

Data and Artificial Intelligence

Cyber Shujaa Program

Week 5 Assignment

Data Visualization using Tableau - HR

Student Name: Faith Jeptoo

Student ID: CS-DA02-25005

Table of Contents

1. Introduction
2. Task Completion
 - 2.1 Overview Dashboard
 - 2.2 Employee Details Dashboard
3. Conclusion
4. Screenshots and Evidence of Work
5. Link to Tableau Dashboard

Introduction

The objective of this project was to develop an **interactive Human Resources Dashboard** that provides both **high-level insights** and **detailed employee records** for the HR manager's decision-making.

The dashboard was designed in **Tableau Desktop Public Edition**, using a **Kenyan HR dataset (Excel format)**. It consists of two main parts:

1. **Summary Dashboard** – showing Overview, Demographics, and Income Analysis.
2. **Employee Details Dashboard** – showing a searchable and filterable list of all employees.

The goal is to make HR data **easy to explore**, **insightful**, and **visually engaging**.

Task Completion

1 Overview Dashboard

The Overview Dashboard provides a summary of the workforce. It is divided into three sections: Overview, Demographics, and Income.

Overview Section

- Displays the total active employees.
- Shows hiring and termination trends over time.
- Highlights employee distribution across departments and locations within Kenya.

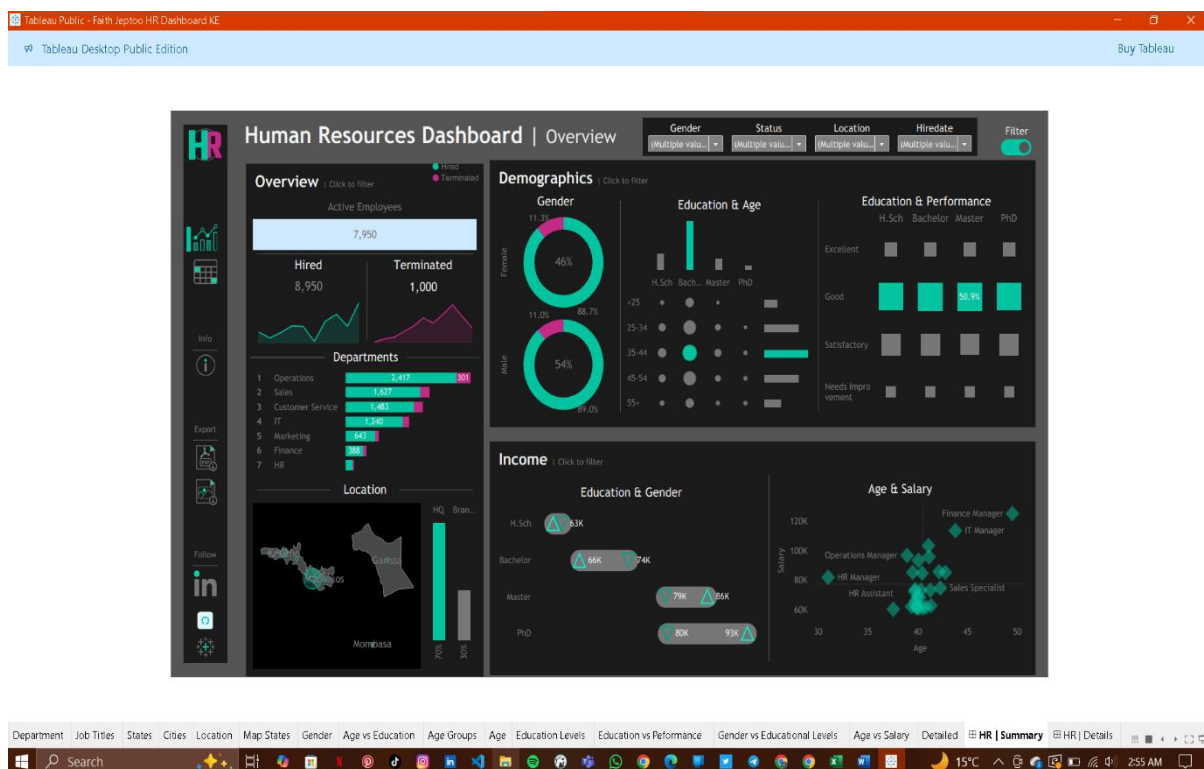
Demographics Section

- Shows the gender distribution of employees using donut charts.
- Displays the relationship between education level and age groups.
- Illustrates education and performance levels for workforce evaluation.

Income Section

- Presents salary comparisons by education and gender.
- Shows a scatter plot of age vs. salary to highlight income trends by job title.

Filters: The dashboard includes filters for *Gender*, *Status*, *Location*, and *Hire Date*, allowing the HR manager to focus on specific employee groups.



2 Employee Details Dashboard

The Details Dashboard presents a comprehensive list of all employees, allowing in-depth exploration and filtering.

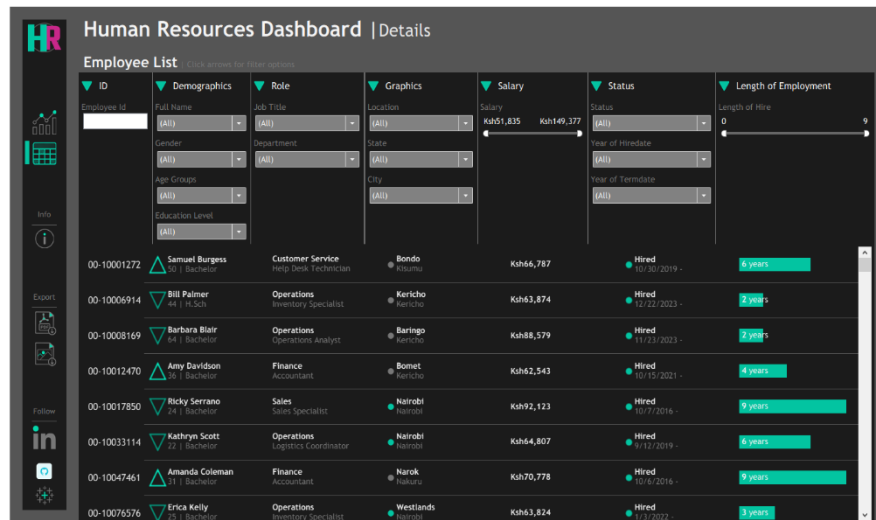
Each record includes:

Field	Description
Employee ID	Unique employee identifier
Full Name	Employee name
Gender	Male/Female
Age	Employee's age
Education Level	Highest qualification
Department	Assigned department
Job Title	Employee position
Location	County or city
Salary	Displayed in Kenyan shillings (Ksh)
Status	Hired or Terminated
Length of Employment	Years employed

Interactive Filters Available For:

- Department
- Job Title
- Gender
- Age Group
- Education Level
- State / City
- Hire Date / Termination Year
- Salary Range

These filters help HR managers instantly focus on specific employee categories.



3. Conclusion

The HR Dashboard provides both summary and detailed insights to support HR operations in Kenya. It enables data-driven decision-making through:

- Clear visualization of employee distribution and diversity.
- Transparent analysis of salary and education trends.
- Quick access to individual employee details via interactive filters.

This project demonstrates the use of Tableau for practical HR analytics and supports evidence-based management decisions.

4. Link to Final Tableau Dashboard

https://drive.google.com/file/d/1_axyD9sSASe6rvaqlyMBnDKLVfubtLNR/view?usp=sharing