



# HR Employees Details Dashboard

Doan Thi Van Khanh

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# Dashboard overview

## 1. Data Collection

Download dummy dataset from web training. [Link](#)

Load data to PBI by using Enter Data function.

## 2. Data Cleaning

Review and validate dataset for accuracy and completeness.

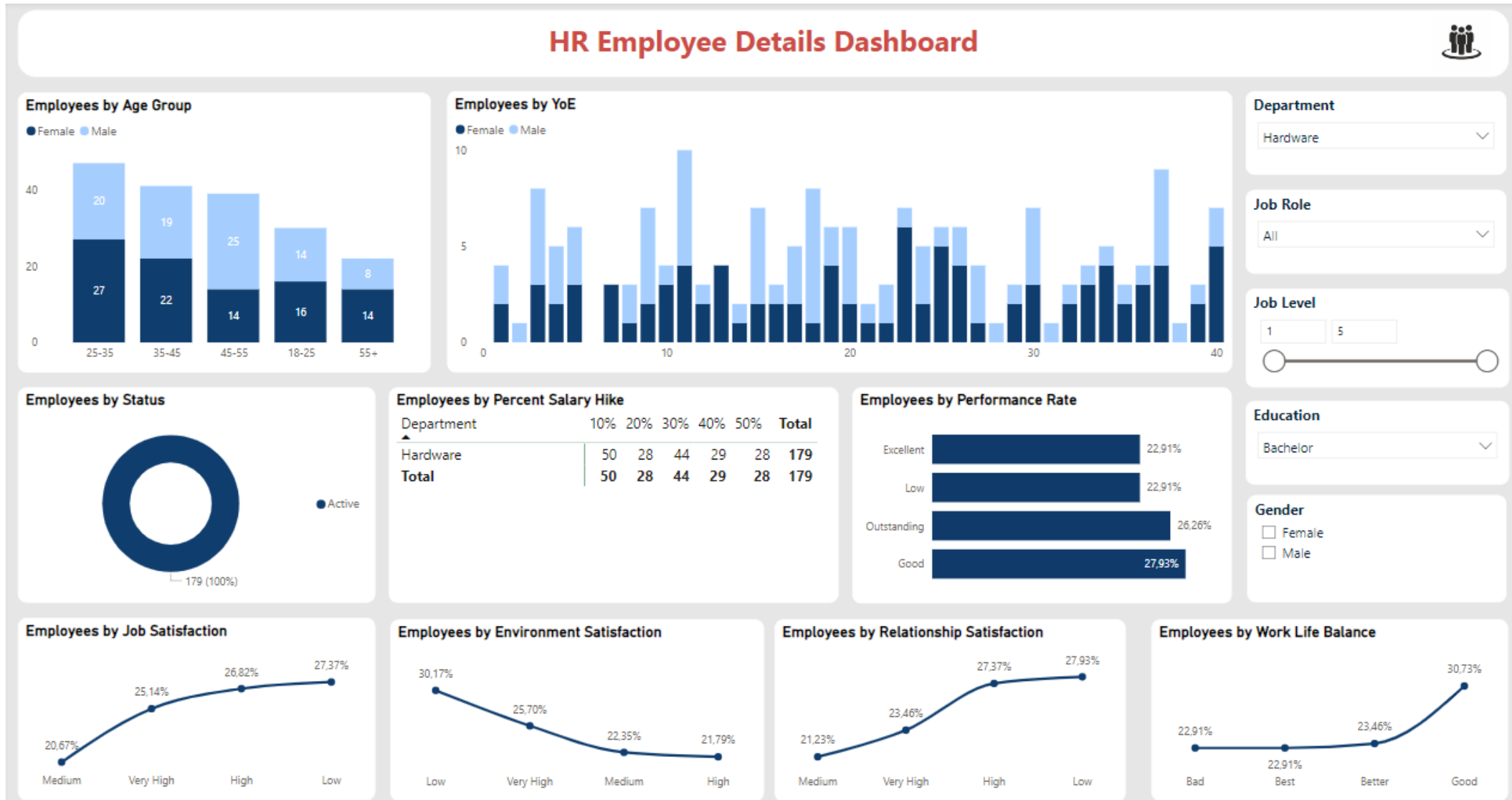
Implement data normalization techniques to ensure consistency and uniformity across all datasets

## 3. Data Visualization

Use PBI to generate interactive and insightful visual representations of HR metrics.

