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| Employee Demographic Analysis Dashboard | Analyze the distribution of employees based on Gender, Race, Marital Status, and Location |
| Create bar charts or pie charts to visualize the demographic breakdown. |
| Analyze trends in demographics over time, especially by "StartDate." |
| Build a dashboard summarizing these insights for HR managers. |
| Performance vs. Tenure Analysis | Calculate the tenure (difference between StartDate and ExitDate or the current date). |
| Use scatter plots to visualize the relationship between performance scores and tenure. |
| Identify trends where employees with higher tenure have higher or lower performance ratings. |
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| Diversity and Inclusion Report | Calculate the percentage of employees by gender, race, and marital status. |
| Visualize diversity ratios using pie charts or bar charts. |
| Compare diversity metrics across different business units or departments. |
| Create a dashboard summarizing diversity key performance indicators (KPIs). |
| Employee Performance Analysis | Use "Performance Score" and "Current Employee Rating" to rank employees. |
| Analyze performance across different departments or business units. |
| Use PivotTables to summarize performance scores by department, title, or tenure. |
| Create conditional formatting to highlight high-performing and low-performing employees. |
| Visualize performance distribution using histograms or bar charts. |
| Retention Rate by Department and Business Unit | Calculate the retention rate (employees who stayed vs. those who left) by department and business unit. |
| Create a table or bar chart comparing retention rates by department. |
| Analyze the impact of business units on employee retention. |
| Look for patterns in "EmployeeStatus" (active vs. terminated) and visualize with a line chart. |
| Compensation Analysis by Job Title and Department | Use "PayZone" and "JobFunctionDescription" to analyze compensation by department or job title. |
| Compare the pay gap across different departments or divisions. |
| Visualize the average pay by job title with bar charts or box plots. |
| Supervisor Performance and Team Analysis | Create a PivotTable summarizing performance scores by "Supervisor." |
| Analyze employee turnover for each supervisor by looking at the "ExitDate" column. |
| Create charts that compare team performance under different supervisors. |
| Visualize the turnover rates and performance scores under each supervisor. |
| Employee Engagement Analysis | Use performance scores and job functions to evaluate engagement levels. |
| Identify departments or functions with low engagement by analyzing performance scores. |
| Create a dashboard with key metrics that summarize engagement levels and turnover risks. |
| Exit Interview Analysis | Analyze termination reasons and categorize them (e.g., voluntary, involuntary). |
| Visualize the reasons for termination by department or business unit. |
| Use this data to find trends and make suggestions for improving retention. |
| Gender and Race Pay Gap Analysis | Calculate the average pay by gender and race. |
| Compare average salaries across different genders and races. |
| Visualize the gender and race pay gap using bar charts or box plots. |