

HR Dashboard

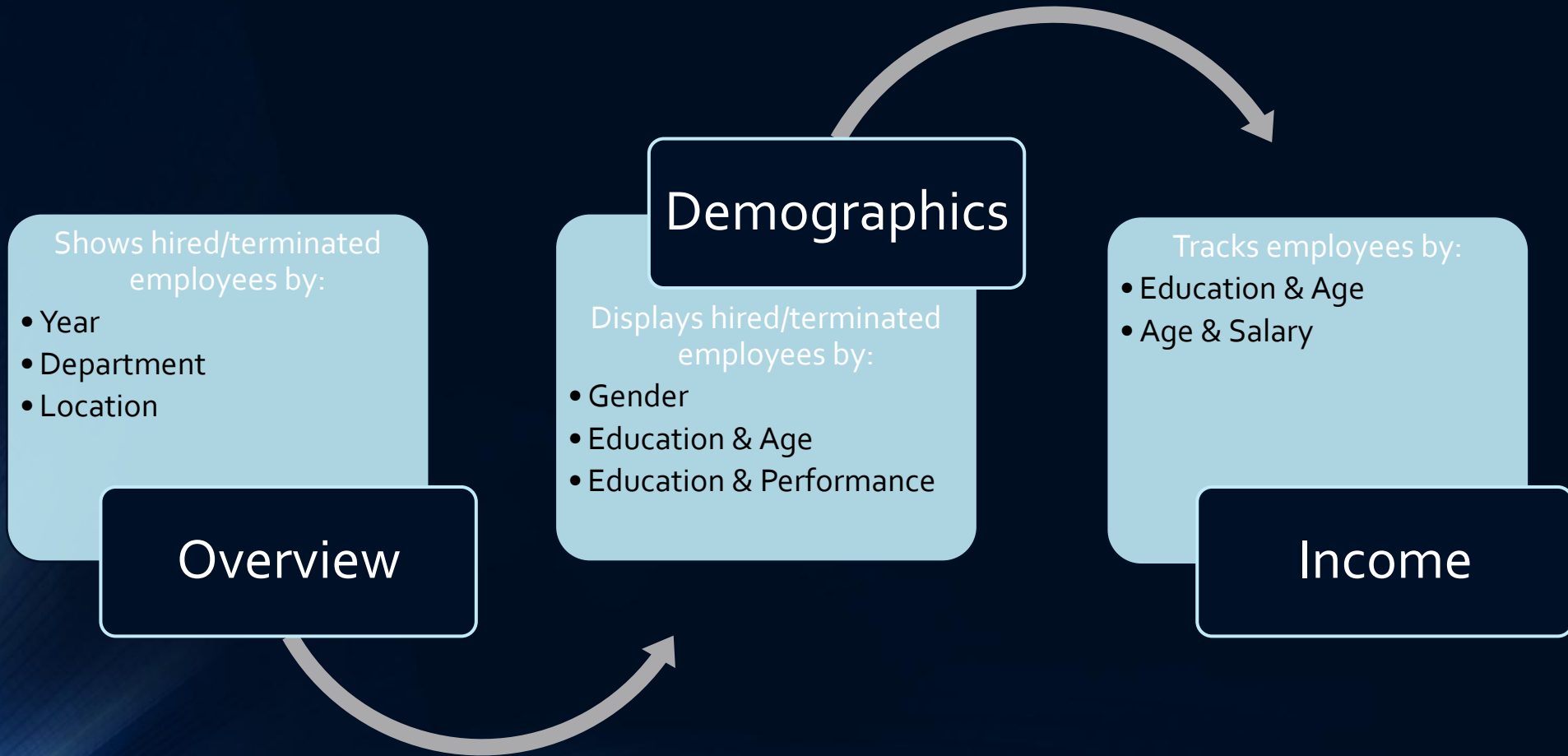
TABLEAU PRESENTATION

Why HR Dashboard is Important

- Helps forecast future staffing needs
- Tracks key performance indicators (KPIs) like turnover rates or absenteeism to allow HR spot potential issues early and address them.
- Helps align HR initiatives (talent acquisition, training programs) directly with broader business goals and financial outcomes.
- Moves decision-making beyond "gut feelings" by providing real-time, evidence-based insights into workforce performance, engagement, and retention.
- Provides managers and employees with a shared understanding of performance goals and organizational health indicators, leading to better communication and shared responsibility.

