HR ANALYTICS REPORT

Data Literacy with Tableau

Team ID :

NM2023TMID13634

TEAM MEMBERS :

THANGABALU

APPU PRASANTH

PRAVEENKUMAR

GOKUL

DETAIL :

III YEAR,

BSc.,MATHAMATICS,

GOVERNMENT ARTS COLLEGE,

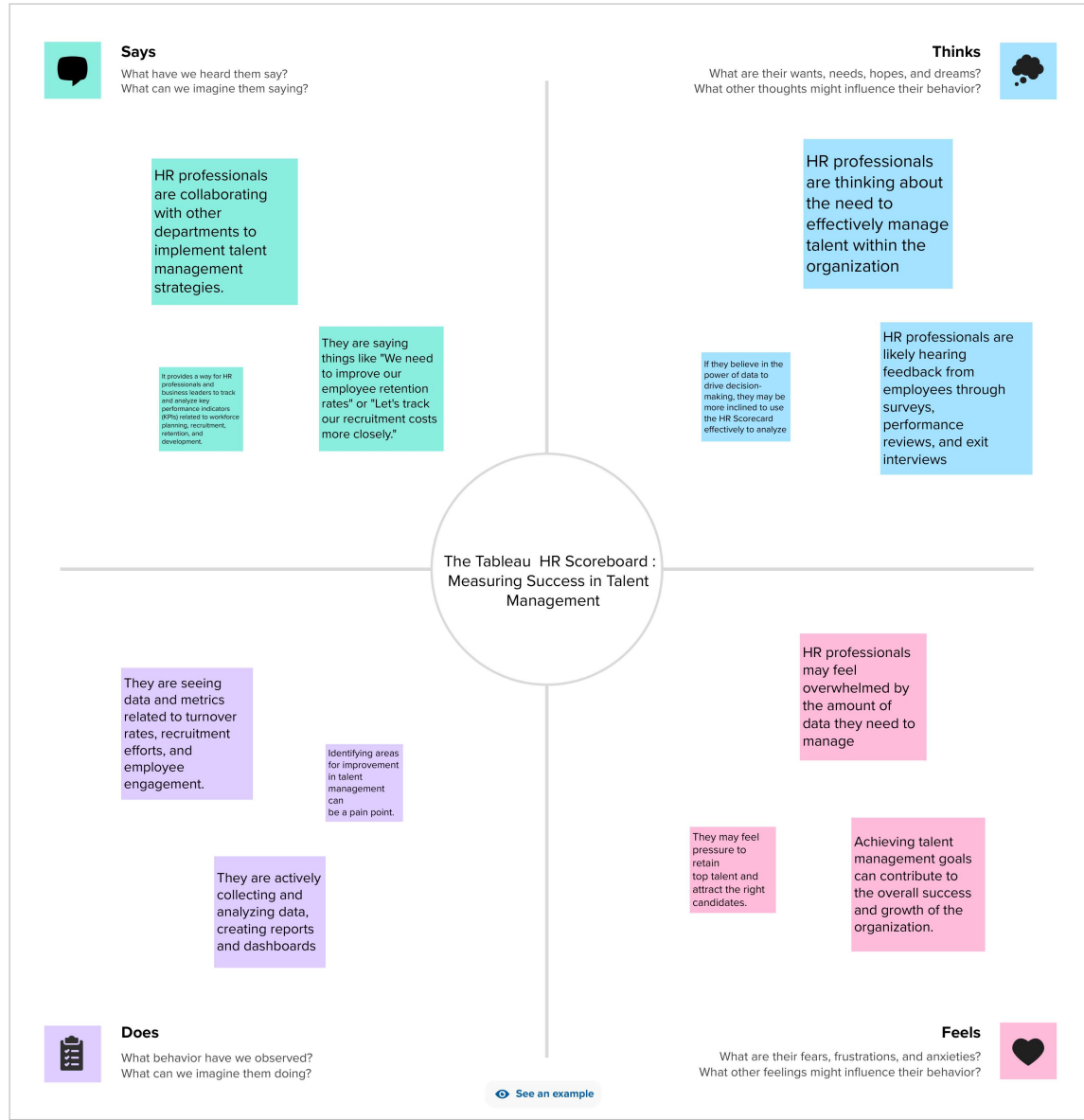**TIRUVANNAMALAI.**

1.INTRODUCTION:

