How data insights can identify talents's problem

Agenda

- Problem Statement
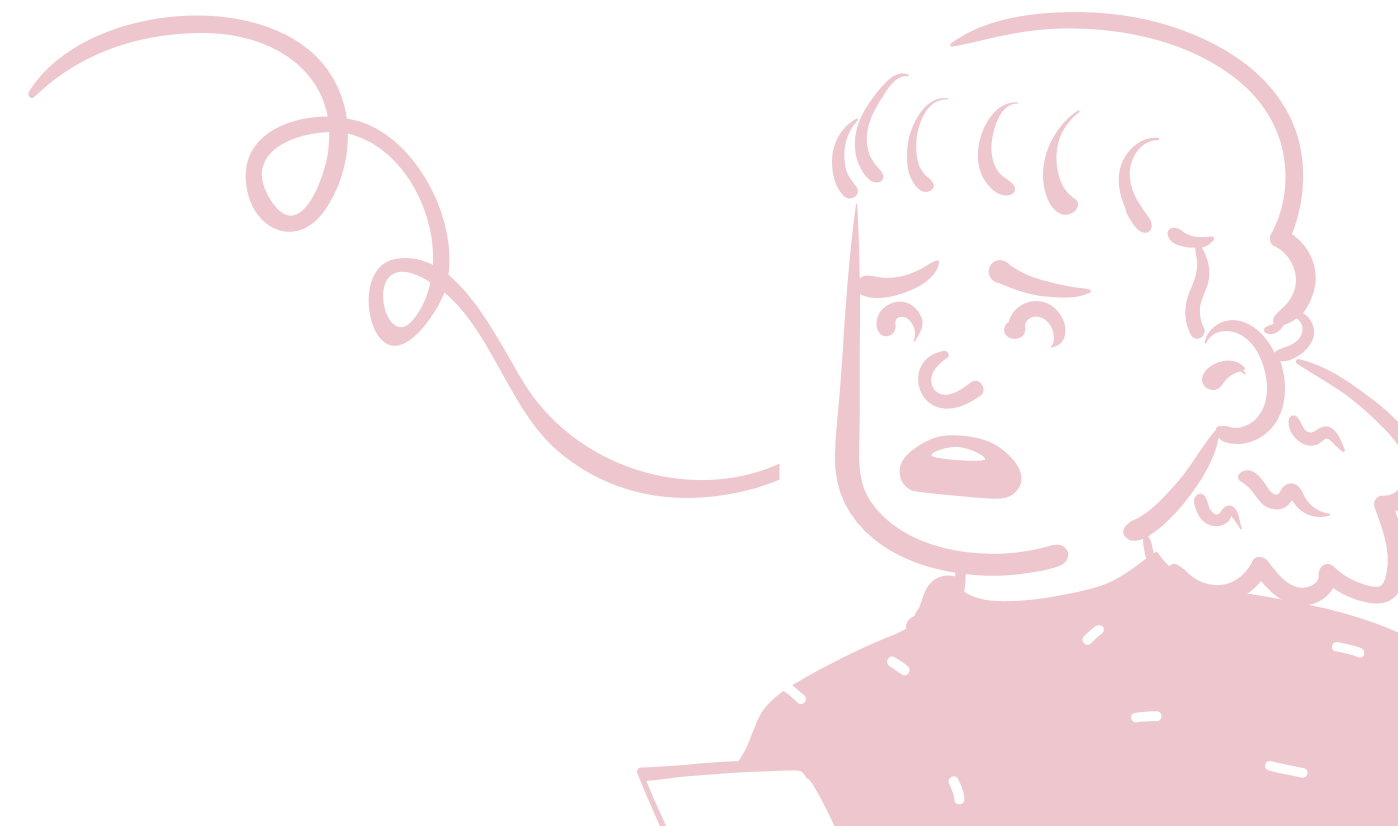- People Analysis (Dashboard)
- Summary & Recommendation

Problem Statement

Having high-performance employees and getting suitable future talents are goals that every company wants, especially in a very dynamic industry.

With the approach of Data Analysis field, we can utilise employee's performance, profile and prioritise which jobs to hire.

Hence, our problem statement is:
How can we use data insights to identify & prioritise a recruitment.

