

HR Dashboard - Supply and Demand Gap Analysis

Presented by- Pratik R Chougule

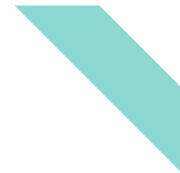


Overview

This case study focuses on performing a supply and demand gap analysis using an HR dataset. The aim is to identify gaps between the demand for and supply of talent within the organization, enabling actionable insights to optimize talent management strategies. The analysis utilizes various charts in Power BI, including marks cards, bar charts, tables, comparison charts, stacked bar charts, donut charts, funnel charts, and pie charts, to gain insights into employee demographics, job satisfaction, salary trends, and distance from home.

Aim:

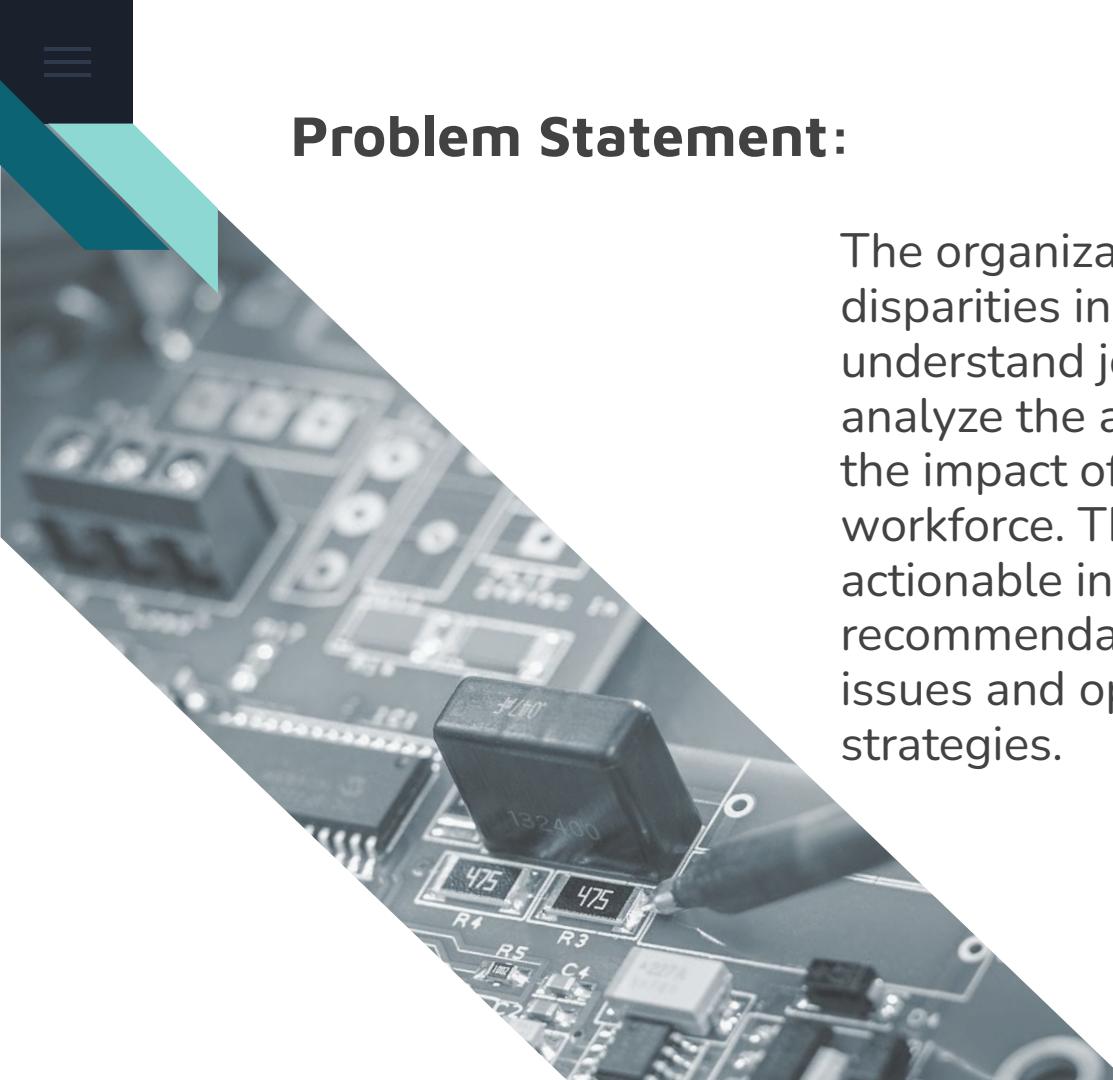
The aim of this project is to perform a supply and demand gap analysis using an HR dataset. By analyzing various factors such as employee demographics, job satisfaction, salary trends, and distance from home, we can identify gaps between the demand for and supply of talent within the organization.