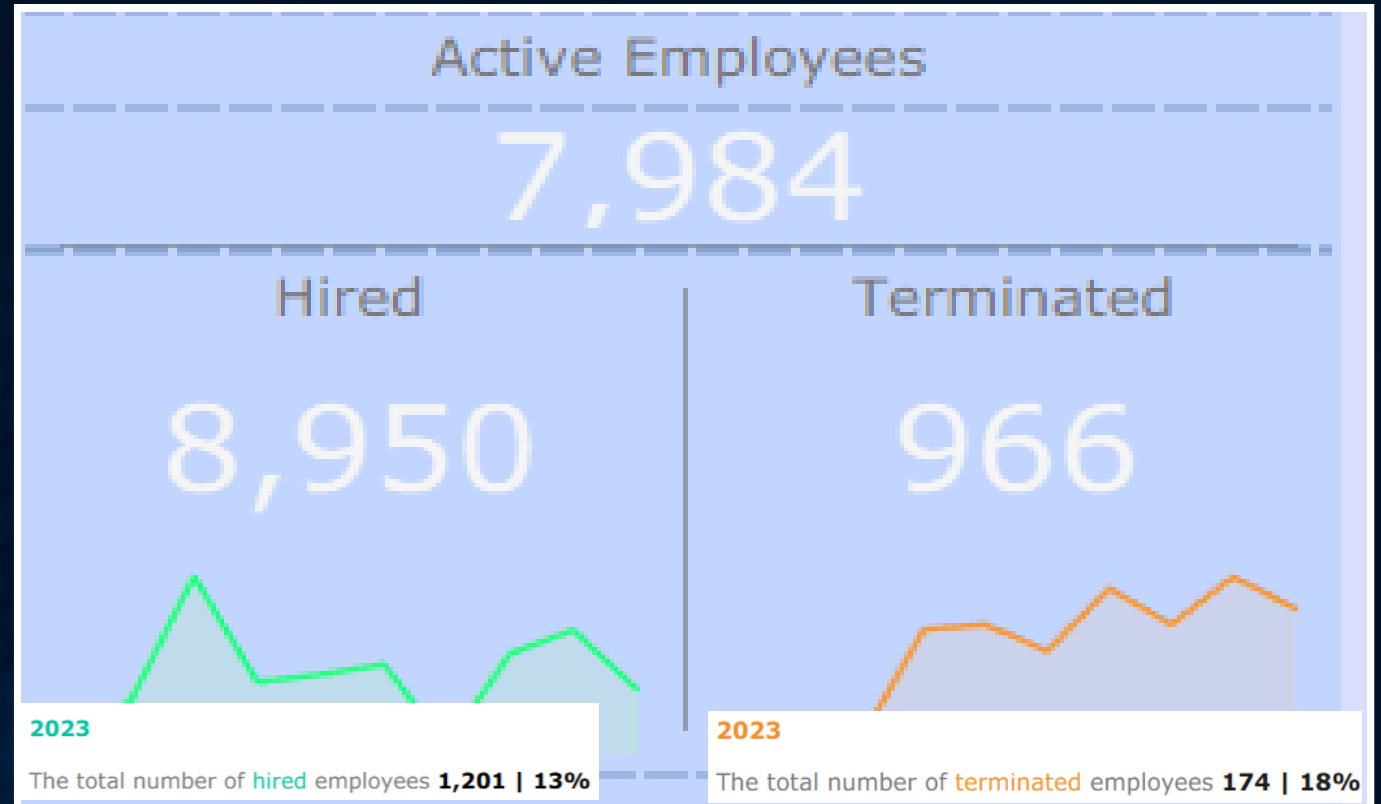
Employee Data for HR Dashboard													
Employee_ID	First Name	Last Name	Gender	State	City	Education Level	Birthdate	Hiredate	Termdate	Department	Job Title	Salary	Performance Rating
00-95822412	Danielle	Johnson	Female	New York	New York City	High School	13/02/1980	16/04/2016	05/07/2021	Customer Service	Help Desk Technician	81552	Needs Improvement
00-42868828	John	Taylor	Male	North Carolina	Charlotte	Bachelor	22/09/1987	09/02/2017	14/06/2019	IT	System Administrator	107520	Good
00-83197857	Erica	Mcclain	Male	New York	New York City	Bachelor	19/05/1994	03/02/2016	06/03/2021	Operations	Logistics Coordinator	61104	Good
00-13999315	Brittany	Johnson	Male	New York	New York City	Bachelor	18/04/1980	06/02/2016	06/11/2018	Operations	Inventory Specialist	73770	Good
00-90801586	Jeffery	Wagner	Female	New York	New York City	Bachelor	07/04/1985	11/01/2015		Operations	Operations Analyst	55581	Satisfactory
00-97226012	Anna	Baldwin	Female	New York	New York City	Bachelor	31/05/1988	30/09/2022	29/03/2023	Operations	Operations Analyst	73800	Good
00-70291817	Amy	Robinson	Male	New York	New York City	Bachelor	16/07/1991	16/08/2020	12/02/2021	Finance	Accountant	68181	Good
00-31429110	Joshua	Booth	Female	New York	New York City	Bachelor	19/09/1995	22/10/2022	20/04/2023	Finance	Accounts Payable Specialist	54499	Good
00-30868105	Linda	Wolfe	Male	New York	New York City	High School	11/05/2002	13/05/2017	15/11/2021	Operations	Inventory Specialist	57340	Needs Improvement
00-22448136	Joshua	Lewis	Female	New York	New York City	Bachelor	21/11/1980	24/10/2018	30/03/2022	Operations	Logistics Coordinator	54065	Good
00-56164955	Matthew	Davis	Female	New York	New York City	High School	08/02/1994	07/02/2021	06/08/2021	Marketing	SEO Specialist	83262	Needs Improvement
00-71662963	Michael	Cooper	Female	New York	New York City	High School	26/04/1974	12/04/2020	28/01/2024	HR	Recruiter	61651	Needs Improvement
00-84093639	Lindsay	Blair	Male	New York	New York City	Bachelor	26/05/1967	28/07/2017	24/01/2018	Operations	Operations Analyst	75509	Good
00-58537831	David	Nielsen	Female	New York	New York City	High School	26/07/2001	31/01/2020	29/07/2020	Customer Service	Help Desk Technician	67011	Needs Improvement
00-16150444	Andrea	Calderon	Male	Michigan	Grand Rapids	Bachelor	22/05/1987	29/08/2022	25/02/2023	IT	IT Support Specialist	60136	Good
00-41244663	Nicole	Ward	Male	New York	New York City	Bachelor	13/12/1963	16/03/2023	12/09/2023	Operations	Logistics Coordinator	67552	Satisfactory
00-70855700	Janet	Williams	Male	Michigan	Grand Rapids	Bachelor	26/12/2002	30/03/2021	26/09/2021	Operations	Inventory Specialist	59934	Good
00-59684848	Kendra	Galloway	Female	New York	New York City	PhD	01/04/1963	29/11/2018	08/12/2019	Sales	Sales Manager	104162	Excellent
00-96977837	Jesse	Garcia	Male	New York	New York City	Bachelor	03/02/1963	17/04/2016	29/01/2023	Customer Service	Customer Service Representative	63873	Good
00-81691040	Shawn	Flowers	Male	Michigan	Warren	Bachelor	28/06/1959	05/03/2022	01/09/2022	IT	IT Support Specialist	66250	Excellent
00-60929647	Mitchell	Clark	Male	New York	New York City	Bachelor	14/09/1973	14/04/2017	16/06/2024	Customer Service	Support Specialist	61729	Satisfactory
00-84752529	Jacqueline	Sutton	Female	New York	New York City	Master	29/06/1979	28/01/2017	06/08/2022	Sales	Sales Manager	84046	Good
00-17507864	Chelsea	Jackson	Male	North Carolina	Raleigh	PhD	10/07/1994	11/10/2017	09/04/2018	Sales	Sales Specialist	69318	Excellent
00-52339391	John	Ford	Male	Pennsylvania	Philadelphia	Bachelor	15/07/2002	15/04/2019	12/10/2019	Sales	Sales Consultant	99002	Satisfactory
00-86125617	Veronica	Bowman	Male	New York	New York City	Bachelor	16/04/1990	05/08/2017	06/02/2018	Operations	Logistics Coordinator	69163	Good
00-97971488	Jeffrey	Nguyen	Male	New York	New York City	Bachelor	18/12/1992	25/10/2020	27/10/2021	Operations	Inventory Specialist	65830	Good
00-29175900	Kimberly	Perez	Male	New York	New York City	Bachelor	19/11/1970	13/01/2017		Marketing	Content Creator	68419	Good
00-25245555	Nick	Moore	Male	New York	New York City	Bachelor	22/04/1982	25/01/2022	22/04/2024	Sales	Sales Specialist	74442	Needs Improvement

