Hr Data Analytics Dashboards

HR analytics helps HR professionals make data-based decisions that play a pivotal role in an organization's success. This Dashboards helps for futuristic decision.



Data Analysis Process Step by Step:



1. Checked The Alignments:

03/02/2017

04/05/2017

2/25/2019

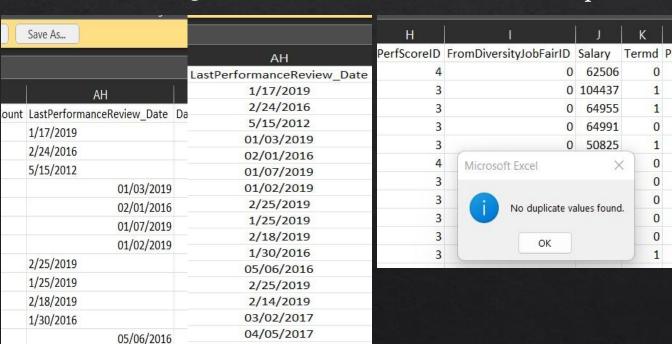
2/14/2019

2. Checked for the Duplicates:

0

0

0



1/14/2019

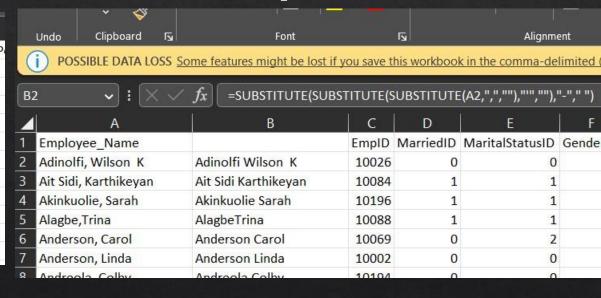
1/14/2019

1/15/2015

01/11/2019

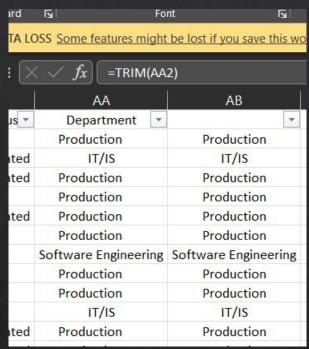
1/14/2019

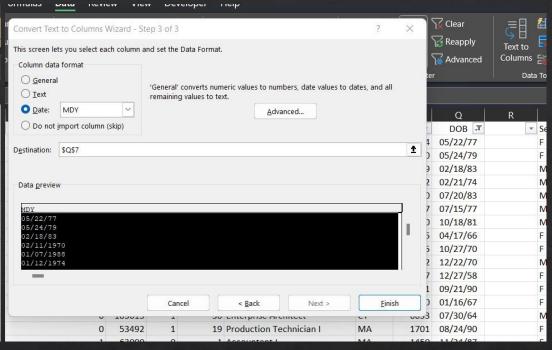
3. Removed Special Characters:

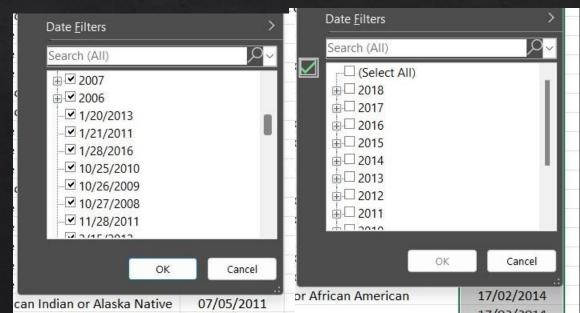


4. Trimmed extra spaces:

5. Formatted text to Date:

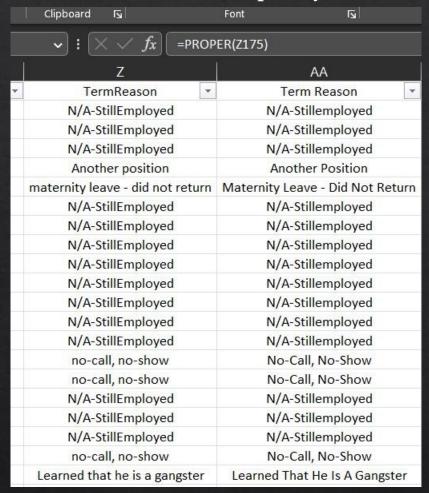








6. Formatted text to Proper style:





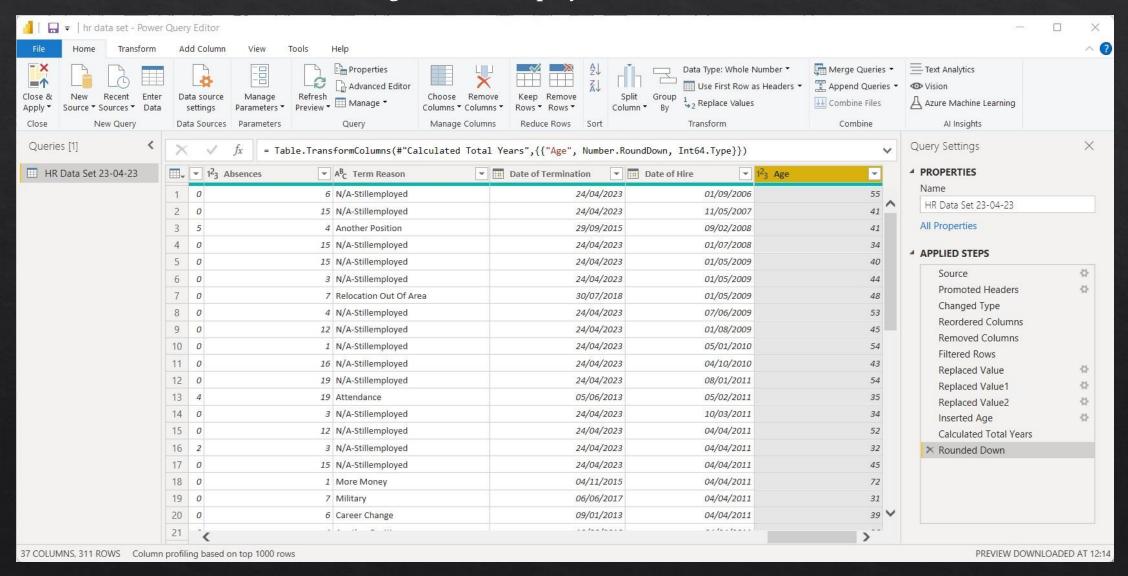
Formulas used in Excel:

- 1. Substitute
- 2. Trim
- 3. Proper

Power Query in Bi



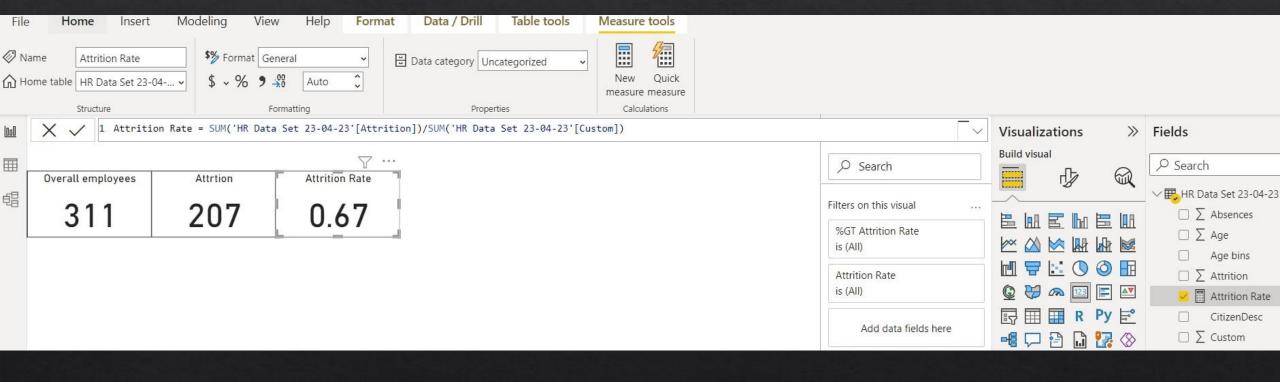
1. Added new column for Current Age for each employee:



1.Added Conditional column with Age Bands:

	umn name							
Age bir	ns							
	Column Name	Operator	Value	0		Output	①	
lf	Age ▼	is greater than or *	ABC +	55	Then	ABC 123 ~	Over 55	
Else If	Age 🔻	is greater than or *	ABC 123 ~	45	Then	ABC -	45 - 54	
Else If	Age ▼	is greater than or 🔻	ABC 123 ~	35	Then	ABC -	35 - 44	
Else If	Age 💌	is greater than or 🔻	ABC 123 ~	25	Then	ABC +	25 - 34	
Else If	Age *	is less than 🔻	ABC +	25	Then	ABC +	Under 25	•••

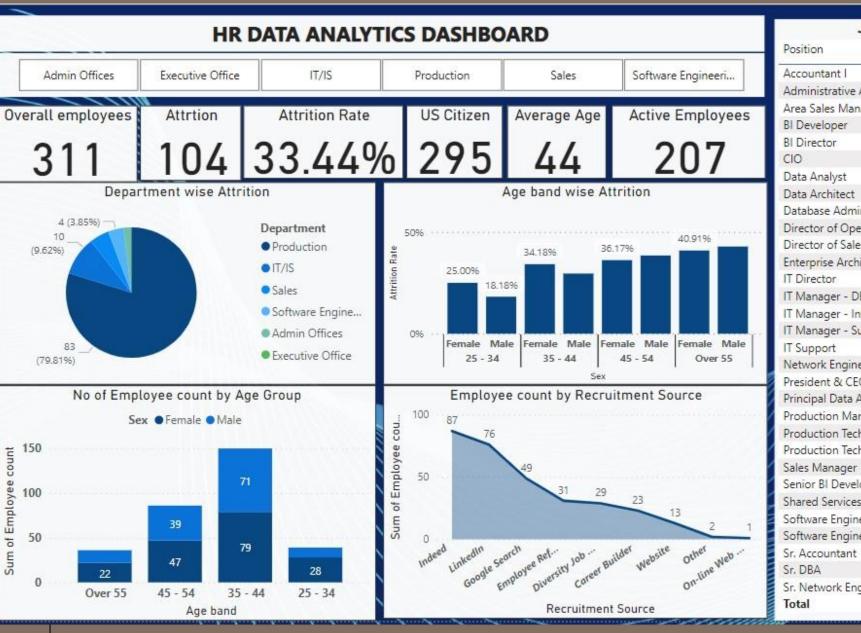
3.Dax Formulas Used to show each KPI'S



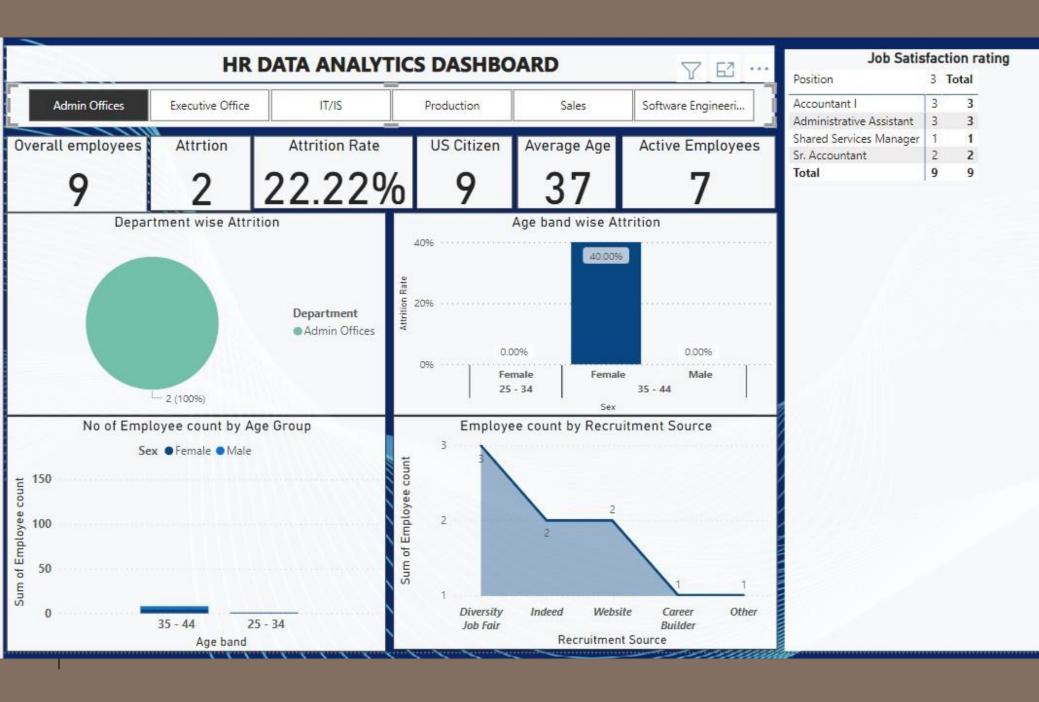
3. Created new columns and new measures for the Dashboards:

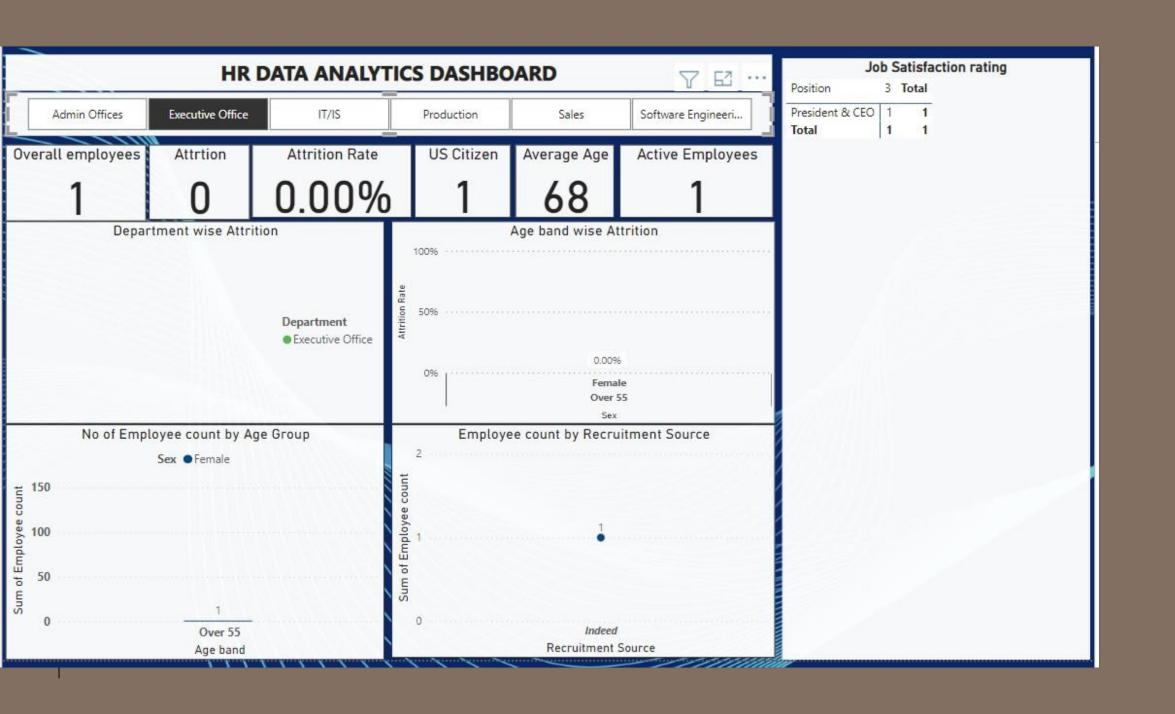
mber •	∑ Summarization □ Data category		Sort by column >	Data groups >	Manage relationships Relationships	New column						^
											Fields	>>
ecial Projects Coun	t Last Performan	nce Review_Date	Days Late Last30	Absences	EXPERIENCE	▼ Age ▼	Age band 💌	Employee count 💌	Attrition 🕶	us citizen 💌	○ Search	
	0	04 January 2019	0		5	17 55	Over 55	1	0	1 ^	Search	
	0	25 February 2019	0	1	5	16 41	35 - 44	1	0	1	Ⅲ HR Data Set 23-	04-23
	0	03 January 2019	0	1	5	15 34	25 - 34	1	0	1	∑ Absences	
	0	04 February 2019	0	1	5	14 40	35 - 44	1	0	1	Active emplo	WOO
	0	25 January 2019	0		4	14 53	45 - 54	1	0	1		yce
	0	24 January 2019	0	2	2	14 45	45 - 54	1	0	1	∑ Age	
	0	27 February 2019	0	1	9	12 54	45 - 54	1	0	1	Age band	
	0	30 January 2019	0		3	12 34	25 - 34	1	0	0	\(\sum \) Attrition	
	0	14 January 2019	О	3	2	12 52	45 - 54	1	0	0	Attrition Rate	7
	0	14 January 2019	O	1	5	12 45	45 - 54	1	0	1	CitizenDesc	
	0	17 January 2019	0		1	12 39	35 - 44	1	0	1	> iiii Date of Hire	
	0	25 February 2019	0	1		12 36	35 - 44	1	0	1	> iii Date of Term	ination
	0	17 January 2019	0	1		12 31	25 - 34	1	0	1		
	0	17 January 2019	O	2	rd .	12 54	45 - 54	1	0	1	∑ Days Late Las	st30
	0	27 February 2019	O		6	12 43	35 - 44	1	0	0	Department	
	0	08 January 2019	0	1	4	12 30	25 - 34	1	0	1	∑ Dept ID	
	0	27 January 2019	0	1	4	12 34	25 - 34	1	0	1	> ⊞ DOB	
	0	21 January 2019	0	1	7	12 43	35 - 44	1	0	1	∑ Emp Satisfact	tion
	0	07 February 2019	0		9	12 40	35 - 44	1	0	1	∑ Emp Status II	
	0	18 February 2019	0		1	12 53	45 - 54	1	0	1		
	0	14 January 2019	0	1	3	11 52	45 - 54	1	0	1	∑ EmpID	
	0	19 February 2019	0	1	5	11 36	35 - 44	1	0	1	∑ Employee co	
	0	14 January 2019	0	1		11 44	35 - 44	1	0	0	Employee Na	ime
	0	25 February 2019	0		L	11 44	35 - 44	1	0	1	Employment	Status
	0	14 January 2019	0		2	11 43	35 - 44	1	0	1	∑ Engagement	Survey
	0	17 January 2019	О				Over 55	1		1	民 EXPERIENCE	
	0	14 Fehruary 2019	0				45 - 54	1	0	1 ~		hu lok
et ((aluga)										>	> From Diversit	