Overview;

An HR dashboard is a business intelligence tool that allows businesses and HR teams to record, evaluate and report on various HR performance metrics.

Purpose:

This HR analytics dashboard, built using Power BI, offers a comprehensive view of key metrics that help organizations to identify and address HR-related challenges. The dashboard showcases important KPIs such as Total Employees, Active Employees, Attrition, Attrition Rate, and Average Age.

2.Problem Definition & Design Thinking:

EMPATHY MAP

Says
What have we heard them say?
What can we imagine them saying?

HR professionals are collaborating with other departments to implement talent management strategies.

It provides a way for HR professionals and business leaders to track and analyze key performance indicators (KPIs) related to workforce planning, recruitment, retention, and development.

They are saying things like "We need to improve our employee retention rates" or "Let's track our recruitment costs more closely."

Thinks
What are their wants, needs, hopes, and dreams?
What other thoughts might influence their behavior?

HR professionals are thinking about the need to effectively manage talent within the organization

If they believe in the power of data to drive decision-making, they may be more inclined to use the HR Scorecard effectively to analyze

HR professionals are likely hearing feedback from employees through surveys, performance reviews, and exit interviews

The Tableau HR Scoreboard : Measuring Success in Talent Management

They are seeing data and metrics related to turnover rates, recruitment efforts, and employee engagement.

Identifying areas for improvement in talent management can be a pain point.

They are actively collecting and analyzing data, creating reports and dashboards

HR professionals may feel overwhelmed by the amount of data they need to manage

They may feel pressure to retain top talent and attract the right candidates.

Achieving talent management goals can contribute to the overall success and growth of the organization.

Does
What behavior have we observed?
What can we imagine them doing?

Feels
What are their fears, frustrations, and anxieties?
What other feelings might influence their behavior?

👁 See an example

IDEATION & BRAINSTORM MAP

3.RESULT:

HR ANALTICS DASHBORAD

HR ANALYTICS DASHBOARD

Education
All

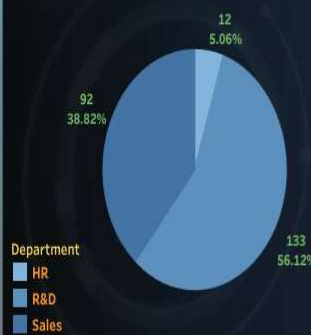| Employee Count	Attrition Count	Attrition Rate	Active enployees	Avg. Age
1,470	237	16.12%	1,233	37

Department wise Attrition

12
5.06%

92
38.82%

133
56.12%

Department
- HR
- R&D
- Sales

No of Employee by Age Group

Bin Size
3

213

190
177
164
139
111
98
91
73
56 54
43
28
28
5

18 21 24 27 30 33 36 39 42 45 48 51 54 57 60

Employee Count
5 ▬▬▬▬▬ 213

Job Satisfaction Rating

Job Role	1	2
Healthcare Repres..	26	19
Human Resources	10	16
Laboratory Techni..	56	48
Manager	21	21
Manufacturing Dir..	26	32
Research Director	15	16
Research Scientist	54	53
Sales Executive	69	54
Sales Representati..	12	21
Grand Total	289	280

Job

Education Field wise Attrition

Life Sciences	89
Medical	63
Marketing	35
Technical Degree	32
Other	11
Human Resources	7