HR Dashboard Design



Overview Section

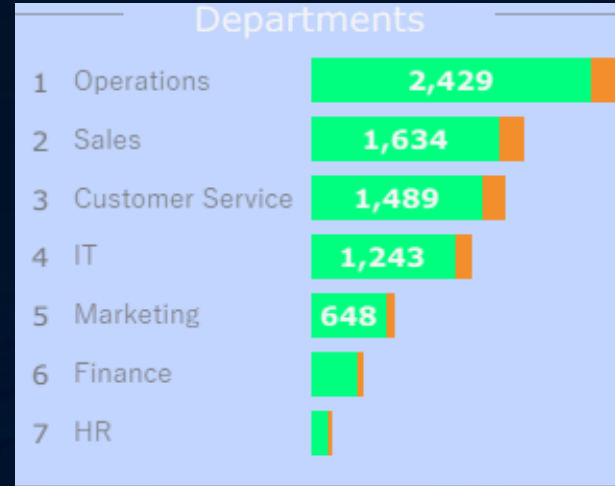
- Active Employees: shows total # of active employees
- Hired: shows total # of hired employees
- Terminated: shows total # of terminated employees
- Hired line chart: displays total hired employees for a particular year
- Terminated line chart: displays total terminated employees for a particular year



Overview Section

Departments bar chart displays:

- Total hired employees by department in green
- Total terminated employees by department in orange



IT

The total number of **Hired** employees **1,243** | **14%**



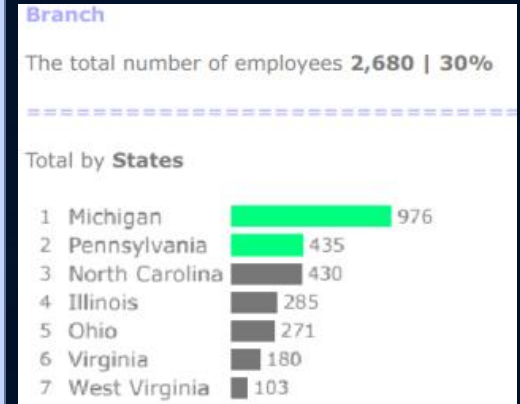
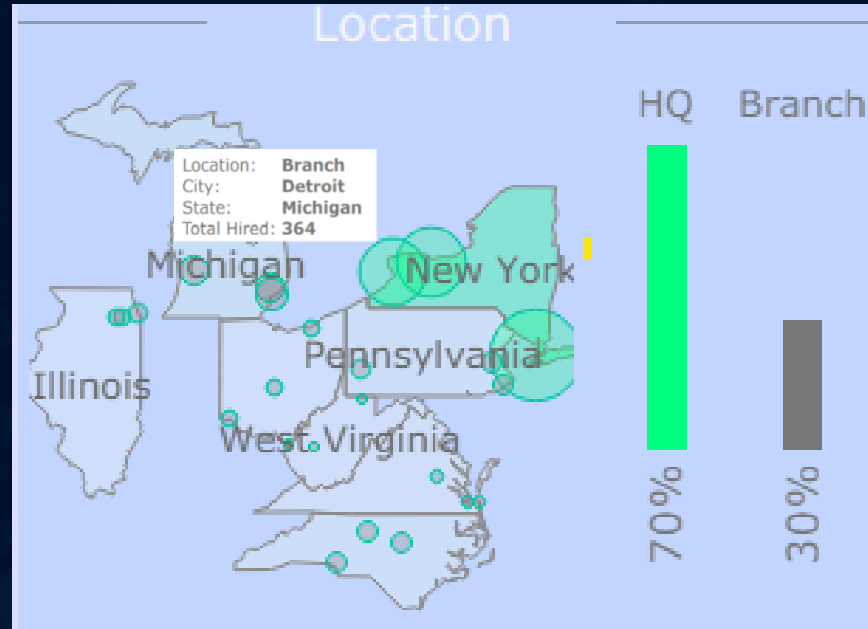
IT