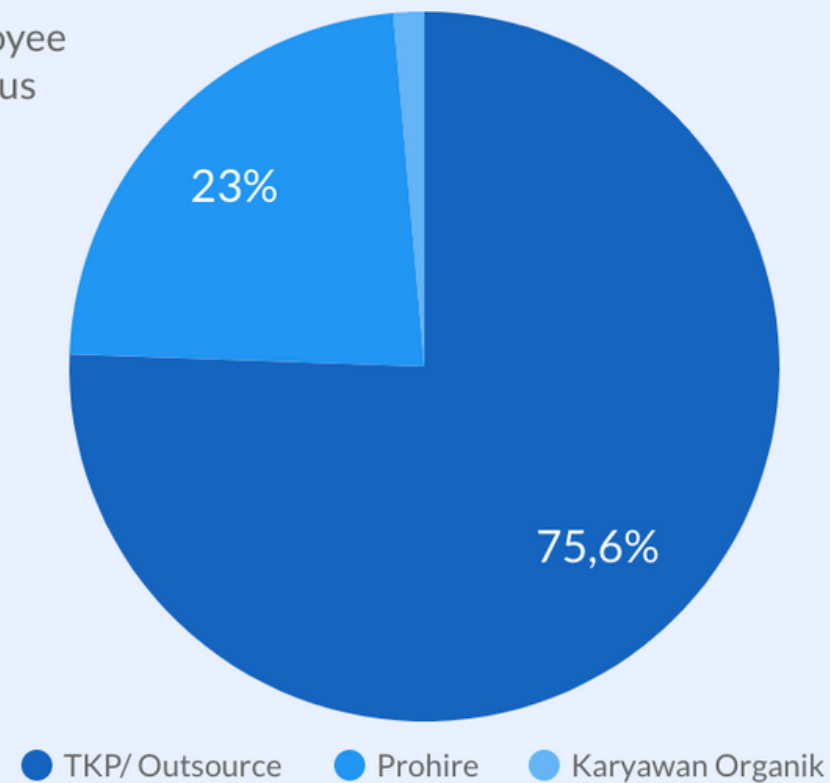# People Analysis

X Company - People Performance
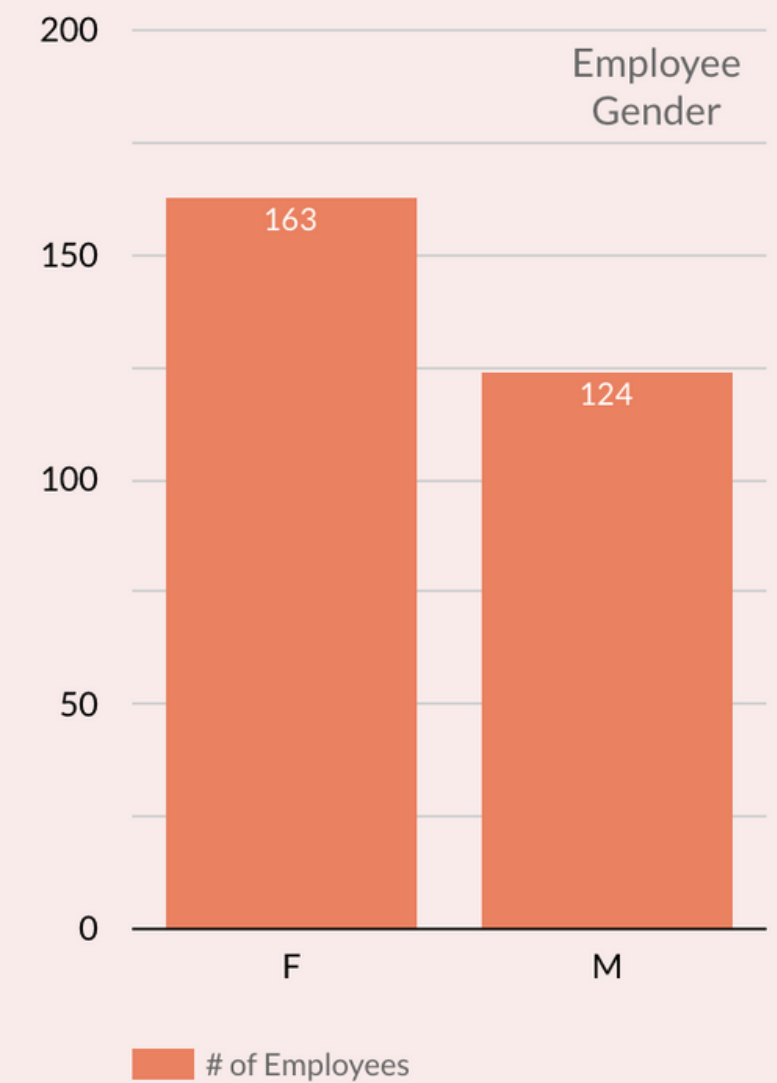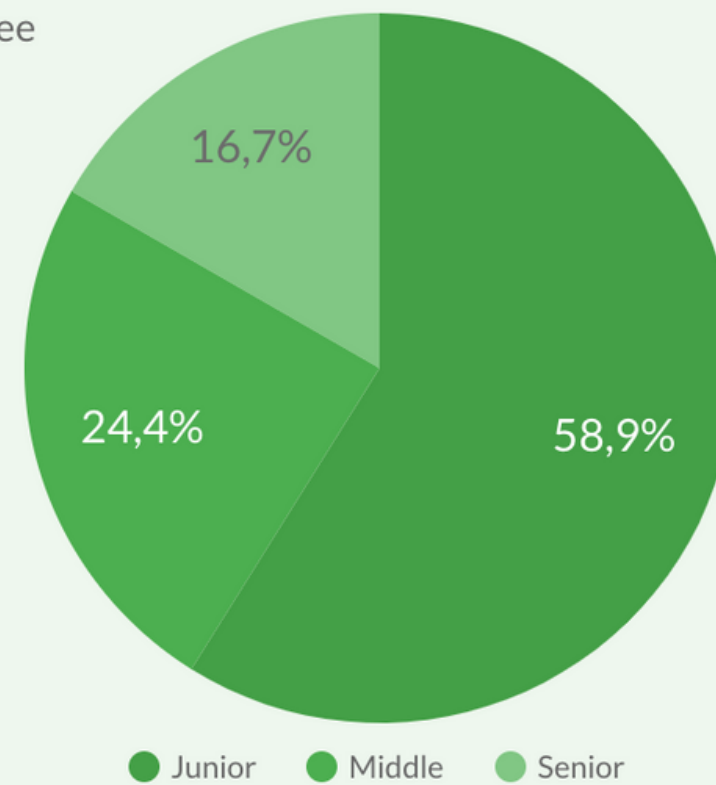
Overview

# of Employees	# of Active Employees	# of Special Projects	Avg. Employee Satisfaction
287	194	270	3,9

Employee Status
- TKP/ Outsource: 75,6%
- Prohire: 23%
- Karyawan Organik

Employee Level
- Junior: 58,9%
- Middle: 24,4%
- Senior: 16,7%

Employee Gender
- F: 163
- M: 124
- # of Employees

More about dashboard, please access here

Summary & Recommendation

Under Performance

There are 19% employees who need improvement and get a special treatment.

From that 19%, EWD & COM are the tribe who have the most underperforming employees.

Also, Back end & Front end developer become roles that need to manage underperforming employees.

- Mentoring & coaching: 1 underperforming employee could be mentored by 2-3 excellent employees.
- Identify what strengths and encourage employees to explore them.
- Praise & reward positive changes.

Hiring Prioritisation

Roles

Back End Developer, Front End Developer, and Product Owner are the roles who need high priorities to hire.

Recruitment Channels

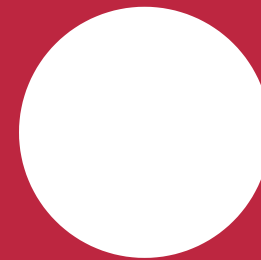Indeed and Linkedin become two most effective sources to get the talents.

Seniority Level

Junior & Middle level also need consideration by HR Manager, since the two levels dominating our talents.

Talent Scouting

Hold any events related to technology, such as webinar/workshop or hackathon.

Thank you & Stay Safe!

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