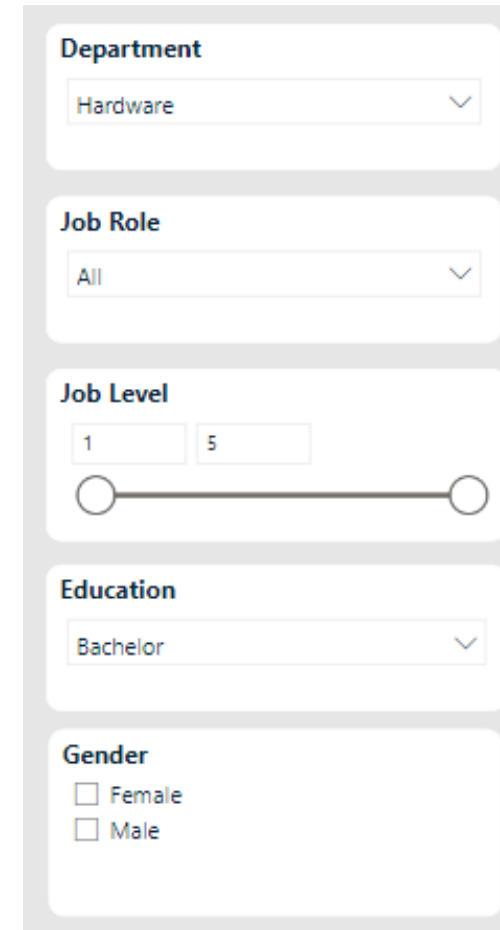
Identify and present key performance indicators related to employee satisfaction and other relevant HR insights.

# Dashboard main page



# Filter page

- The dashboard provides 5 universal filtering categories for all charts and tables.
- This includes 3 dropdown slicers for multiple selections, 1 option to choose all from a vertical list, and 1 range filter for job levels.
- Can select multiple filters simultaneously using "ctrl + click" or apply all filters at once for added flexibility.

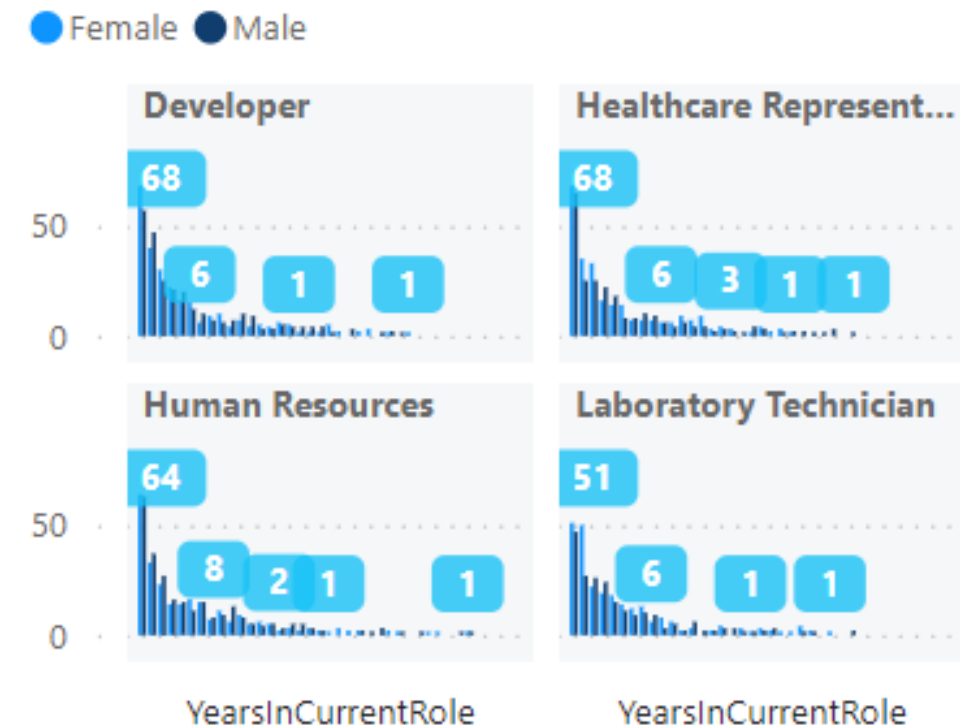


The image shows a vertical stack of five filter controls, each in a light gray box with a white background. The controls are:

- Department:** A dropdown menu with "Hardware" selected and a downward arrow.
- Job Role:** A dropdown menu with "All" selected and a downward arrow.
- Job Level:** A range slider with two input boxes containing "1" and "5", and a horizontal line with circular endpoints.
- Education:** A dropdown menu with "Bachelor" selected and a downward arrow.
- Gender:** Two checkboxes, "Female" and "Male", both of which are currently unchecked.

