PROJECT NAME: IBM HR Dashboards Projects

You have recently joined IBM HR Analytics team and are surprised to notice the lack of awareness among senior management on the performance of the Human Resources department. After a prolonged discussion with your manager, you have decided to generate 3 dashboards for different users within IBM. Luckily, the employee data is well organised and is available in the excel format (attached here). There might be a few anomalies, but your manager has informed you to delete any anomalies from data where employee count is 15 or less.

Key Points that you can incorporate in your dashboard:

IBM revenue for 2021: 5,735 cr USD

Operational expenses as % of revenue: 56% (Employee Salary and other expenses are part of Operational Expenses)

Operational expenses distribution by departments:

HR: 11%

R&D: 67%

Sales: 22%

Average Daily Commute Cost in USA: 62.5 cents per mile

**Dashboard 1** should be developed for company executives, like CEO, CFO and COO. They are interested in the overall effectiveness of the workforce and long-term stability of the business operations.

KPIs important for the CXOs

* **Revenue per employee (Online Formula)**
* **Attrition rate (Done)**
* **Cost of hiring (Taking into Consideration)**
* **Average age of the workforce (Done)**
* **Gender neutrality (Done)**

**Dashboard 2** should be developed for Employee Retention Team. They need more details on the reasons of employees leaving the company, how are the vacancy filled etc.

KPIs important for Retention Team

* **% Of Employees leaving the organisation**
* **Average staff turnover cost**
* **Profit per employee**
* **% Of new hire retention**

**Dashboard 3** should be developed for Compensation Team. They are responsible to keep salary expenses of the workforce in check.

KPIs important for Compensation Team

* **Compensation cost as % of revenue**
* **% Increase in compensation Year on Year (YoY)**
* ~~% Of payroll payment errors~~
* ~~Average Daily travel cost per employee~~
* **% Of Employee Overtime**

PROJECT MARKING:

Each dashboard has 200 points, making a total of 600 points.

You will be doing a 15 mins class presentation, explaining your dashboards. Points for class presentation is 200.

Total Project Points: 800