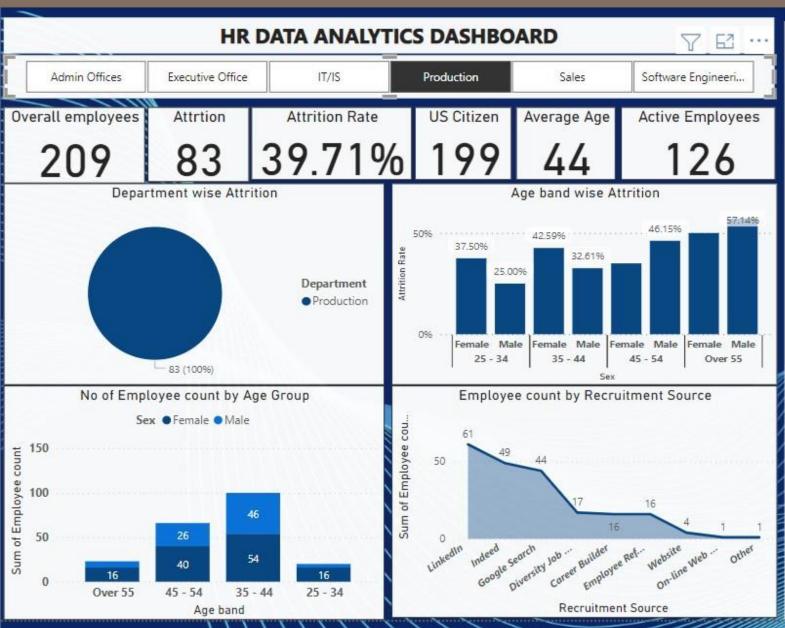


Job Satisfaction rating						
Position	1	2	3	4	Total	
Accountant I			3		3	
Administrative Assistant			3		3	
Area Sales Manager	3		22	2	27	
BI Developer			4		4	
BI Director			1		1	
CIO				1	1	
Data Analyst			6	2	8	
Data Architect			1		1	
Database Administrator			5		5	
Director of Operations				1	1	
Director of Sales			1		1	
Enterprise Architect			1		1	
IT Director				1	1	
IT Manager - DB			2		2	
IT Manager - Infra		1			1	
IT Manager - Support				1	1	
IT Support			7	1	8	
Network Engineer	1		4		5	
President & CEO			1		1	
Principal Data Architect			1		1	
Production Manager		2	10	2	14	
Production Technician I	6	11	104	16	137	
Production Technician II	3	2	44	8	57	
Sales Manager		1	2		3	
Senior BI Developer			3		3	
Shared Services Manager			1		1	
Software Engineer		1	7	2	10	
Software Engineering Manager			1		1	
Sr. Accountant			2		2	
Sr. DBA			2		2	
Sr. Network Engineer			5		5	
Total	13	18	243	37	311	











Job Satisfaction rating Position 1 2 3 4 Total Area Sales Manager 3 22 2 2 27 Director of Sales 1 1 2 3 Sales Manager 1 2 3 3 Total 3 1 25 2 31





Year

2011

US Citizen

CitizenDesc

March

Month

MA

State

May

Month

Indeed

White

RaceDesc

LinkedIn

Recruitment So...

Recruitment So

Married

Married

MaritalDesc

Akinkuolie S...

Employee N...

MaritalDacc

Male

Production

Department

Female

Sav

Sex

48

34

Sum of Age

Sum of Ana

Position

Production T...