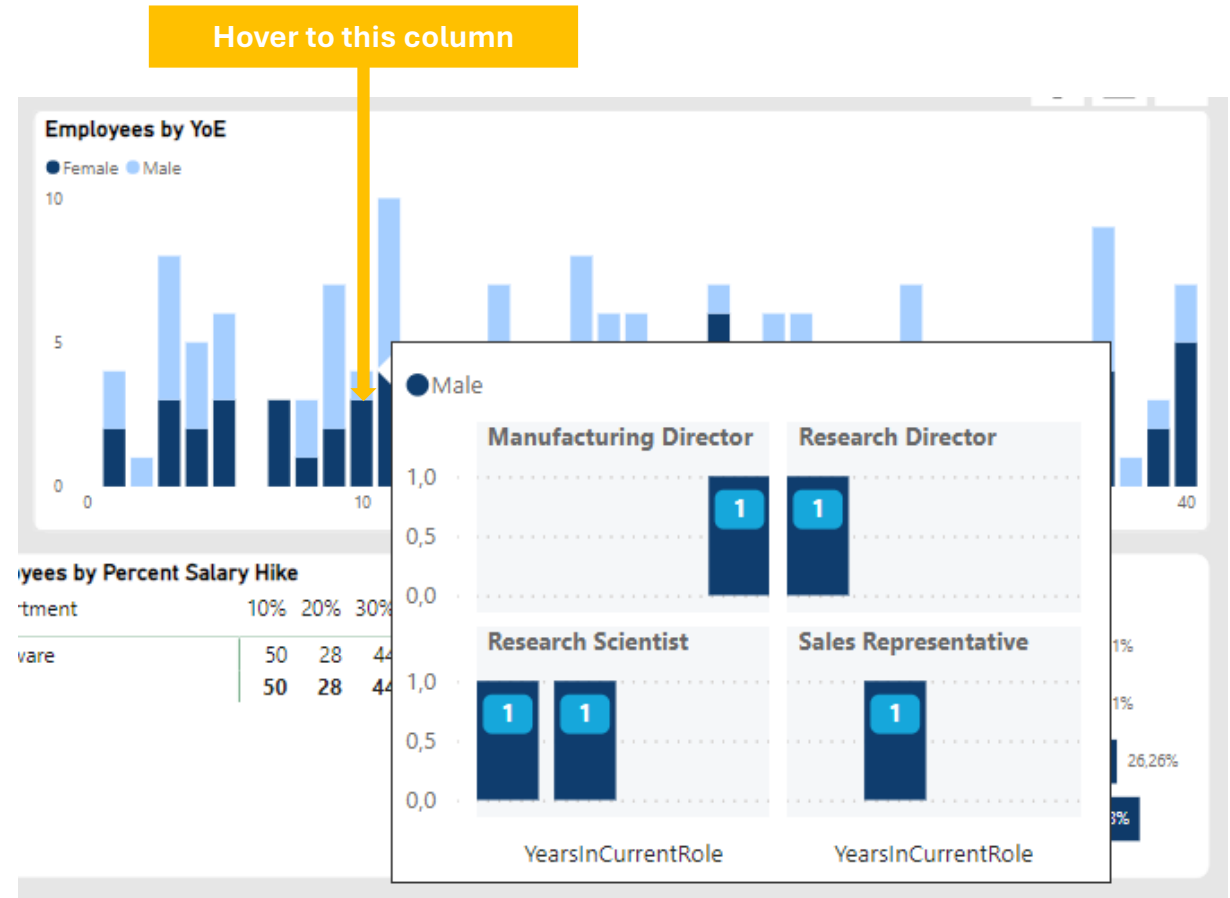
## Tooltip page : Years in current role details by department and gender

- To conduct a comprehensive analysis of employee data, examine the columns and numerical values that indicate the employee count.
- This tooltip offers insights into specific employee details, including department, tenure in current role, and gender. Simply hover over the column or chart to view the tooltip.