The total number of **Terminated** employees **139** | **2%**

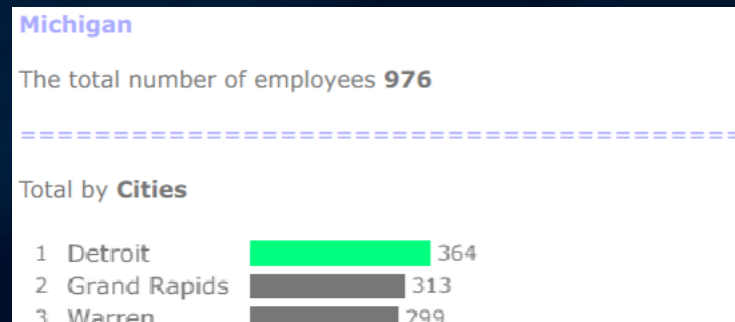
Overview Section

Location section displays:

- Map: shows total hired employees by US state and city (state with most employees is highlighted in green)
- Map city tooltip: shows total hired employees in the selected city
- Map state tooltip: shows total hired employees in the selected state as well as employee total bar chart by city
- Bar chart: displays hired employees in the company headquarter (HQ) and branches
- Bar chart tooltip: shows total hired employees in the selected HQ/Branch as well as employee total bar chart by state



Most branch employees live in Michigan & Pennsylvania states



Most Michigan employees live in Detroit city

Demographics Section

Gender female donut chart displays:

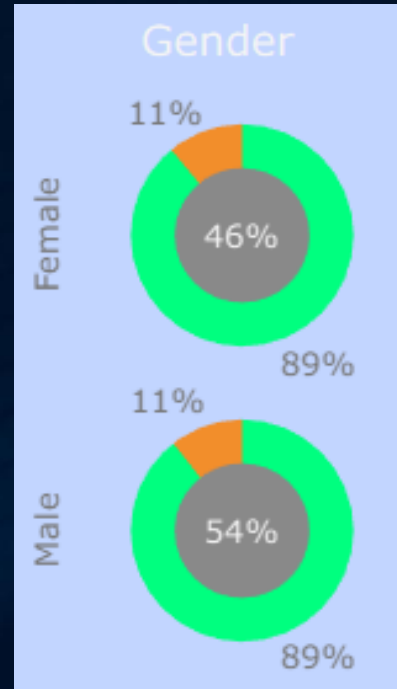
- Inner donut: shows total # of female employees and their percentage out of all employees
- Outer donut :
 - total # of hired female employees and their percentage out of all hired employees in green color
 - total # of terminated female employees and their percentage out of all terminated employees in orange color

Gender male donut chart displays:

- Inner donut: shows total # of male employees and their percentage out of all employees
- Outer donut :
 - total # of hired male employees and their percentage out of all hired employees in green color
 - total # of terminated male employees and their percentage out of all terminated employees in orange color