Introduction:

Supply and Demand gap analyses are widely used by companies as strategic management decision tools. This project focuses on identifying the gap between demand and supply to enable the organization to take action and minimize those gaps. We utilize an HR dataset to gain insights into the workforce composition, salary trends, job satisfaction levels, and other relevant factors.



Problem Statement:

The organization aims to identify any disparities in gender-based salary, understand job satisfaction levels, analyze the age distribution, and assess the impact of distance from home on the workforce. The objective is to provide actionable insights and recommendations to address these issues and optimize talent management strategies.

Methodology:

The analysis is based on an HR dataset that includes various employee-related fields. We employ different visualization techniques in Power BI, such as marks cards, bar charts, tables, comparison charts, stacked bar charts, donut charts, funnel charts, and pie charts, to gain insights into the desired areas. The data is aggregated and summarized using appropriate measures and filters to facilitate analysis.



Analysis:

1. Marks Cards Chart:

- Total number of employees in the organization: The analysis reveals the overall workforce size, enabling an understanding of the scale and resource allocation needs of the organization.
- Number of job roles: This analysis provides insights into the diversity and complexity of the organization's structure, aiding talent management and career development strategies.
- Average age: Examining the average age of employees helps understand the generational composition within the organization, enabling knowledge transfer and fostering diversity and inclusion.

1470

Total number of employees



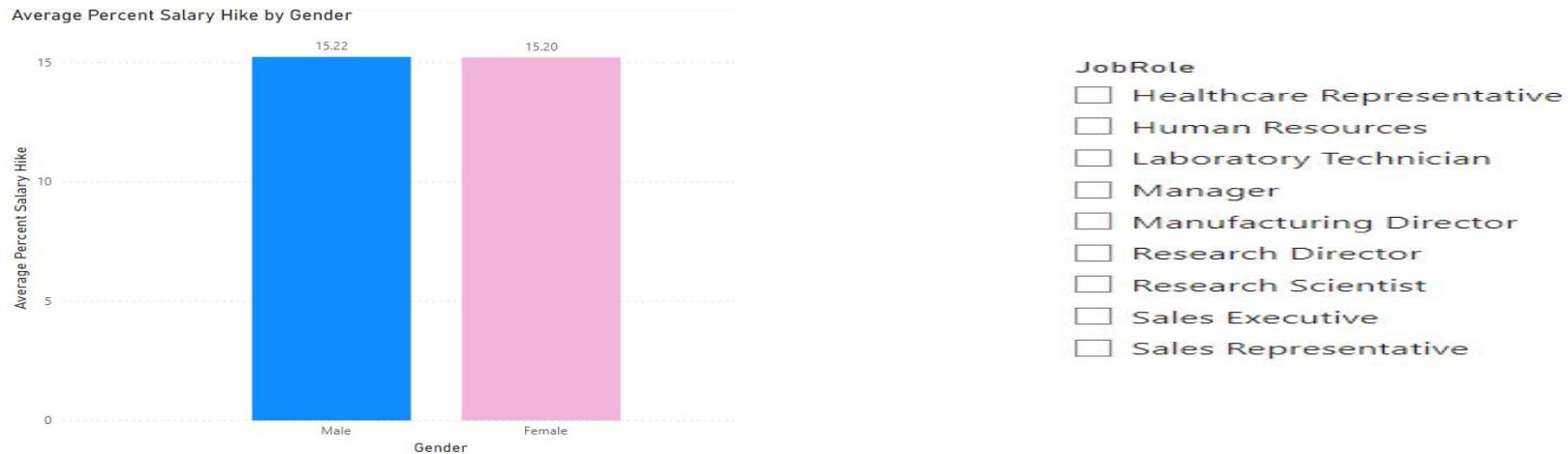
9

Number of job roles



2. Bar Chart with Slicer:

- Average percent salary hike by gender: By visualizing the salary increases by gender, we identify any disparities and can take steps to ensure equitable compensation practices.
- Slicer for job role: Incorporating a slicer allows interactive filtering to examine salary trends within specific job roles, providing insights into variations in salary growth across positions.