Attrition Rate by Gender for Age group
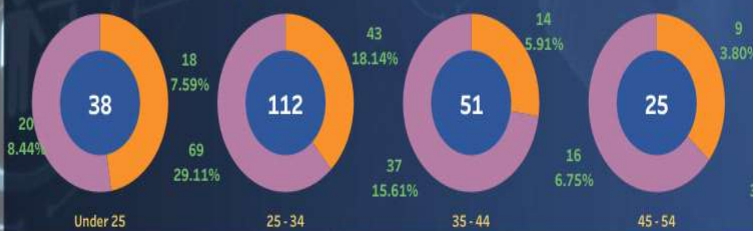
Gender ■ Female

18
7.59%

20
8.44%

38

69
29.11%

43
18.14%

112

37
15.61%

14
5.91%

51

16
6.75%

9
3.80%

25

Under 25   25 - 34   35 - 44   45 - 54
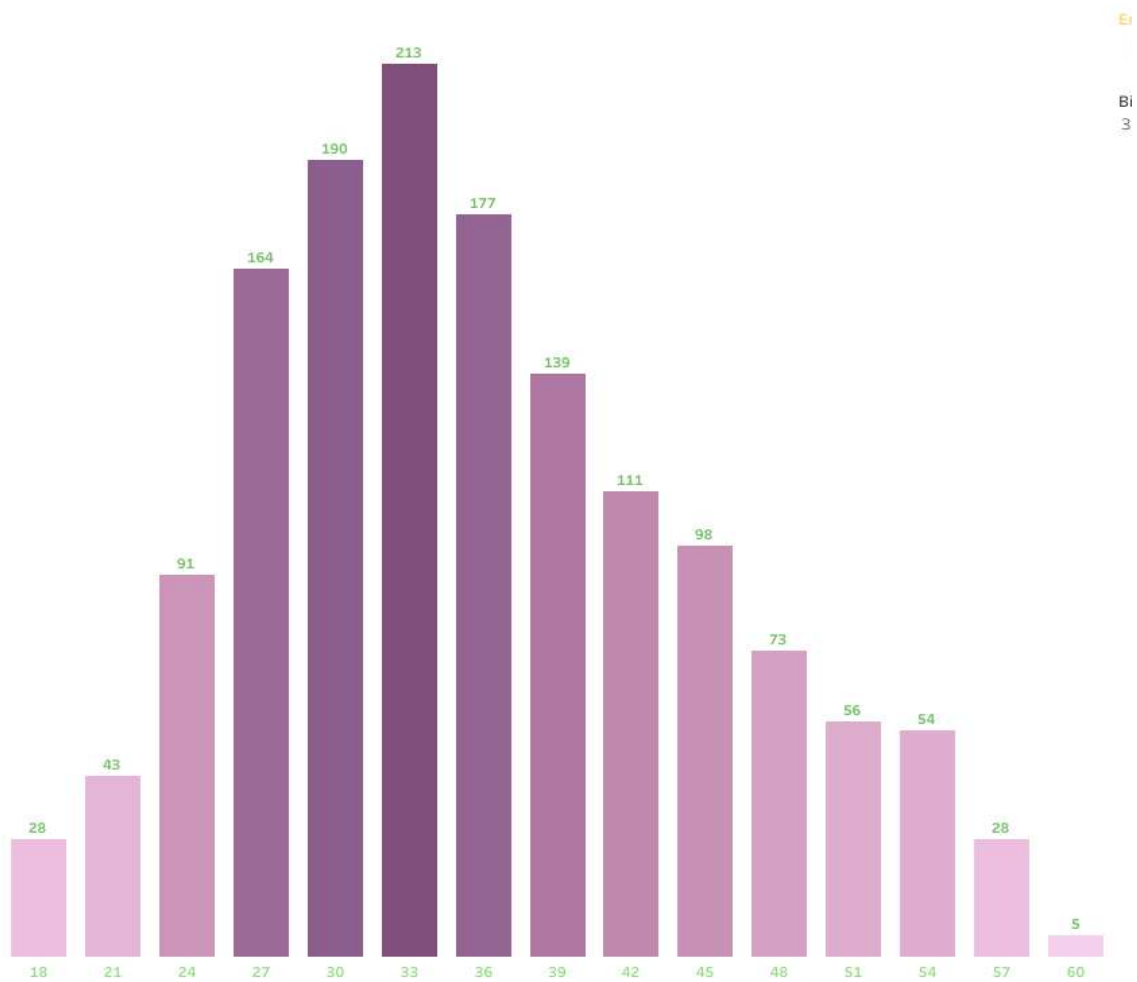
DEPARTMENT WISE ATTRITION

