HR Analytics

Wireframe Documentation

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General Description

Product Perspective:

HR analytics project focused on leveraging data-driven insights to enhance various aspects of human resources management within an organization. The project aims to utilize advanced analytics techniques to extract valuable information from HR data, enabling data-driven decision-making and improving overall HR processes.

Problem statement:

HR is not just about hiring people it is an ocean of its own. HR department goes through a constant journey of finding, selecting, on boarding and monitoring the right talent. You are required to use analytics concept to provide a smooth monitoring of workforce for the HR department.

To investigate how the company objective factors influence in attrition of employees, and what kind of working environment is most likely to cause attrition. You shall be looking at all variables through some charts and infer about it in my exploratory analysis. And through exploration you shall try to identify the Variables that tend to have an impact in the attrition of the most experienced and talented employees.

PROPOSED SOLUTION:

- Conduct EDA to gain initial insights into the data. Explore correlations, patterns, and trends in HR metrics to identify potential areas for improvement or further investigation with the help of excel pivot chart.

- Segment employees based on various criteria (e.g., job role, department, performance level) to identify distinct groups with unique characteristics and needs with the help of Interactive dashboard and develop employee profiles to tailor HR interventions and strategies accordingly.

- Diversity and inclusion analysis: Evaluate diversity and inclusion metrics to ensure equal opportunities and inclusivity within the organization. Identify potential biases, barriers, or underrepresented groups and develop strategies to foster a diverse and inclusive workforce.

- Create intuitive and visually appealing dashboards and reports to present key HR metrics, trends, and insights to stakeholders. Use interactive visualizations to facilitate data exploration and decision-making.

Dashboard:

Deployment:

- The first step in the deployment process is to develop and test your Power BI content. This includes creating reports, dashboards, and data models using Power BI Desktop. You can connect to data sources, transform and model the data, and design visualizations to meet your analysis requirements. During the development phase, it's important to thoroughly test your content to ensure accuracy and functionality.

- Once your Power BI content is ready, you can publish it to the Power BI Service. The Power BI Service is a cloud-based platform where you can store and share your reports, dashboards, and datasets. To publish your content, you can save your Power BI Desktop files (.pbix) and upload them to the Power BI Service.

- In the Power BI Service, you can configure security settings and define access permissions for your content. You can control who can view, edit, or share your reports and dashboards. Power BI provides options to share content with specific individuals, groups, or the entire organization. You can also set up row-level security to restrict data access based on user roles or attributes.

Conclusion:

1. Power BI empowers HR professionals to access and analyze vast amounts of HR data quickly and effectively. By visualizing key HR metrics and trends, Power BI enables informed decision-making across various HR functions, including recruitment, employee engagement, talent management, and workforce planning.

2. Power BI's interactive dashboards and reports allow HR teams to explore data and identify meaningful patterns and correlations. This leads to actionable insights that can drive strategic initiatives, such as enhancing employee engagement, reducing turnover, or optimizing training and development programs.

4. Power BI's rich visualization capabilities allow HR professionals to present HR data in a visually compelling manner. Interactive charts, graphs, and maps make it easier to communicate complex HR insights to stakeholders, enabling effective data storytelling and enhancing data-driven discussions.

6. Power BI enables collaboration and knowledge sharing within HR teams and across the organization. HR professionals can collaborate on reports, share insights, and provide access to relevant stakeholders, fostering a data-driven culture and aligning HR strategies with business objectives.

7. Power BI offers robust security features, including role-based access controls, data encryption, and compliance with industry standards. This ensures the protection of sensitive HR data and compliance with data privacy regulations.

By leveraging Power BI's capabilities, organizations can unlock the full potential of their HR data, gain valuable insights, and drive evidence-based decision-making. However, it is important to address data quality, ensure stakeholder buy-in, and invest in the necessary training and resources to maximize the benefits of HR data analytics using Power BI.