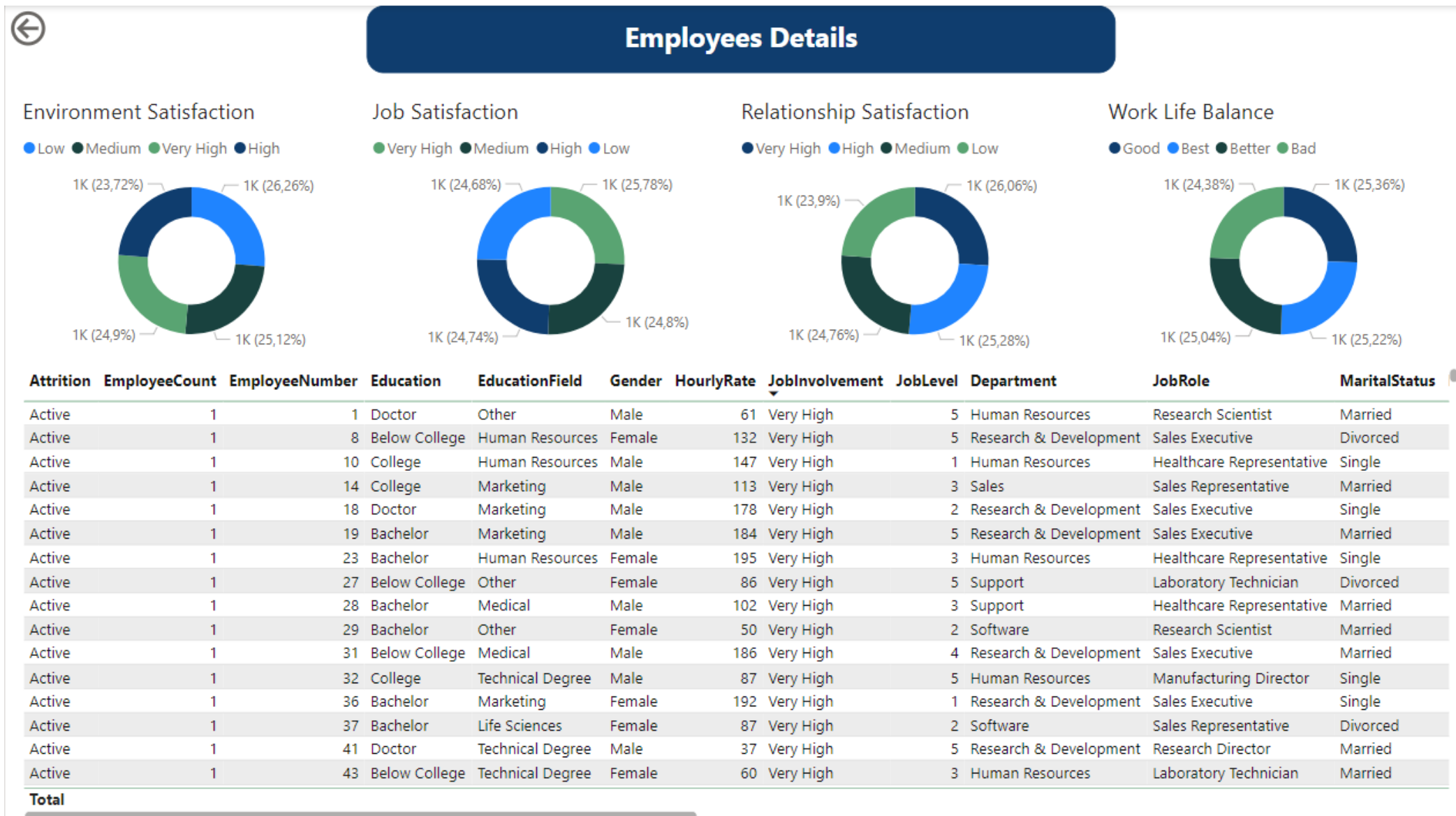


Tooltip page : Years in current role details by department and gender

- The tooltip displays comprehensive information about employees in groups of 10 years of experience (YoE). There are 4 departments, each with 1 male employee in every 10-year experience group. The years of experience in the current job is 1 year for all employees.