Department	Employee Name	Manager Name	Perf Score ID
Admin Offices	Boutwell Bonalyn	Brandon R. LeBlanc	3
Admin Offices	Brown Mia	Brandon R. LeBlanc	3
Admin Offices	Foster Baker Amy	Board of Directors	3
Admin Offices	Howard Estelle	Brandon R. LeBlanc	3
Admin Offices	LaRotonda William	Brandon R. LeBlanc	3
Admin Offices	LeBlanc Brandon R	Janet King	3
Admin Offices	Singh Nan	Brandon R. LeBlanc	3
Admin Offices	Smith Leigh Ann	Brandon R. LeBlanc	3
Admin Offices	Steans Tyrone	Brandon R. LeBlanc	3
Executive Office	King Janet	Board of Directors	3
IT/IS	Ait Sidi Karthikeyan	Simon Roup	3
IT/IS	Bacong Alejandro	Peter Monroe	3
IT/IS	Barbossa Hector	Simon Roup	4
IT/IS	Becker Renee	Simon Roup	3
IT/IS	Booth Frank	Simon Roup	3
IT/IS	Carr Claudia N	Simon Roup	3
IT/IS	Champaigne Brian	Jennifer Zamora	3
IT/IS	Clayton Rick	Eric Dougall	3
IT/IS	Costello Frank	Simon Roup	3
IT/IS	Cross Noah	Peter Monroe	3
IT/IS	Daniele Ann	Peter Monroe	3
IT/IS	DeVito Tommy	Brian Champaigne	3
IT/IS	Dolan Linda	Peter Monroe	3
IT/IS	Dougall Eric	Jennifer Zamora	4
IT/IS	Fett Boba	Peter Monroe	1
IT/IS	Foss Jason	Jennifer Zamora	4
IT/IS	Galia Lisa	Eric Dougall	3
IT/IS	Goble Taisha	Simon Roup	3
IT/IS	Goeth Amon	Peter Monroe	3
IT/IS	Gonzalez Maria	Peter Monroe	3
IT/IS	Gruber Hans	Brian Champaigne	3
IT/IS	Horton Jayne	Simon Roup	3