HR Analytics Storyline

R&D department has the highest no. of attrition rate i.e 56.12% as compared to other departments.	The highest no. of employees i.e.213 are employed at the age of 33.	Employees are expected to be satisfied in safes executive job role.	Modt if the attrition accurs in the field of life sciences.

Department
- HR
- R&D
- Sales

12
5.06%

92
38.82%

133
56.12%

6
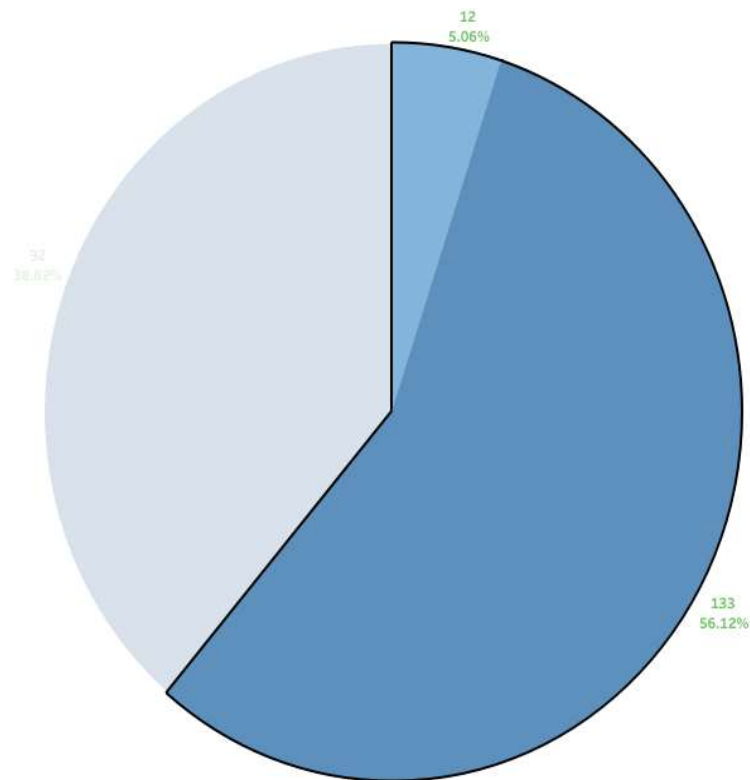
NUMBER OF EMPLOYEES BY AGE GROUP

HR Analytics Storyline

| R&D department has the highest no. of attrition rate i.e 56.12% as compared to other departments. | The highest no. of employees i.e.213 are employed at the age of 33. | Employees are expected to be satisfied in safes executive job role. | Modt if the attrition accu field of life sciences. |

JOB SATISFACTION RATING

HR Analytics Storyline

R&D department has the highest no. of attrition rate i.e 56.12..	The highest no. of employees i.e.213 are employed at the age of 33.	Employees are expected to be satisfied in safes executive job role.	Modt if the attrition accurs in the field of life sciences.	Males leave over t

Job Role	1	2	Job Satisfaction 3	4	Grand Total	Employe 10
	26	19	43	43		
	10	16	13	13		
	56	48	75	80		
	21	21	27	33		
	26	32	49	38		
	15	16	27	22		
	54	53	90	95		
	69	54	91	112		
	12	21	27	23		