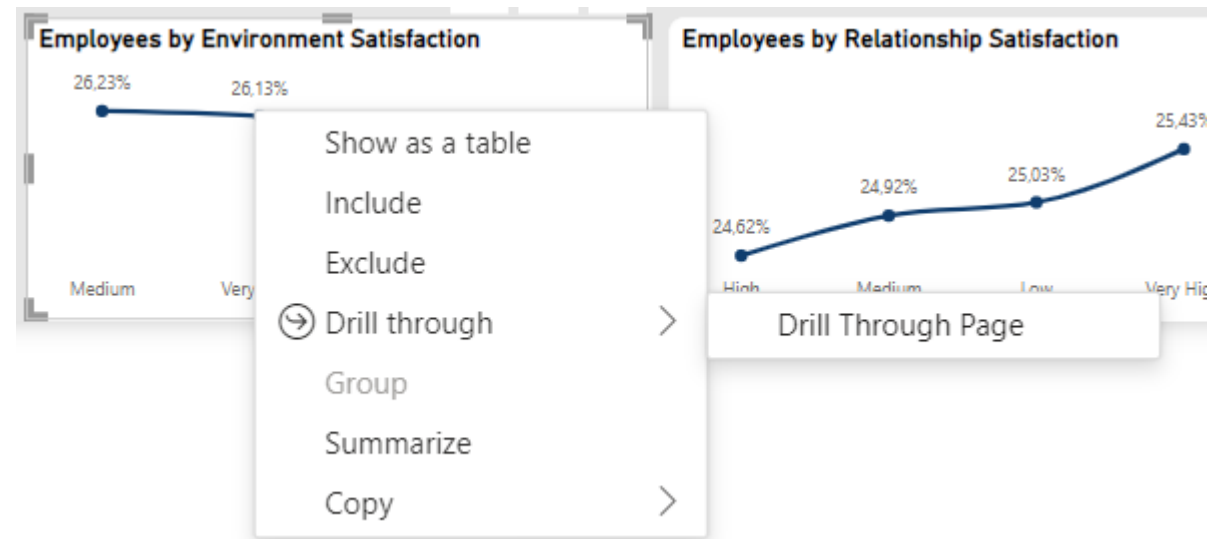


## Function page: Drill-through : Employees details



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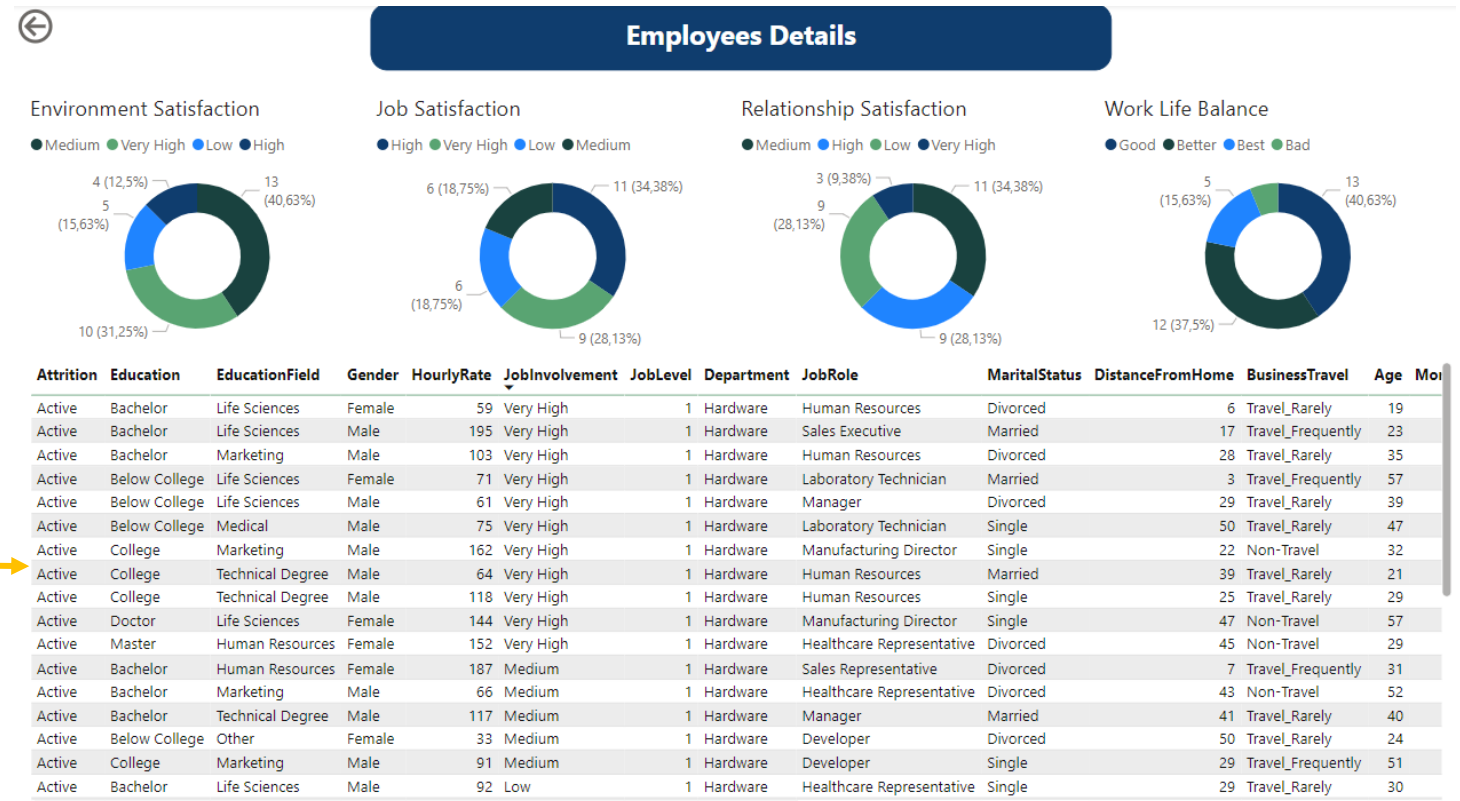
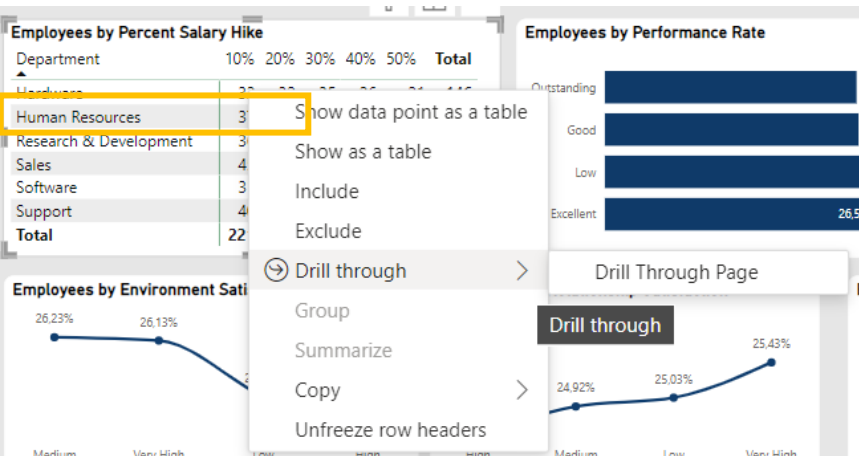
- Right-click in a data point to access the drill-through function.
- This feature allows users to delve deeper into all charts and tables on the main page to access detailed information on the selected item.