3. Tables Chart:

- Education fields and monthly income: Analyzing the relationship between education fields and income levels provides insights into the impact of education on salaries, aiding talent acquisition and training programs.
- Average percent salary hike, sum of employees, and job roles: This comprehensive overview helps identify salary trends, understand the workforce composition, and distribution across roles.

EducationField	Sum of MonthlyIncome	Average of PercentSalaryHike
Other	497867	15.50
Medical	3020657	15.37
Life Sciences	3916753	15.25
Marketing	1168425	14.92
Human Resources	195511	14.78
Technical Degree	760096	14.71
Total	9559309	15.21

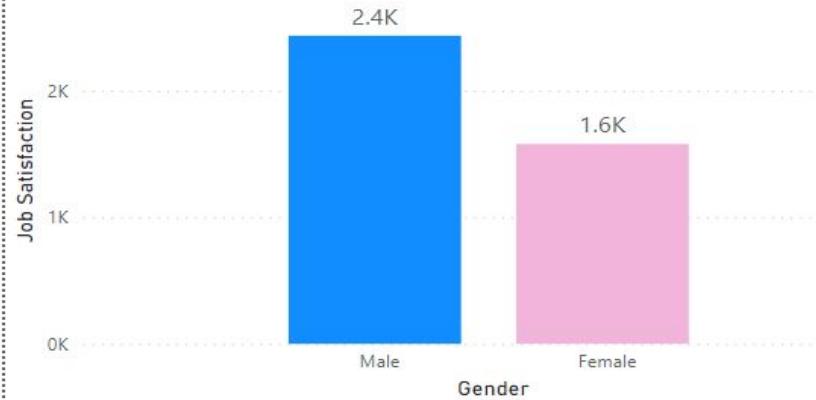
JobRole	Average of Age
Healthcare Representative	39.81
Human Resources	35.50
Laboratory Technician	34.10
Manager	46.76
Manufacturing Director	38.30
Research Director	44.00
Research Scientist	34.24
Sales Executive	36.89
Sales Representative	30.36
Total	36.92

EducationField	Sum of EmployeeCount
Human Resources	27
Life Sciences	606
Marketing	159
Medical	464
Total	1470

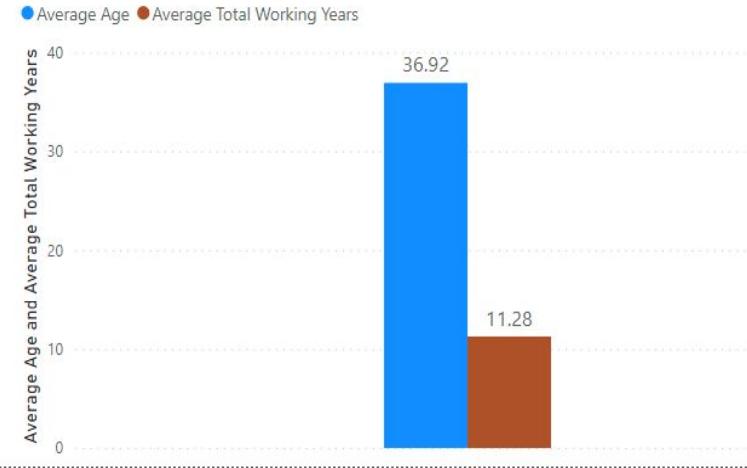
4. Comparison Chart:

- Job satisfaction by gender: Analyzing job satisfaction levels by gender helps identify potential discrepancies and informs targeted initiatives to address any gaps.
- Average age and average total working hours: Examining these factors provides insights into workforce dynamics, productivity, and potential intergenerational collaboration opportunities.

Job Satisfaction by Gender



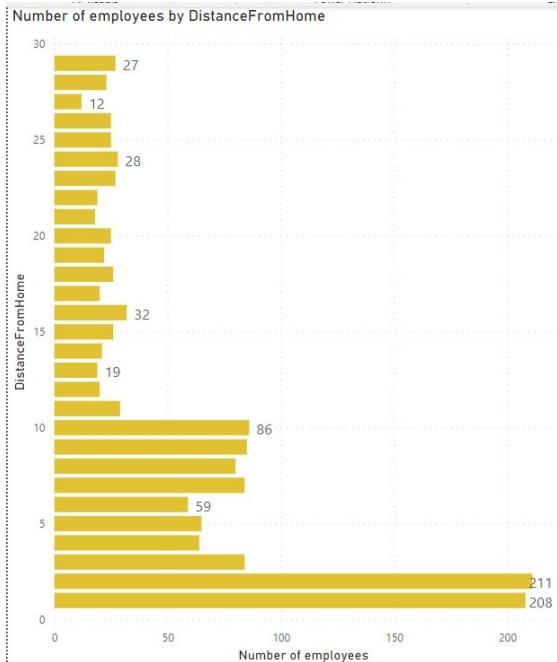
Average Age and Average Total Working Years