EDUCATION FIELD WISE ATTRITION

HR Analytics Storyline

R&D department has the hi..	The highest no. of employees i.e.213 are employed at the age of 33.	Employees are expected to be satisfied in safes executive job role.	Modt if the attrition accurs in the field of life sciences.	Males are ex organisation

Life Sciences

Medical — 63

Marketing — 35

Technical Degree — 32

Other — 11

Human Resources — 7

ATTRTION BY GENDER FOR DIFFERENT AGE GROUPS

HR Analytics Storyline

R&D department has the hi..	The highest no. of employees i.e.213 are employed at the age of 33.	Employees are expected to be satisfied in safes executive job role.	Modt if the attrition accurs in the field of life sciences.	Males are expected to leave the organisation over the age of 55.

Gender

38	112	51	25	11

18 7.59%
20 8.44%
69 29.11%

43 18.14%
37 15.61%

14 5.91%
16 6.75%

9 3.80%
8 3.38%

3 1.27%
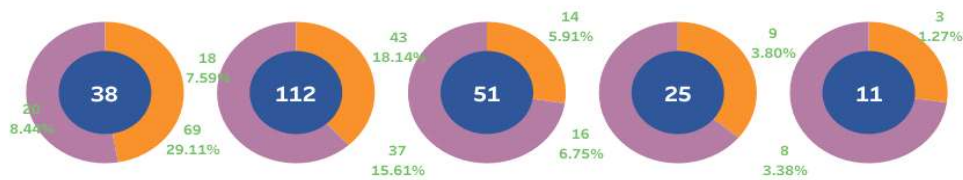
Under 25   25 - 34   35 - 44   45 - 54   Over 55

4.ADVANTAGES & DISADVANTAGES

Advantages:

1. Improving recruitment and talent acquisition: By tracking data such as time-to-hire and cost-per-hire, businesses can gain valuable insights into their hiring process and make improvements to boost efficiency.

2. Managing employee performance and productivity: HR analytics can help businesses identify areas where employees need improvement and provide targeted training to improve performance

Disadvantages:

1. Potential for bias: HR analytics can be biased if the data used is not representative or if the algorithms used to analyze the data are biased.

2. Access to quality data: Access to quality data can be a problem for companies that do not have up-to-date systems.

5.APPLICATION:

1. Employee retention: By analyzing employee data such as turnover rates and exit interviews, businesses can identify the reasons why employees leave and take steps to improve

retention.

2. Performance management: HR analytics can help businesses identify areas where employees need improvement and provide targeted training to improve performance.

6.CONCLUSION:

1.) From this department wise attrition chart, it is clear that Research and Development i.e., R&D has higher rate of about 56.12%.

2.) From the representation of employees by age group, maximum is at the age of 32-34 of about 213 and least is 60 years and 5 employees is at the band.

3.) 112 employees from Sales executive role rated 4 by their job satisfaction, 80 LaboratoryTechnicians follow the list while 69 Sales executive rate 1 for job satisfaction.

4.) 89 employees are from LIfe Sciences background, Medical science scores second with 63 employees while 7 are from Human Resource background.

5.) 112 employees in 25-34 age groups are attrited.

7.FUTURE SCOPE:

1. Increased use of AI and machine learning: The use of AI and machine learning in HR analytics is expected to increase, allowing businesses to make more accurate predictions and data-driven decisions.

2. Greater emphasis on employee experience: HR analytics will focus more on employee experience, including employee engagement, satisfaction, and well-being.

3. More emphasis on diversity and inclusion: HR analytics will play a more significant role in promoting diversity and inclusion in the workplace.

4. Greater use of predictive analytics: Predictive analytics will become more prevalent in HR analytics, allowing businesses to predict future trends and make data-driven decisions accordingly.

5. Increased focus on skills development: HR analytics will play a more significant role in identifying skills gaps and developing training programs to address them.

THANKS