Female

The total number of **Female** employees **4,149** | **46%**



Female

The total number of **Hired Female** employees **3,693** | **89%**

Female

The total number of **Terminated Female** employees **456** | **11%**

Male

The total number of **Hired Male** employees **4,291** | **89%**

Male

The total number of **Terminated Male** employees **510** | **11%**

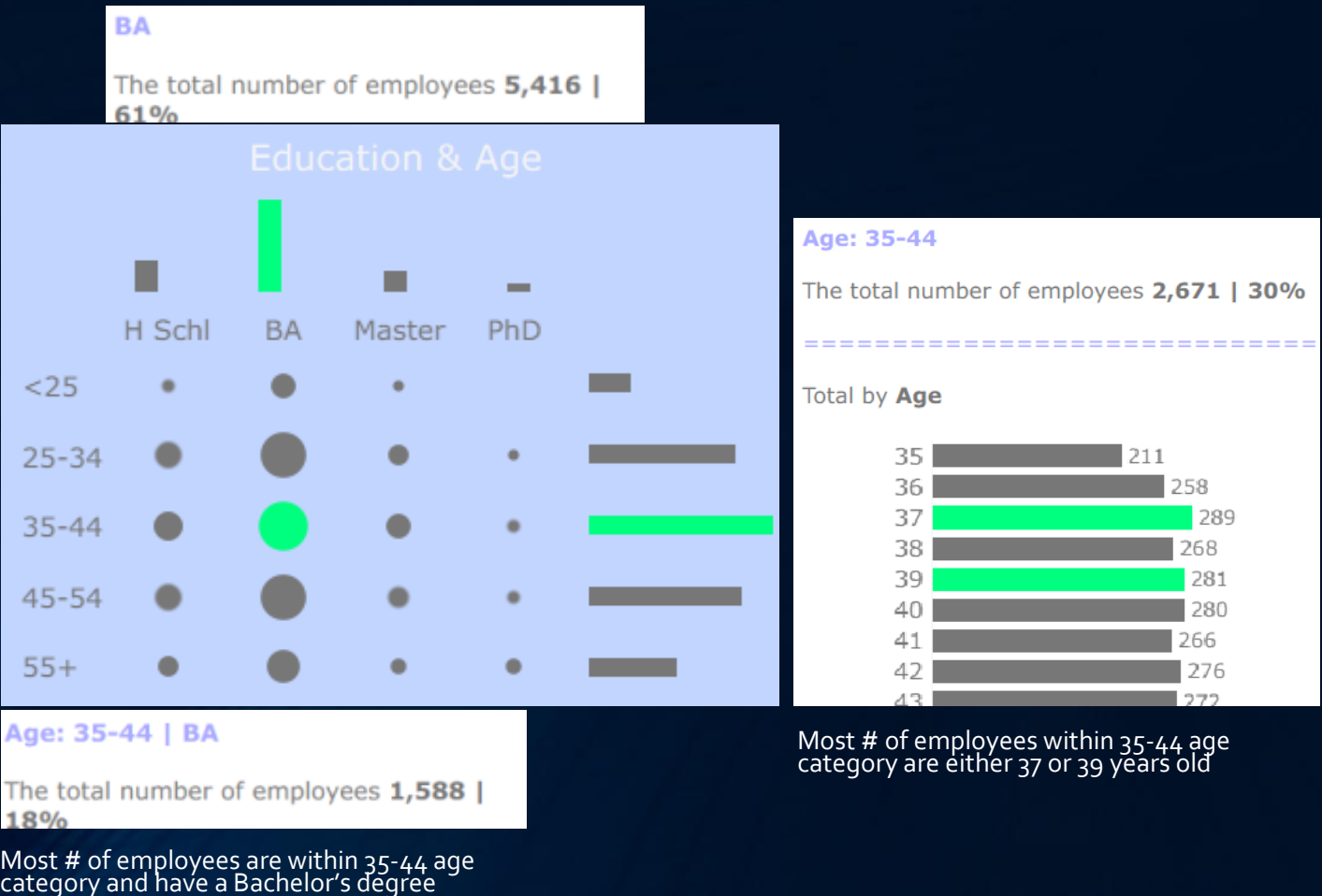
Male

The total number of **Male** employees **4,801** | **54%**

Demographics Section

Education & Age displays:

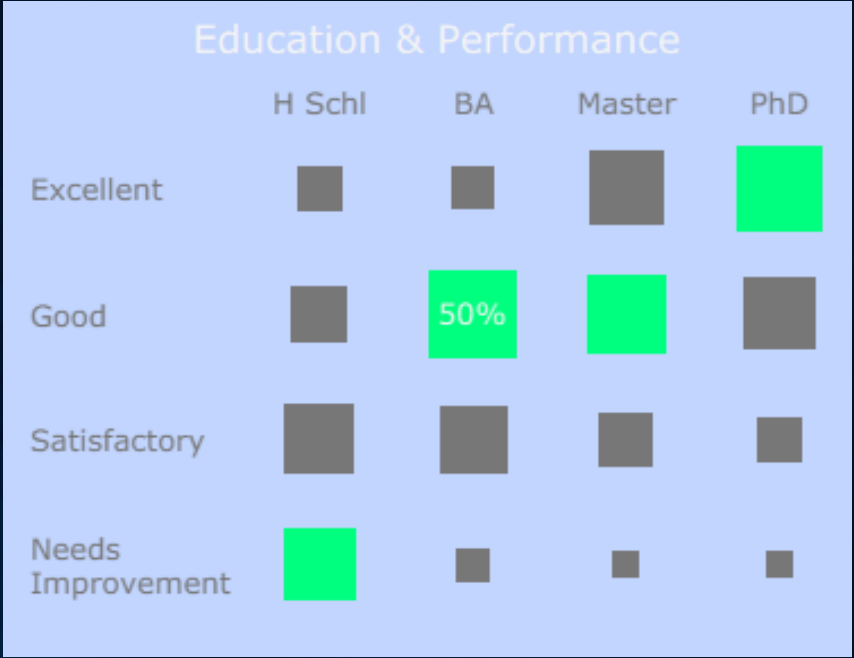
- Heat map: shows total # of employees within an age group and with the certain education and their percentage out of all employees
- Top bar chart: shows total # of employees with the certain education and their percentage out of all employees
- Right bar chart: shows total # of employees within an age group and their percentage out of all employees
- The most # of employees in the certain category is displayed in green color



Demographics Section

Education & Performance displays:

- Heat map: shows total # of employees with the certain education by their performance
- The most # of employees in the category is displayed in green color



48% of employees (out of 228) with Phd have excellent performance

PhD | Excellent
The total number of employees **228** | **48%**

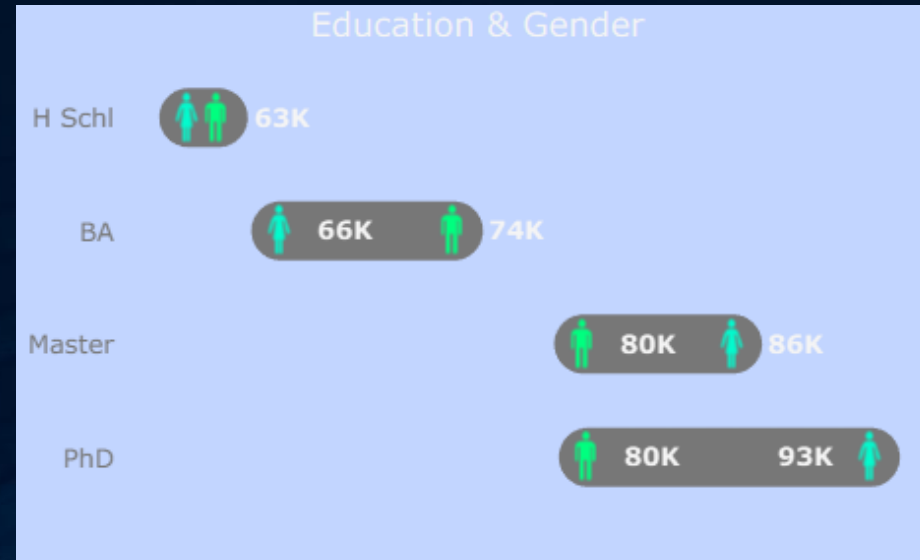
BA | Good
The total number of employees **2,706** | **50%**

Most # of employees (2,706) have a Bachelor's degree and Good performance

Income Section

Education & Gender displays:

- Barbell chart (shows distance between values for gap analysis): compares salary for male and female employees with same education levels



Males with Bachelor's degree have bigger average salary than Female Bachelor's: 74K vs 66k

Male | BA

The average salary **74K**

Female | PhD

The average salary **93K**

Female Phds have bigger average salary than Male Phds: 93K vs 80k

Income Section

Age & Salary displays:

- Scatter Plot: compares salary and age for different job titles



The average salary of **Finance Manager** is **125,143**, and the average age of this role is **50**

The average salary of **HR Manager** is **82,203**, and the average age of this role is **33**



HR Dashboard



Overview | Click to filter

Hired
Terminated

Active Employees

7,984

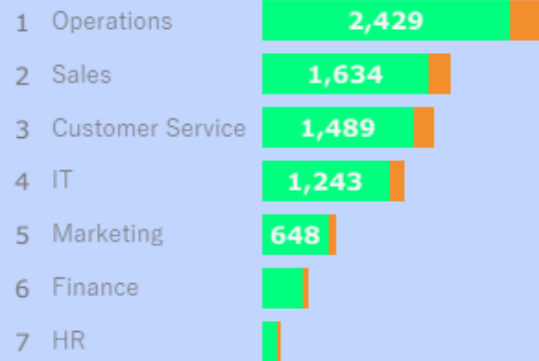
Hired

8,950

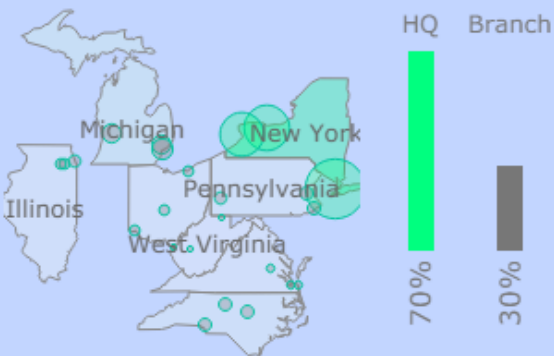
Terminated

966

Departments



Location



Filters

Gender

(All)

Status

(All)

Location

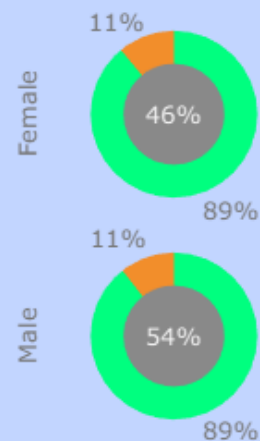
(All)

Hiredate

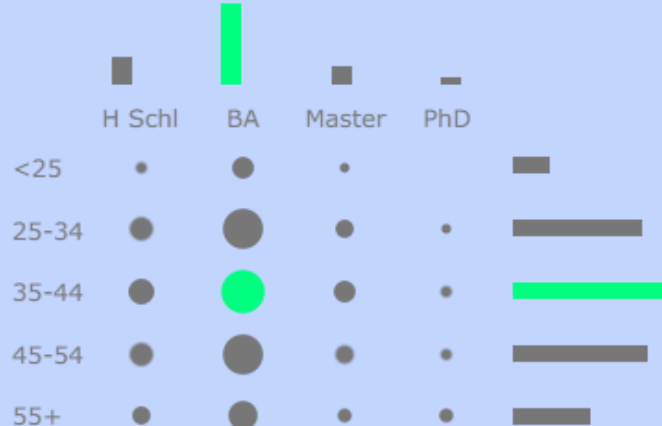
(All)

Demographics | Click to filter

Gender



Education & Age



Education & Performance

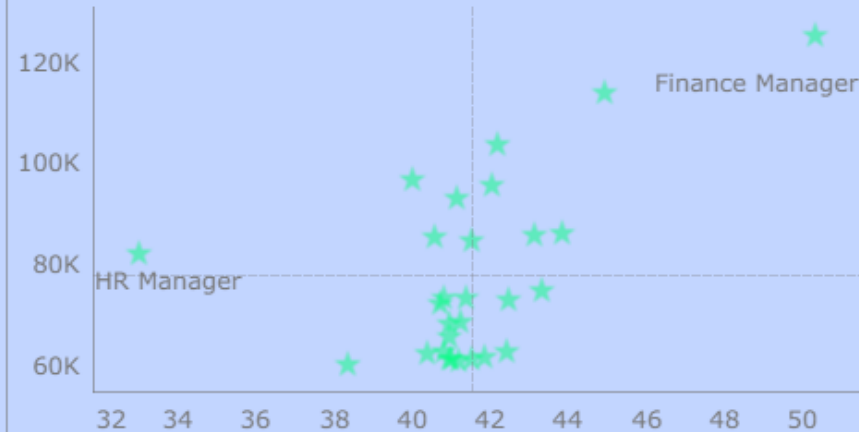


Income | Click to filter

Education & Gender



Age & Salary





HR Dashboard

Overview | Click to filter

Hired
Terminated

Active Employees

3,693

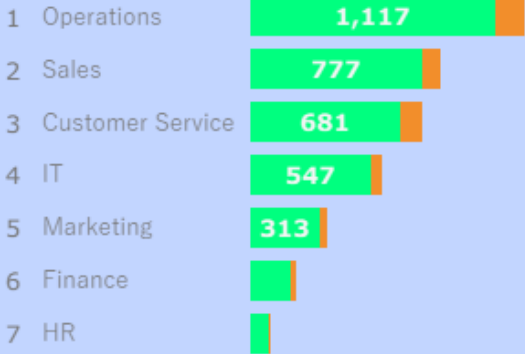
Hired

4,149

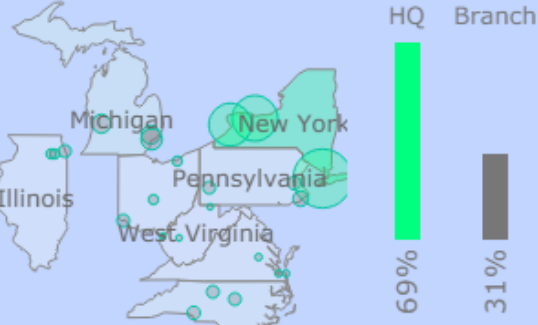
Terminated

456

Departments



Location



Filters

Gender

Female

Status

(All)

