

Problem Statement :

The purpose of this task is to:

- Define proper KPIs in hiring, promotion, performance and turnover
- Create a visualisation for the HR manager that reflects all relevant Key Performance indicators(KPIs) and metrics in the dataset.

Calculating the following measures could help to define proper KPIs:

- Number of men
- Number of women
- Number of leavers
- % employees promoted (FY21)
- % of women promoted
- % turnover
- Average performance rating: men
- Average Performance rating: women

Data Preparation:

Completed the Data transformation in Power Query and the dataset loaded into Microsoft Power BI Desktop for modeling.

Diversity and Inclusion dataset is give table named:

- Diversity and Inclusion dataset which has 500 rows and 31 Column of observation

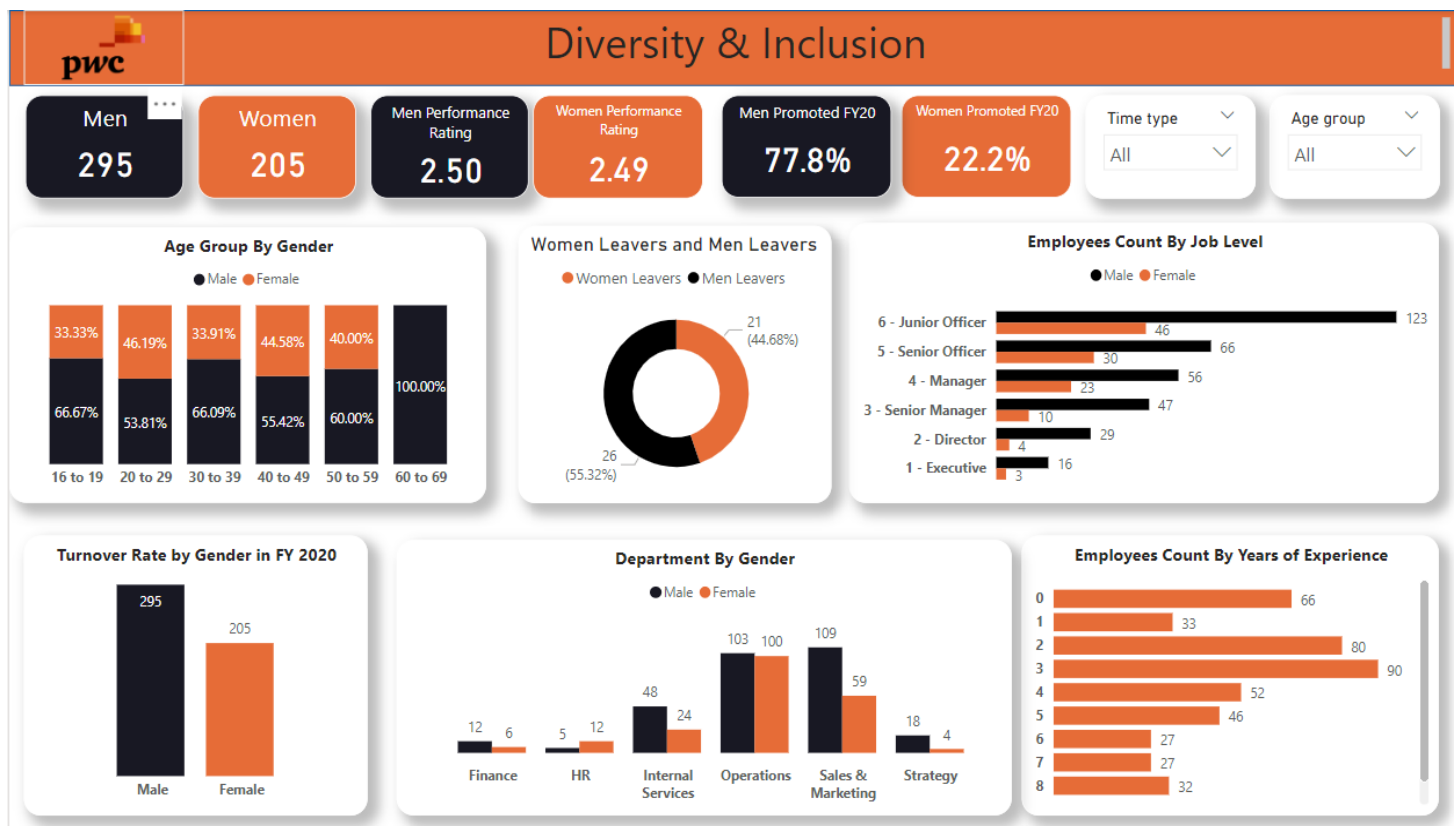
Data Cleaning for the dataset was done in the power query editor as follows:

- Changed the header row of dataset
- Removed Unnecessary columns
- Removed Unnecessary rows
- Each of the columns in the table were validated to have the correct data type

Data Visualization:

Data visualization for the data analysis (DAX) was done in Microsoft Power BI Desktop:

Shows visualizations from Diversity and Inclusion:



Insights:

As shown the data Visualization, It can be deduced that:

1. Company boasts a total workforce of 500 employees, with 295 male employees and 205 female employees.
2. In the category of managers, 87.5% of the individuals promoted were male, marking the highest percentage for the year. Meanwhile, 12.5% of the promotions went to female employees.
3. Among the various regions, Switzerland holds the distinction of having the highest number of employees, with a total of 264 individuals. Following closely behind is the European region, with 224 employees.
4. When it comes to average ratings, female employees obtained an average rating of 2.49%, while male employees achieved an average rating of 2.48%.

5. During the year 2020, the gender distribution of new hires was as follows: 40% male and 60% female employees.
6. The age group with the highest number of male employees is between 16 to 19 years and 50 to 59 years.
7. On the other hand, the age group with the highest number of female employees falls between 40 to 49 years.