

PROJECT 2

HUMAN RESOURCES ANALYSIS

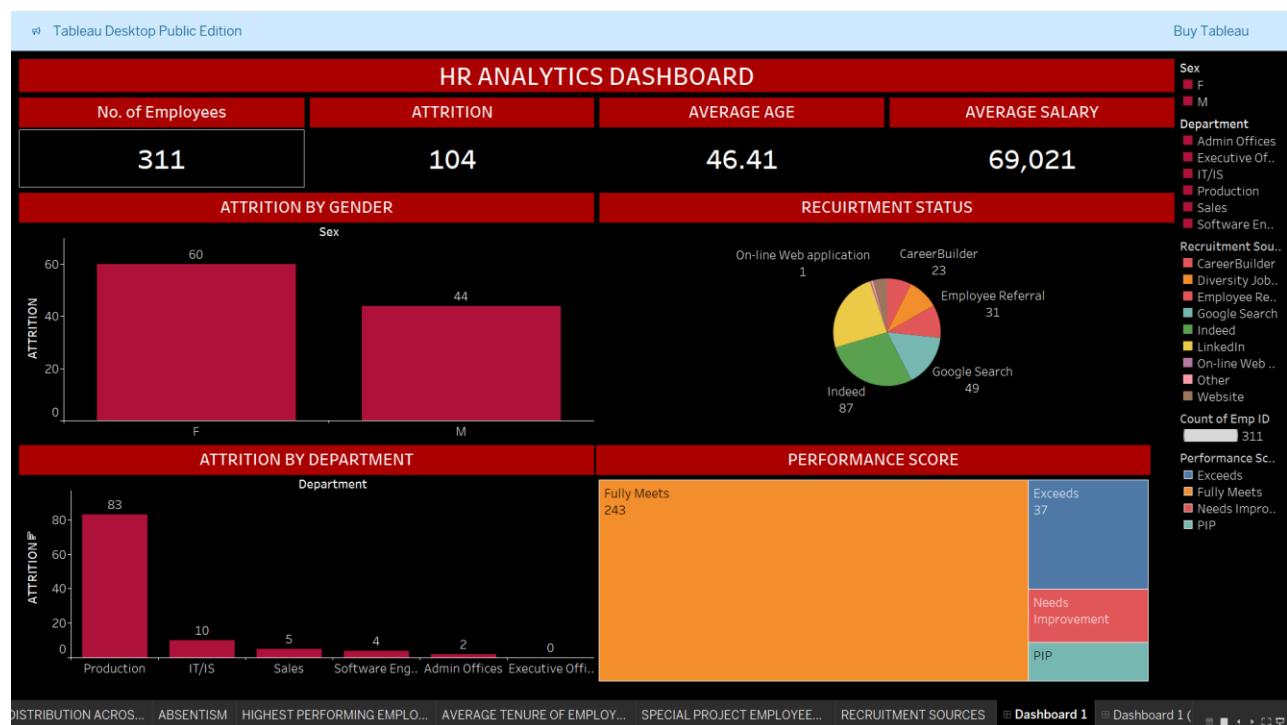
PROJECT DESCRIPTION-

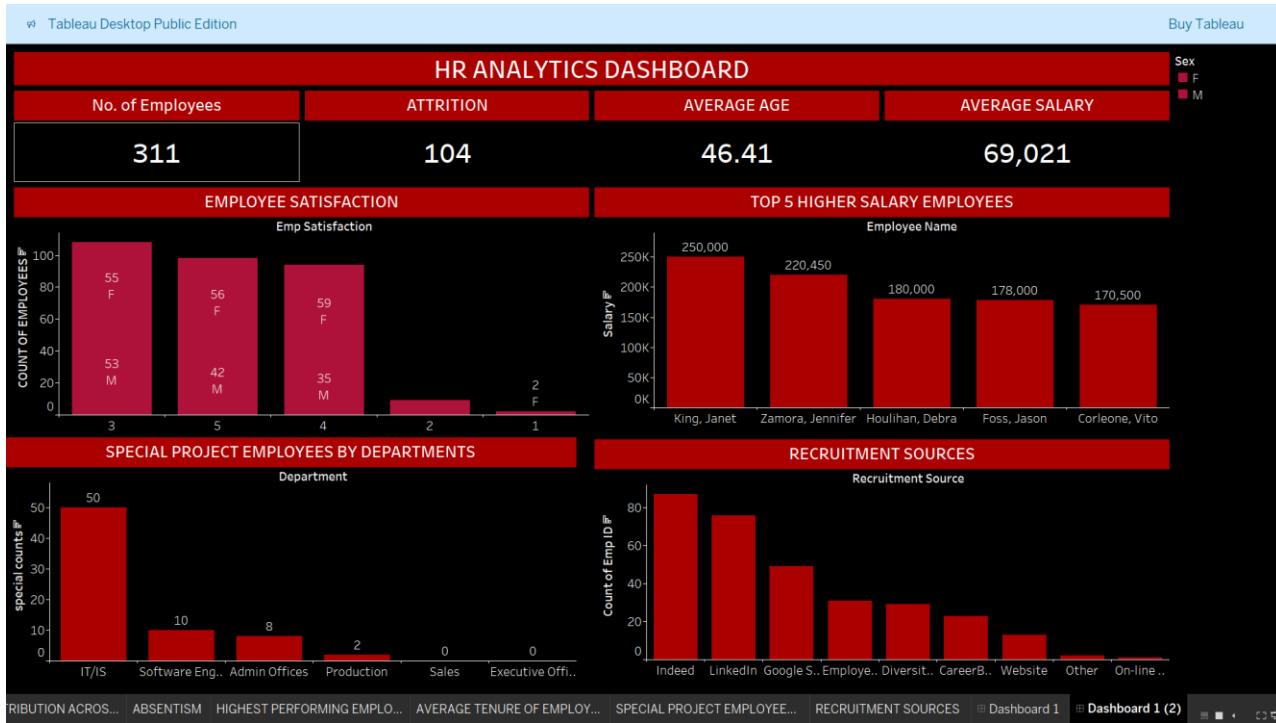
The goal of this project was to analyze HR data to gain insights into employee performance, attrition, engagement, and overall workforce trends. The findings will help HR team make data-driven decisions to improve employee satisfaction, retention, and productivity.