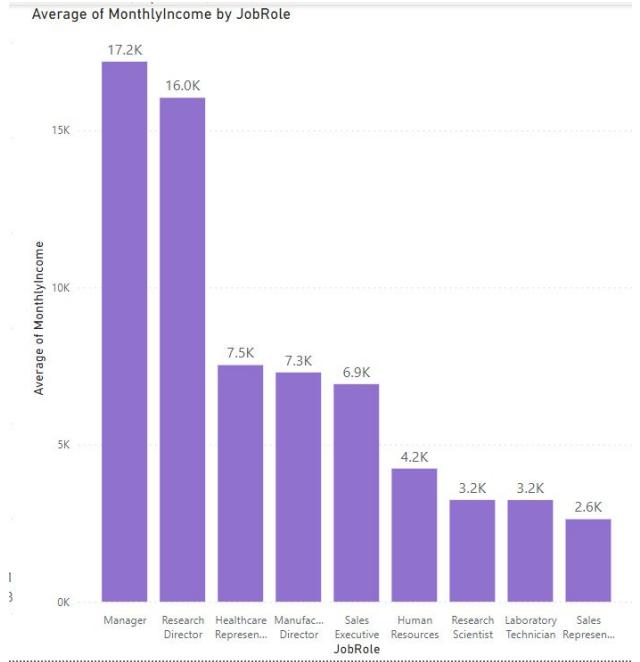
6. Stacked Bar Chart:



- Number of employees by distance from home: Analyzing the distribution of employees based on distance from home helps identify patterns, commuting challenges, work-life balance considerations, and potential impacts on employee retention.

