Project Proposal: HR Data Tech
(Employee Performance and Satisfaction Analysis)

Project Name

HR Data Tech

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Introduction

This project aims to analyze employee data to uncover insights into various aspects of workforce satisfaction, performance, and retention. By leveraging Power BI, the goal is to create an interactive dashboard that facilitates understanding of the factors impacting employee satisfaction and turnover, enabling data-driven decision-making for human resources and management.

Objectives

1. **Provide In-Depth Employee Insights**: Deliver a comprehensive analysis of employee performance, satisfaction, and demographic information.
2. **Enhance Accessibility of Key Metrics**: Develop an interactive Power BI dashboard for straightforward exploration of essential performance and satisfaction metrics.
3. **Support Informed Decision-Making**: Reveal patterns and insights in the data that can guide strategies for improving employee retention, engagement, and growth.

Purpose

This analysis seeks to identify key factors influencing employee satisfaction and performance, with a particular focus on work-life balance, training opportunities, diversity, and turnover. By visualizing these elements, the project aims to support HR in refining policies and practices that foster a positive workplace environment.

Analysis Steps

1. **Data Gathering and Exploration (Extract)**: Utilize the provided Employee dataset to examine various factors influencing employee satisfaction and performance.
2. **Data Cleaning and Transformation (Exploration Data Analysis)**: Organize and refine the data within Power BI to ensure accuracy and readiness for detailed analysis.
3. **Utilization of Power BI Tools (Visualization)**: Apply Power BI's capabilities to perform data transformations and create meaningful visualizations that uncover key insights.

Visualization Plan

- **Power BI Dashboard**: The primary tool for analysis and visualization will be Power BI. Key visualizations will include:
  - Bar Charts for showing attrition rate by salaries.
  - Donut charts for clarifying diversity of employees in terms of demographic data.
  - Line Graphs for trends over time.
  - Tree Maps to show the distribution of employees across different departments.
  - Decomposition Tree for overviewing employees' data
  - Key Influencer to show the factors affecting salary ranges

o   Slicers for interactive filtering by department, ethnicity, and satisfaction scores.

Expected Outcomes

- A user-friendly Power BI dashboard that provides a comprehensive overview of employee performance and satisfaction metrics.
- Actionable insights on areas requiring intervention, such as departments with low work-life balance scores or high attrition rates.
- Clear visualizations of trends and patterns that can inform HR policy and decision-making processes.

Next Steps

1. **Data Integration and Preparation**: Import and clean the dataset in Power BI, defining relationships and calculating fields as needed.
2. **Dashboard Creation**: Design and develop the Power BI dashboard based on the identified KPIs.
3. **Data Presentation**: Summarize and present the analysis in a PowerPoint presentation, providing clear visuals and findings for review.
4. **Review and Refinement**: Share the initial insights with HR for feedback and make adjustments to enhance the dashboard's value.