Location

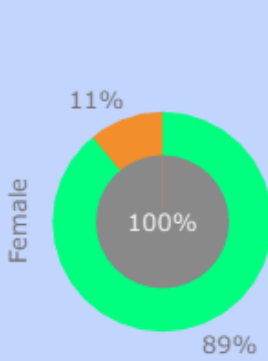
(All)

Hiredate

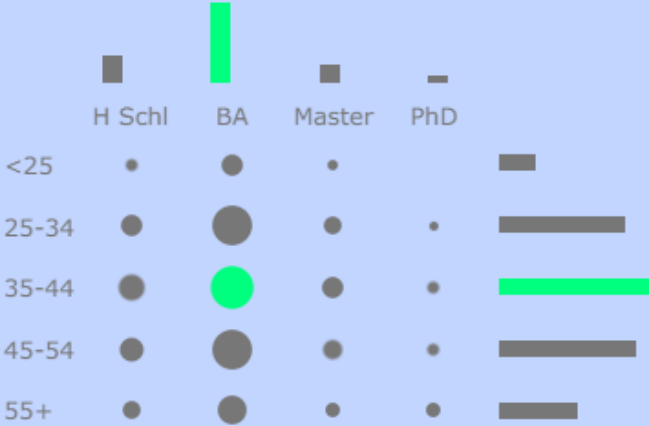
(All)

Demographics | Click to filter

Gender



Education & Age

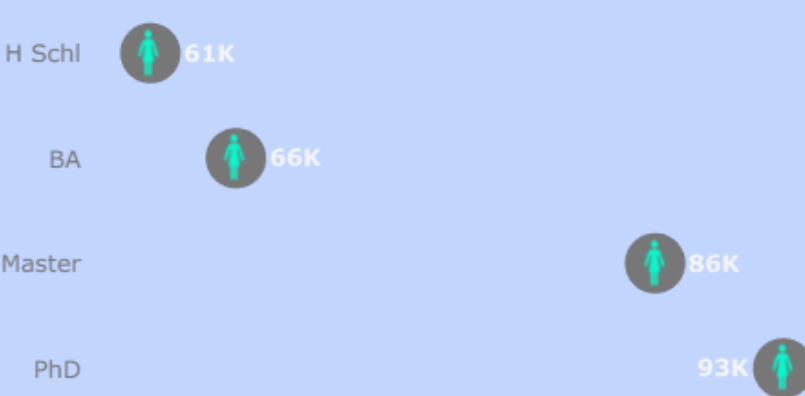


Education & Performance

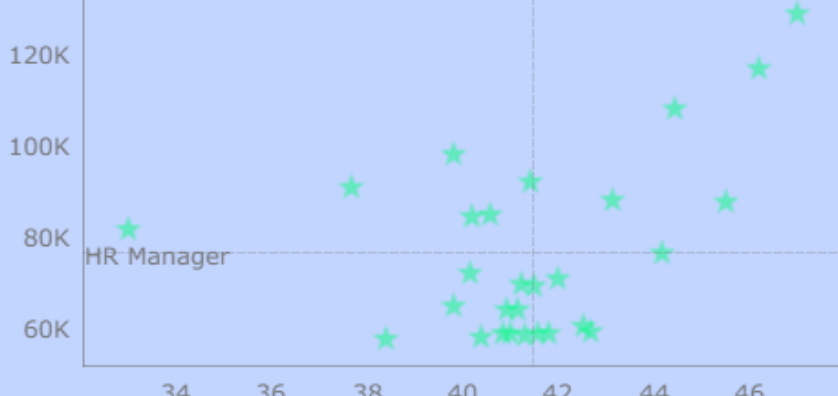


Income | Click to filter

Education & Gender



Age & Salary





HR Dashboard

Overview | Click to filter

Hired
Terminated

Active Employees

0

Hired

966

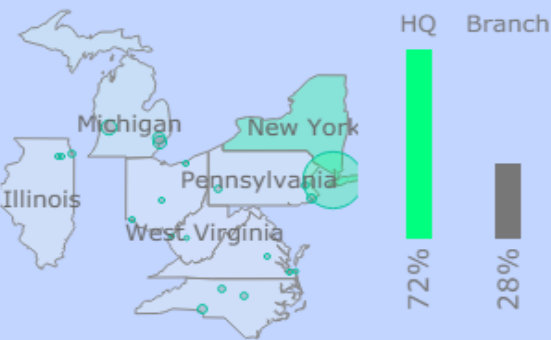
Terminated

966

Departments

1	Operations	289
2	Sales	201
3	Customer Service	184
4	IT	139
5	Marketing	70
6	Finance	63
7	HR	20

Location



Filters

Gender

(All)

Status

Terminated

Location

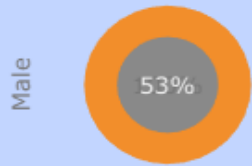
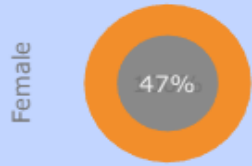
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Hiredate

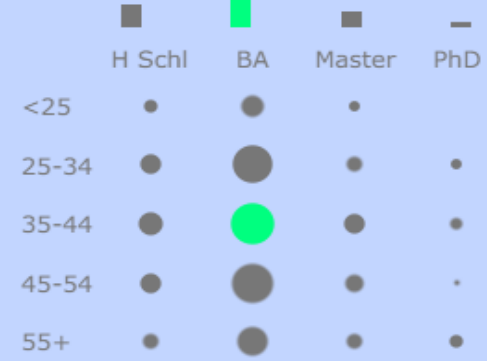
(All)

