2023

Dynatech
Solutions

**HR Company &
Employee
Report**

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1. INTRODUCTION

The Dynatech Solutions HR Dashboard aims to provide insights into the company's HR data, focusing on employee demographics, attendance patterns, and performance metrics. This report details the analysis, findings, and recommendations based on the HR data.

2. OBJECTIVE

The objective of this data set is to analyze HR data to:

- Identify trends and patterns in employee demographics.
- Monitor attendance and identify attendance patterns in departments.
- Evaluate employee performance across different departments and roles.
- Provide actionable recommendations to improve HR processes and employee management.

3. DATA SOURCE

The data used in this project was generated using ChatGPT, an AI language model developed by OpenAI. The synthetic dataset was created to mimic a typical HR database, including tables for Employees, Departments, Attendance, and Performance.

4. ANALYSIS & FINDINGS

Employee Demographics:

- Analysis: Analyzed the distribution of employees across different departments and roles.
- Findings: The majority of employees are concentrated in the Marketing department, with Finance and Sales ranking second. The highest Salary spend is within in the Finance Department.

Attendance Trends:

- Analysis: Monitored attendance records to identify patterns and issues.
- Findings: Identified certain departments with higher absenteeism rates. The Marketing team had the highest absences of 105 total, while the IT and the HR department tied for the lowest at 48.

Performance Metrics:

- Analysis: Evaluated performance scores across departments and individual employees.
- Findings: Most employees have a performance score of 3/5. Overall, the Sales department had the highest average performance scores. Whereas, the IT & Finance Department had the lowest amount of Top Performers.

5. Recommendations

Based on the analysis and findings, the following recommendations are proposed:

Enhance Attendance Policies:
- Implement flexible working hours or remote work options to reduce absenteeism, particularly in the Marketing department.
- Introduce wellness programs to improve overall employee health and attendance.

Boost Performance:

- Develop targeted training and development programs, especially for the IT and Finance department to standardize performance.
- Recognize and reward high-performing employees in the Sales department to maintain high performance levels.
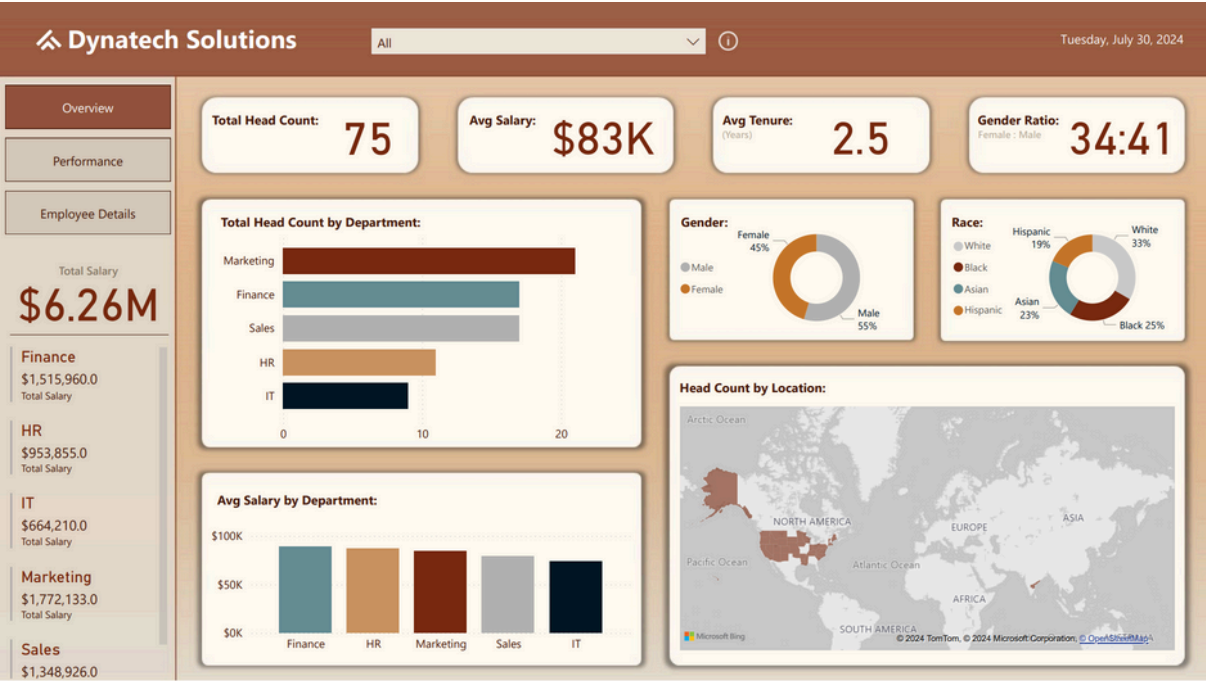
Improve Employee Engagement:

- Conduct regular employee satisfaction surveys to identify and address concerns that may be affecting performance.
- Foster a positive work culture by organizing team-building activities and events.

6. CONCLUSIONS

The Dynatech Solutions HR Dashboard successfully provided insights into key HR metrics, helping to identify trends and issues in employee demographics, attendance, and performance. By implementing the proposed recommendations, Dynatech Solutions can improve its HR processes, enhance employee satisfaction, and optimize overall performance.

7. APPENDIX: VISUALIZATIONS

Direct link to interactive dashboard:
https://phillipkay53.github.io/Dynatech-Solutions-HR-Dashboard/

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