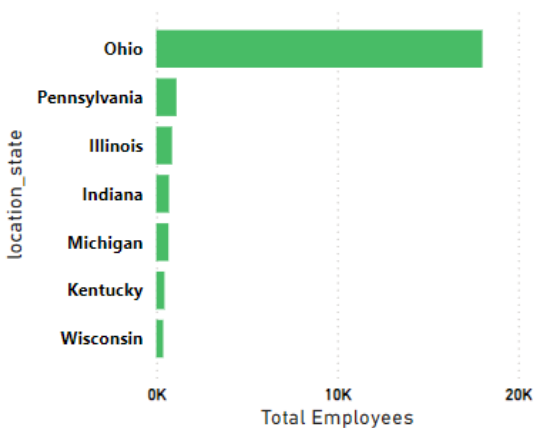
Total Employees by department



Total Employees by race



Total Employees by State



Insights

1. Engineering is the largest department, with Accounting and Sales also prominent. This balance highlights a focus on tech, operations, and revenue. Smaller teams in Training, Services, and Support provide centralized support.
2. The company's workforce is predominantly male (50.81%), with females comprising 46.46%. This imbalance highlights the need for targeted initiatives to enhance gender diversity, particularly in male-dominated departments like Engineering and Sales.
3. The company's workforce is racially diverse, led by Whites (6,300), followed by Two or More Races, Black/African American, and Asian (3,600 each), and Hispanic/Latino (2,500).

Insights

4. The company's workforce is concentrated in Illinois, Pennsylvania, Indiana, and Michigan, with 1,000 employees in each state, indicating key operational hubs. Conversely, Ohio, Kentucky, and Wisconsin have no recorded employees, suggesting potential data gaps or untapped markets for expansion and talent pool growth.
5. Average employee age is 38, suggesting a mature workforce. Focus on: Career development for older employees, Succession planning, Attracting younger talent for future growth.
6. 25% of employees work remotely (5,499), 75% at HQ (16,715). Refining remote policies and exploring hybrid models can enhance employee satisfaction.

Conclusion

1. The HR analysis provides valuable insights to inform strategic decisions, improve employee satisfaction, retention, and business growth.
2. Balanced gender distribution and diverse workforce.
3. Urban-centric workforce with scope for remote work enhancement.
4. Departmental growth in IT, indicating digital transformation focus.
5. Stable workforce with average tenure of 3-5 years.
6. Commitment to diversity and inclusion.



Dataset

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DB NAME:	project_hr_analytics
Table Name:	HR
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Password:	DM!\$!Team9!20@4!23&

The image features a white background with several abstract, organic shapes in the corners. In the top-left, there's a large orange shape. In the top-right, there's a red shape with a smaller orange shape inside it. In the bottom-left, there's a light orange shape with a small orange circle inside and a dark grey/black shape at the very bottom. In the bottom-right, there's a small grey shape.

Thank you!