APPROACH-

1. Firstly, I understood the data and reviewed all the columns in the dataset and got some idea how the relation is built.
2. After understanding all the problem statements, I developed a comprehensive **HR Analytics Dashboard using Tableau** to provide actionable insights on employee performance, turnover rates, and other key HR metrics, enabling data-driven decision-making for HR strategies.
3. Then analyzed the results and interpreted findings and made actionable insights.

DASHBOARD –





INSIGHTS -

Observations-

- The average age of employees is 46.41.
- The average salary is 69,021.

Overall Attrition:

- The company has a total of 311 employees.
- 104 employees have left the company (attrition rate).

Attrition by Gender:

- The attrition rate is higher among females (60) compared to males (44).

Action: Ensure Equality and we can also provide options like remote work, flexible schedules, and parental leave to support women's career development and also make sure that there should be a safe environment for girls in the company

Attrition by Department:

- The Production department has the highest attrition rate (83).
- Admin Offices and Executive Office have the lowest attrition

Action: It's very important to make sure that there should not be excessive workload, and long working hours for production department and we can also provide opportunities for skill enhancement and career advancement.

Recruitment Status:

- The majority of employees were recruited through Indeed (87).
- Other significant sources are Google Search (49) and Employee referral (31).
- CareerBuilder and online web application have relatively lower contributions.

Action: We can use more platforms like LinkedIn, Twitter, and Facebook to reach a wider pool of candidates. Collaboration with universities and colleges can also be a option to recruit recent graduates and young talents.

Performance Score:

- Most employees (243) are meeting performance expectations ("Fully Meets").
- A smaller number are exceeding expectations (37).
- There are a few employees who need improvement (18) and are under PIP (13).

Action: The employees who are not performing good we should give them training programs to enhance skills, knowledge, and expertise. We can put them with experienced mentors or coaches to provide guidance and support, also feedback can be taken from them where they are lacking so that training can be provided accordingly.

Special Project Employees by Department:

- IT/IS Department: Has the highest number of employees involved in special projects (50).
- Other Departments: Software Engineering, Admin Offices, and Production have moderate numbers of employees involved in special projects (10, 8, and 2, respectively).
- Sales and Executive Office: Have the lowest number of employees involved in special projects (0).

Action: If employees in sales and executive departments are not well trained for special projects then give them special training and also we should Analyze the nature of future special projects and identify potential opportunities for involvement from Sales and Executive Office.

Top 5 Highest Salary Employees:

- King, Janet: 250,000
- Zamora, Jennifer: 220,450
- Houlahan, Debra: 180,000
- Foss, Jason: 178,000
- Corleone, Vito: 170,500

Recruitment Sources:

- "Indeed" is the most common recruitment source, with 80 employees hired through this platform.
- LinkedIn, Google Search, and Employee Referral are also significant sources.
- CareerBuilder, Diversity, and "Other" sources have lower recruitment numbers.

Action: We can Continue to optimize the company's presence on "Indeed" and "LinkedIn" by refining job descriptions, targeting relevant keywords, and utilizing the platform's features effectively also we can Review and enhance the employee referral program to incentivize employees to refer qualified candidates.

RESULT -

- We must conduct a thorough analysis of the data to gain a deeper understanding of the underlying issues.
- We should Develop and implement an action plan to address the identified challenges.
- We can regularly monitor and evaluate the effectiveness of the implemented solutions.