Needs

Improvement

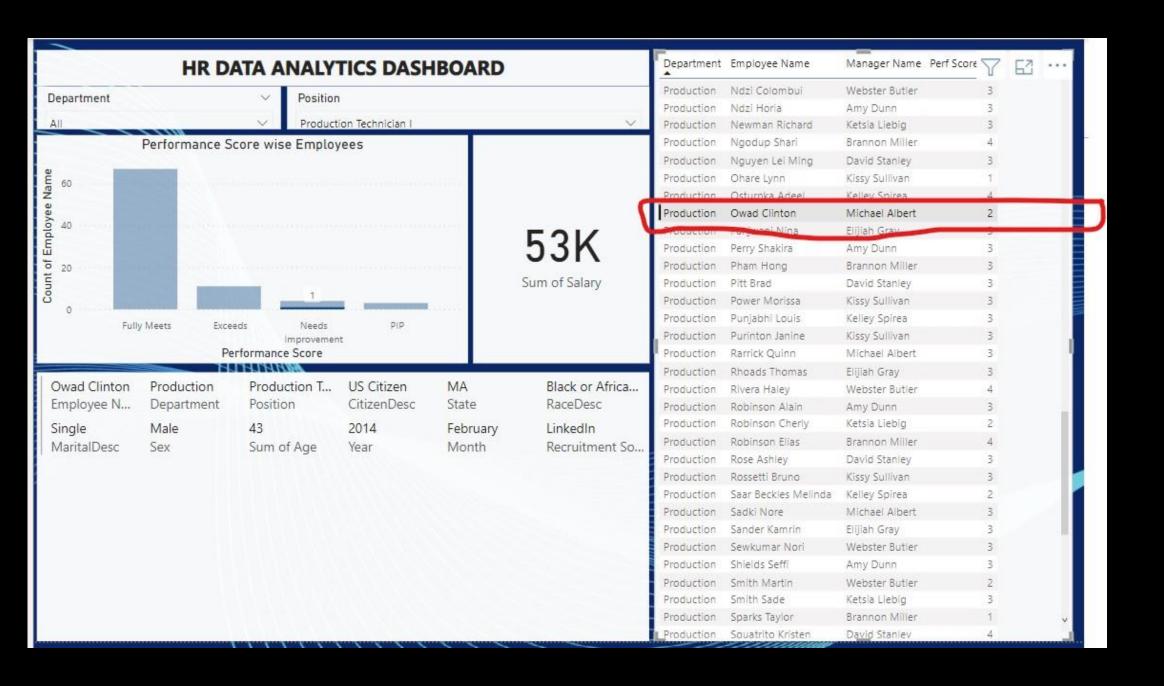
Performance Score

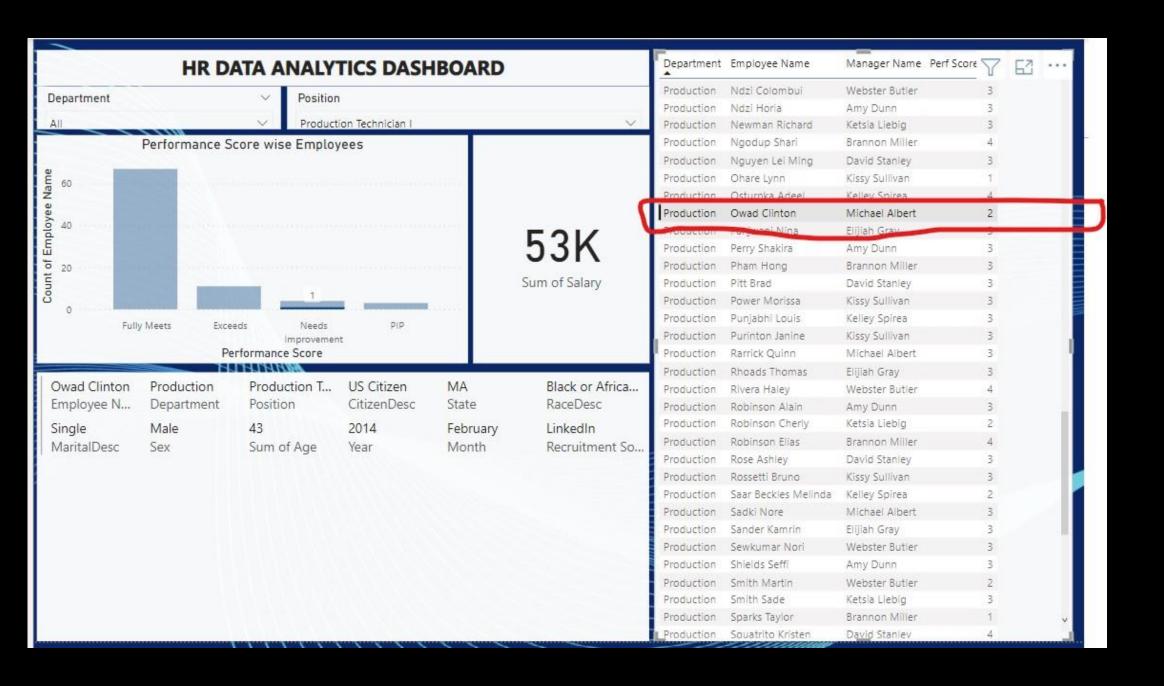
Exceeds

Fully Meets

		THE PROPERTY OF			
DiNocco Lily	Production	Production T	US Citizen	MA	Black or Africa
Employee N	Department	Position	CitizenDesc	State	RaceDesc
Married	Female	44	2013	July	Indeed
MaritalDesc	Sex	Sum of Age	Year	Month	Recruitment So
Owad Clinton	Production	Production T	US Citizen	MA	Black or Africa
Employee N	Department	Position	CitizenDesc	State	RaceDesc
Single	Male	43	2014	February	LinkedIn
MaritalDesc	Sex	Sum of Age	Year	Month	Recruitment So
Saar Beckles	Production	Production T	US Citizen	MA	Black or Africa
Employee N	Department	Position	CitizenDesc	State	RaceDesc
Single	Female	54	2016	April	Diversity Job Fair
MaritalDasc	Sav	Sum of Age	Vaar	Month	

Department	Employee Name	Manager Name	Perf Score ID
Production	DiNocco Lily	Brannon Miller	2
Production	Owad Clinton	Michael Albert	2
Production	Saar Beckles Melinda	Kelley Spirea	2
Production	Trang Mei	David Stanley	2





Thanks for the Opportunity