# Function page: Drill-through : Employees details

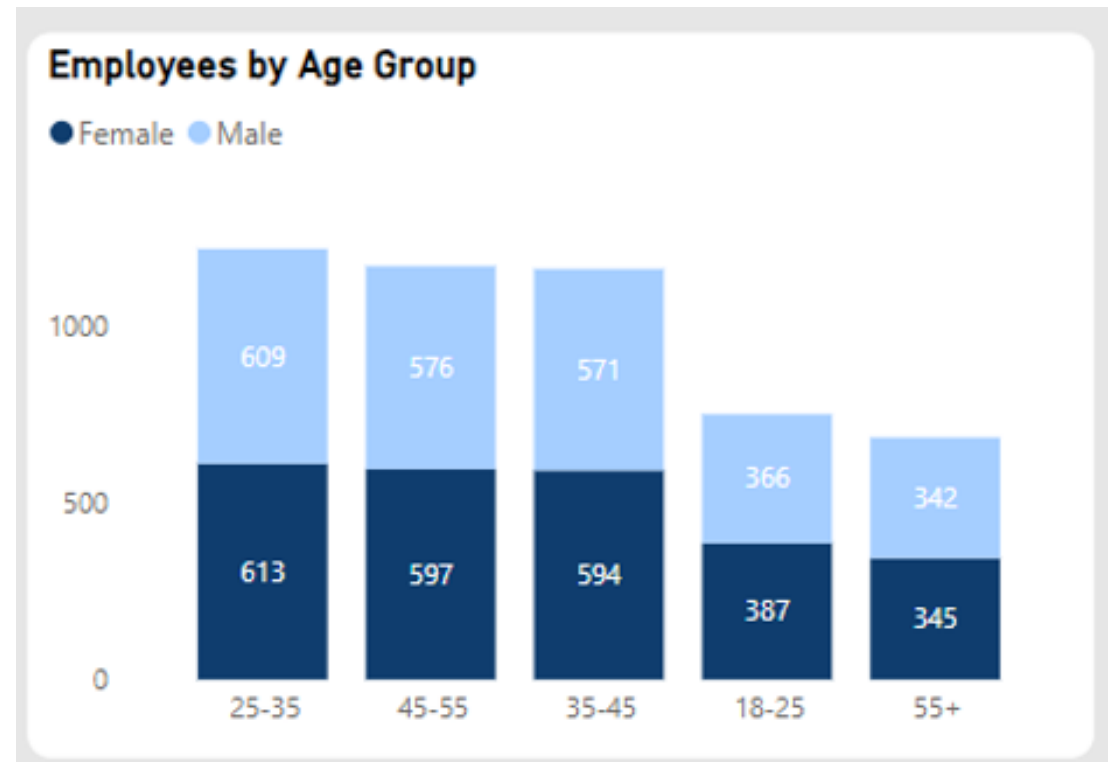
- Following the drill-through action, drill-through page will be filtered based on the information of the data point that is right-clicked on the main page.



Drill-through page after being applied

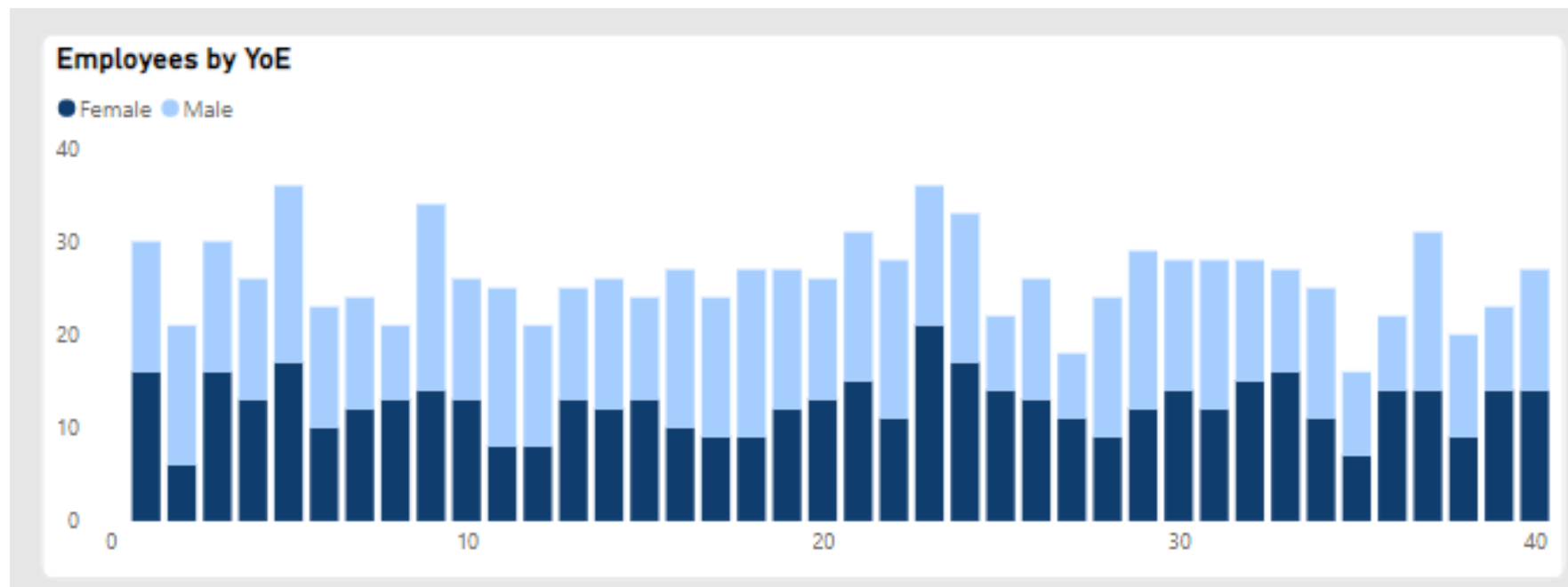
## Main page: Stacked column chart : Employees by Age Group

- The collective count of female employees stands at **2536**, surpassing that of male employees, which stands at **2464**.
- Group **25-35** years old female employees constitute **1.62%** of the entire workforce.
- The average number of female employees, at **63.40**, exceeds that of male employees, which averages at **61.60**.
- The most significant disparity in employee count between females and males was observed within the **35-45** age group, with females exceeding males by **23 employees**.



