**HR Analysis Report**

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**Abstract**

Human resource analytics (HR analytics) is a area in field of analytics that refers to applying analytics process to the human resource department of the organization in the hope of improving employee performance and therefore getting a better return on investment, HR analytics does not just deal with gathering data on employee efficiently. Instead, it aims to provide relevant insights into each process by gathering data and then using it to make relevant decisions about how to improve these processes.

**Objective and Scope**

The objective of this project is to create a dynamic dashboard in Tableau Desktop software from dataset that is provided by organization in XLSX file. Dashboard that offer an objective analysis due to its dynamic nature. The objective view also focuses on factual data. Dashboard should have auto-updating feature for the metrics that we are measuring and allowing us to analyze the data as we review it.

**Project Production**

* For performing project the organization had provided us XLSX file containing detail data of their employees.
* For data wrangling and data manipulation we had used the Microsoft excel software.
* As the data was clean there was not much need of any changes and for our analysis we had load data in Tableau Software and added the column name ‘Attirition count’.
* ‘Attirition count’ is derived from the column ‘Attirition’ using

Formula.

* ‘Attirition count’ contains values i.e. 0 (zero) - Employee is still working in company and 1(one) – Employee left the company.
* In the next step we have created the KPI’s like ‘Active Employee’, ’Employee count’, ’Attirition rate’, ’Attirition count’ and ‘Average Age’ .
* We have also created a universal filter from column ‘Education’ that filter all the dashboards data as per educational field selected into the filter.
* After creating KPI’s, we started creating graphs and charts viz.

‘Attirition by gender’, ‘Department wise Attirition’, ‘No. of employee by Age group(By creating age bins)’, ‘Job satisfaction rating(Based on Job role)’, and the last one ‘Education field wise Attirition’, ‘Attirition by Gender for different Age groups’(Using CF Band column).

* Finally, by adding all graphs, charts, filter and KPI’s we created a dynamic HR Analysis dashboard.

**Conclusion**

After completion of the analysis of data and creating dashboard,

We came to the following conclusions:

* Organization has a data of 1,470 employees.
* There are 1,233 number of active employees into the organization.
* The count of employee that left the company is 237, Out of which 150 employees are males and 87 employees are female.
* The Attirition rate in the organization is 16.12%.
* Employees in the organization has the average age nearly 37 year old.
* Attirition rate as per the department is highest in R&D department.
* Sales representative and Research scientist has given the most job satisfaction rating.
* In the Educational field , Life science and Medical has high attirition count while HR has the lowest count.
* Attirition according to the CF Age band most of the employee that leave the organization are of the young age between 25 to 34.