High Level Design

# HR ANALYTICS

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# 1. Problem Statement

HR is not just about hiring people it is an ocean of its own. HR department goes through

a constant journey of finding, selecting, onboarding and monitoring the right talent. You

are required to use analytics concept to provide a smooth monitoring of workforce for

the HR department.

To investigate how the company objective factors influence in attrition of employees,

and what kind of working environment is most likely to cause attrition.

You shall be looking at all variables through some charts and infer about it in my

exploratory analysis. And through my exploration you shall try to identify the Variables

that tend to have an impact in the attrition of the most experienced and talented

employees and try to fit a linear regression model and use it to test hypotheses and

draw inferences.

# 2. Aim

* To investigate how the company objective factors influence in attrition of employees, and what kind of working environment is most likely to cause attrition.
* We shall be looking at all variables through some charts and infer about it in exploratory analysis. And through exploration we shall try to identify the Variables that tend to have an impact in the attrition of the most experienced and talented employees and try to fit a linear regression model and use it to test hypotheses and draw inferences.

# 3. Tools Used

* In order to make this report, I have used Business Intelligence tools like MS Excel and Power Bi for making analysis and visualisation.
* MS Excel is used to analysing the given data, adding all the given data in single file and add new dataset also.

It is also used for removing unwanted data.

* Power Bi is used for visualisation of the datasets import from Excel file by using different visualisations such as Slicers, Graphs, Charts etc

# 4. KPIs(Key Performance Indicator)

* Dashboard will be implemented to display certain KPIs and relevant indicators.
* Key Indicators displaying top entertainers are:
* Total Employees
* Attrition
* Attrition Rate
* Active Employees
* Average Age
* Department wise Attrition
* Number of Employee by age group
* Job Satisfaction Rating
* Education fieldwise Attrition
* Attrition rate by Gender for Different Age Group

# 5.Deployment

* Deployment in a Power Bi project involves process of making your report, dashboards and data accessible to end-user in a production environment
* Power Bi supports connectivity to various data sources, enabling users to consolidate data from multiple sources in a single view.

One can use it as it is free of cost, depends on its own Power Bi server, from there anyone can see your dashboards.

We can also share the shareable link to those who wants to see.