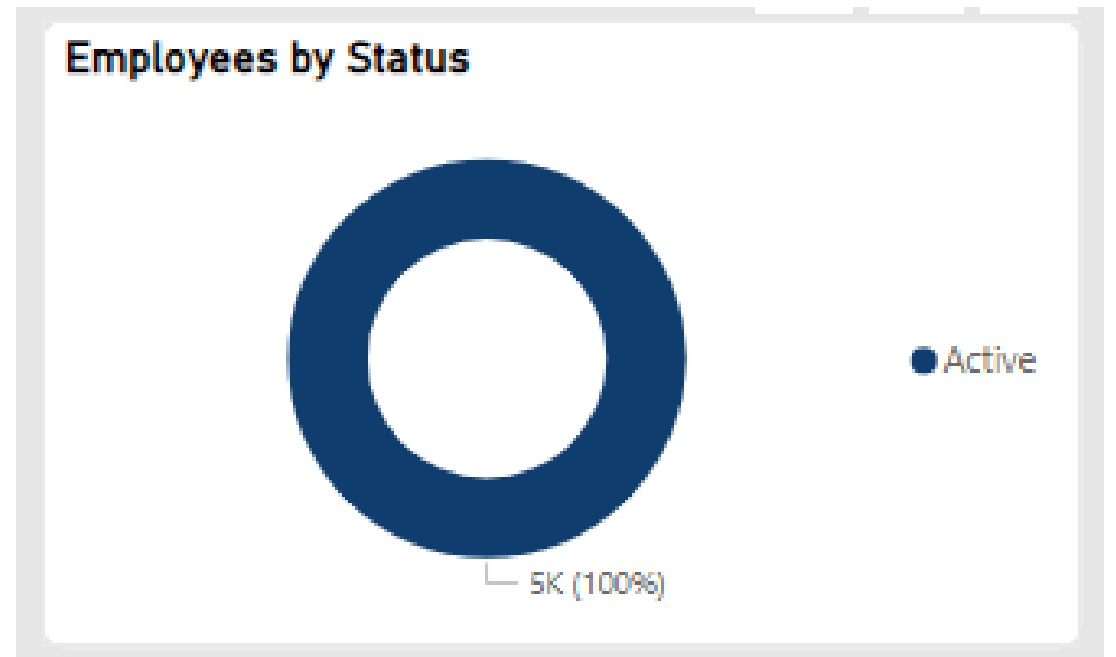
## Main page: Line and Stacked column chart : Employees by YoE

- This chart illustrates the distribution of employees based on their years of experience at work, segmented by gender.



## Main page: Donut chart : Employees by Status

- This donut chart visualizes the distribution of employees based on their current status within the company. All employees, accounting for 100%, are currently active in their roles.



## Main page: Matrix table : Employees by Percent Salary Hike

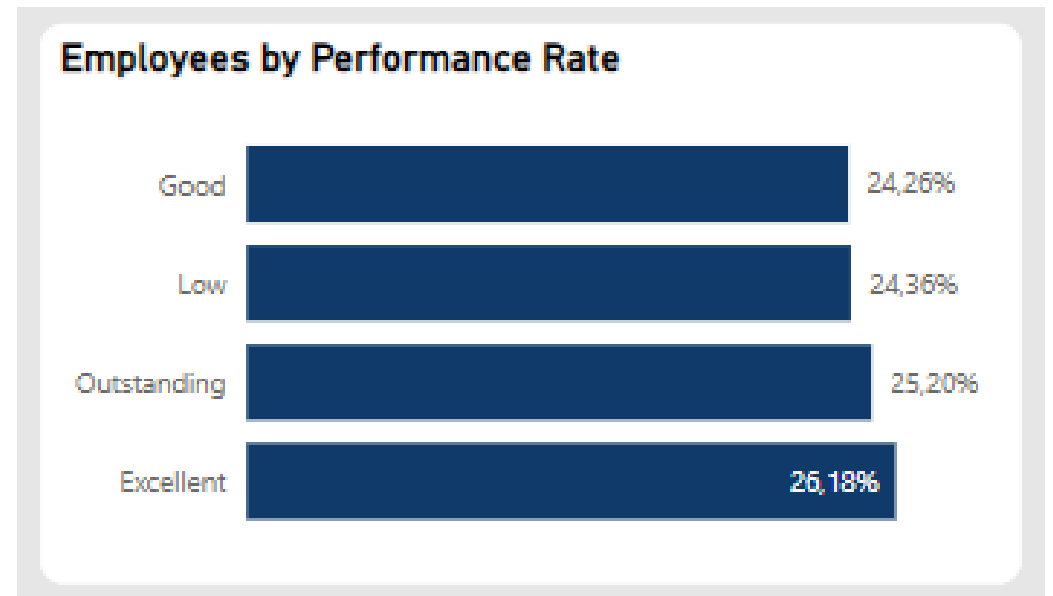
- This table presents the distribution of employees based on the percentage of salary increase, categorized by department.