Demographics | Click to filter

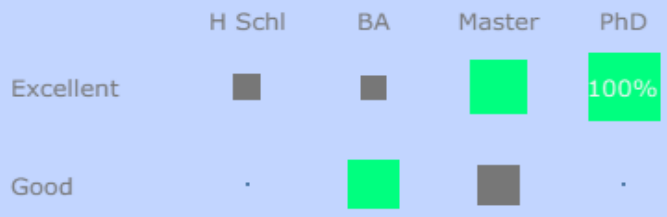
Gender



Education & Age

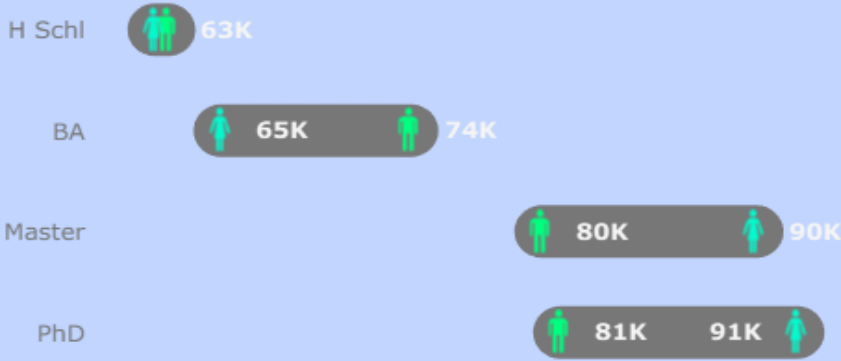


Education & Performance



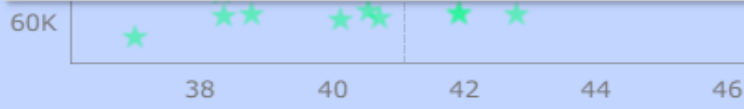
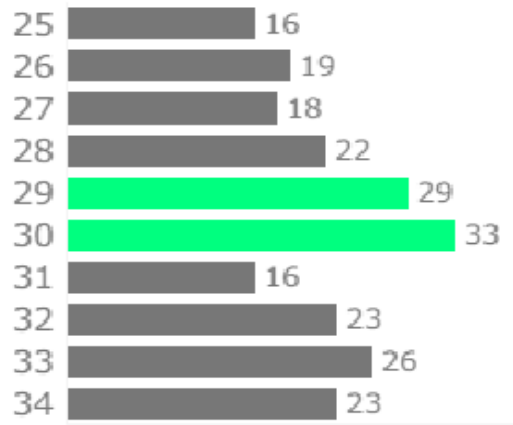
Income | Click to filter

Education & Gender



Age: 25-34

The total number of employees 225 | 23%





HR Dashboard

Overview | Click to filter ● Hired ● Terminated

Active Employees

2,405

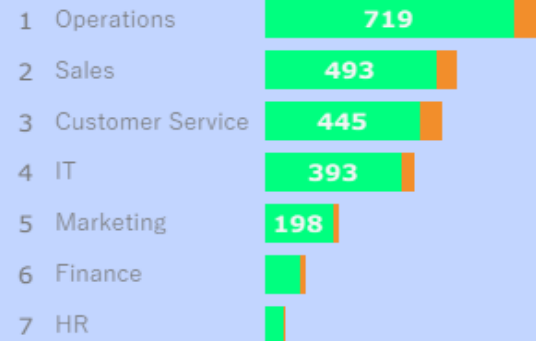
Hired

2,680

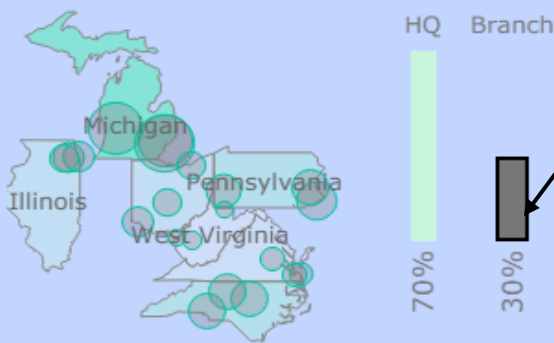
Terminated

275

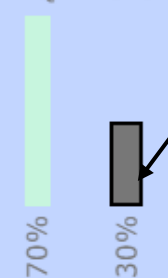
Departments



Location



HQ Branch



Filters

Gender

(All)

Status

(All)

Location

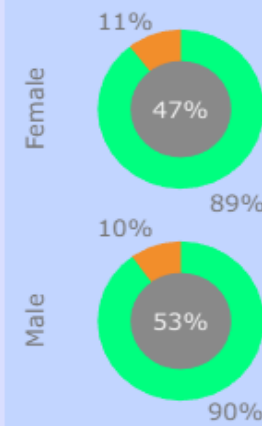
(All)

Hiredate

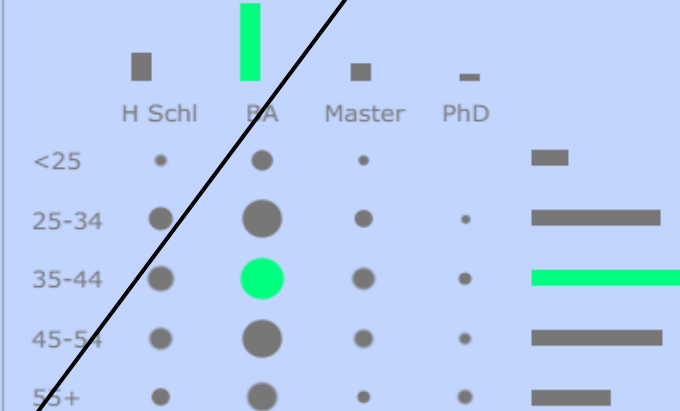
(All)

Demographics | Click to filter

Gender



Education & Age



Education & Performance



Income | Click to filter

Education & Gender



Age & Salary

