

Title: - HR ANALYTICS REPORT OF COMPANY EMPLOYEES

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Objective:-

Objective Of report is to study Various aspects of employees like Total Headcount of Company having number of male & female Joined the company and Number of employees who left organisation in given period of time. I.e. Attrition Rate. Also study the reasons behind these issue. Study the Absenteeism of employee with reasons. Study the Salary & Compensation Paid to Employees.

Tools used for Analysis: - Microsoft Power bi Desktop

Note: - Analysis of Project is done on the basis of Data provided by Company.

1] Employee Details with Attrition Rate:-

Total employee of organisation is 1000 in which around 50 percent of Ratio maintain between Male & Female. These all employees are joined in period of 2014 to 2022. We also analyse the currently working employees. Currently active employees are 720 in Count having 371 Male & 349 female. This report also shows number of employee left organisation in each year.

By studying this figure we calculate that Attrition rate of organisation is around 28 % for this period. We can see that it slightly high so company needs to take some action on this. Report also shows year wise attrition rate for both male & female for same period.

Report shows the various reasons to leave the organisation. Most of employees leave organisation by not giving proper reason (as per data). Another reasons to leave organisation is for better pay option, & personal reason.

2] Absence Details:-

Report Study about the absenteeism of employee for period of 2 years i.e. for 2019 & 2020. Report Shows That Total 249 employee takes leave in this period by giving various reasons. Report shows 92 employee take paid leaves for around total 1417days. Below that so much employee taking leaves for the sickness reason. Around 632 days leaves taken by 39 employee of organisation. Company need to take action on this.

3] Salary Paid analysis:-

Report also study about the Total Salary & compensations paid to employees in given period. Analysis shows that total gross salary paid by company in period is around 72 Million. Total compensation paid by organisation in this period is around 40 million. Company also paid towards pension fund. Report shows the total salary & compensation paid to employees' year wise.

Over all Report study about the Employees various aspects. By analysing this Company needs to take some preventive measures to decrease the attrition rate of company.

Thank you,

Anuj Murkute