**Employees by Percent Salary Hike**

Department	10%	20%	30%	40%	50%
Hardware	195	156	187	145	144
Human Resources	179	154	170	164	143
Research & Development	173	188	157	159	158
Sales	186	179	174	166	156
Software	172	181	169	148	156
Support	191	168	166	163	153

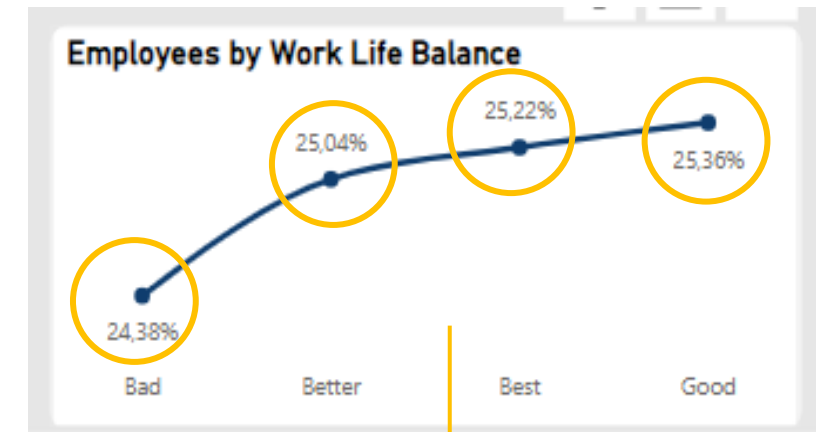
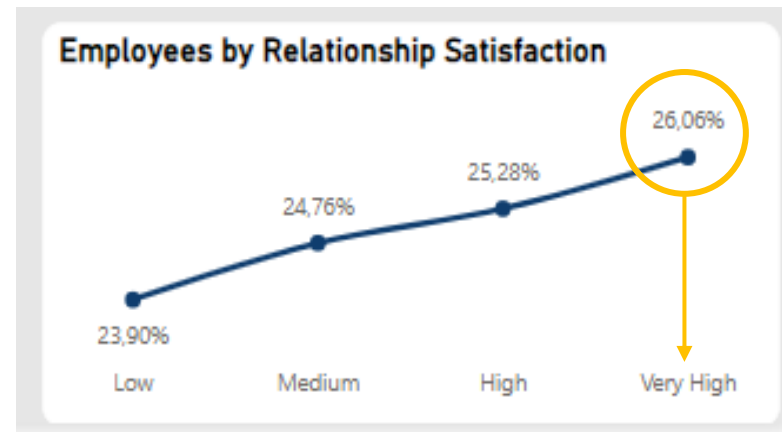
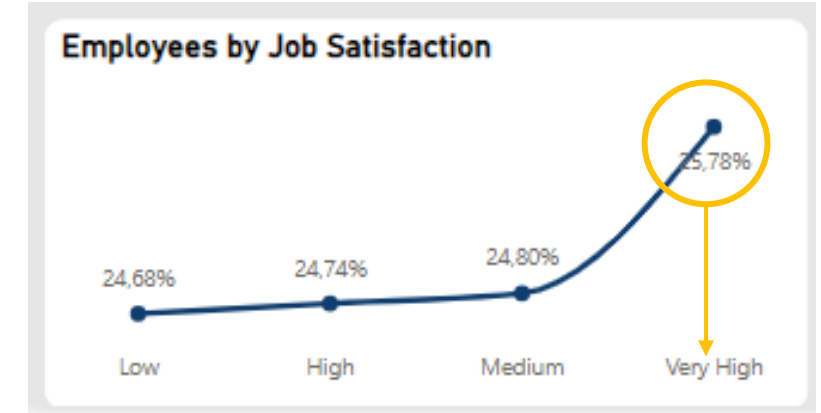
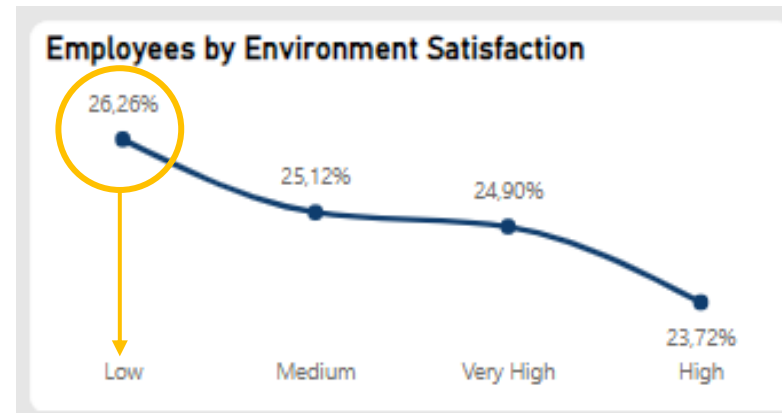
## Main page: Stacked bar chart : Employees by Performance Rate

- This chart presents the aggregated performance ratings of employees as measured by the tracked key performance indicators.
- There is a significant prevalence of low performance, with approximately 25%, indicating the need for improvement.



# Main page: Line chart : Employees by Satisfaction

- These line charts depict the employee satisfaction indicators.
- Overall, most employees are dissatisfied with the work environment but highly satisfied with their job and internal relationships within the company.
- However, the work-life balance indicator reveals an overall unfavorable rating, as the variance between poor scores and other ratings is minimal.



Variance is ~ 0.325%