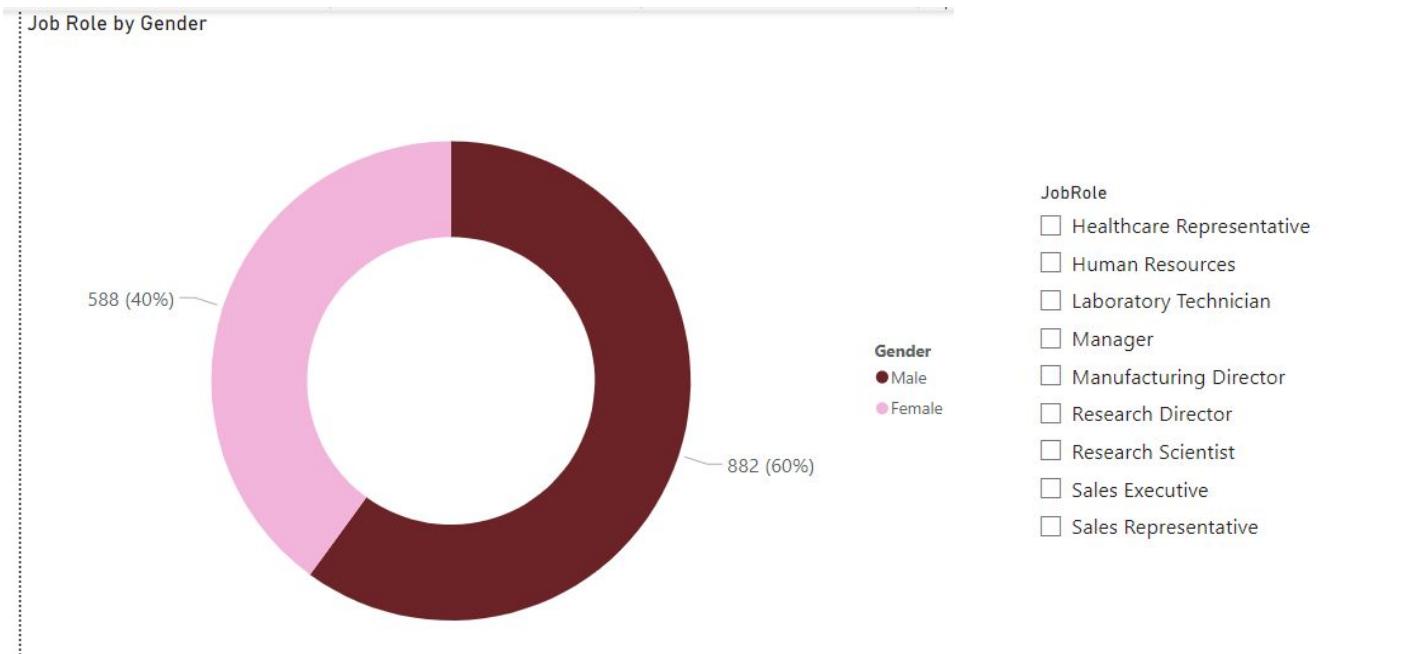


- JobRole
- Healthcare Representative
 - Human Resources
 - Laboratory Technician
 - Manager
 - Manufacturing Director
 - Research Director
 - Research Scientist
 - Sales Executive
 - Sales Representative



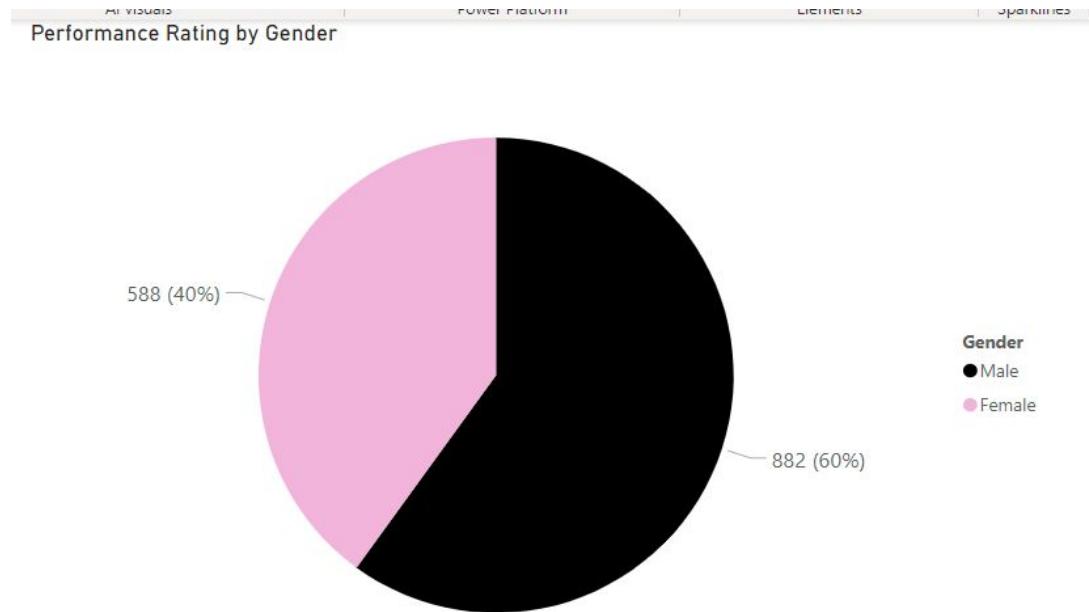
9. Donut Chart:

- Job role by gender: Visualizing the gender composition within each job role helps identify any imbalances or biases, informing diversity and inclusion strategies to promote equal opportunities and representation.



11. Pie Chart:

- Performance rating by gender: This analysis provides insights into any variations in performance ratings based on gender, highlighting potential biases and areas for improvement.



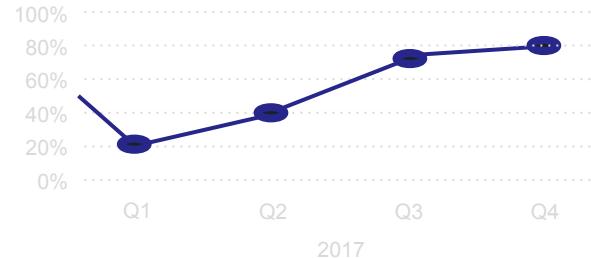
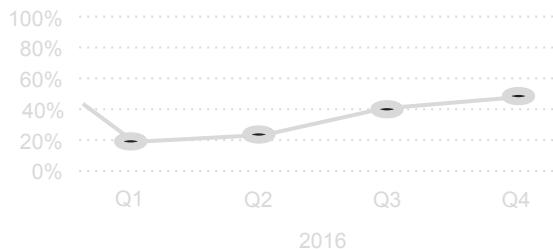


Insights

- Gender-based salary disparities exist, necessitating a comprehensive gender pay gap analysis to ensure equitable compensation practices.
- Job satisfaction levels vary between genders, indicating the need for targeted initiatives to address factors affecting satisfaction for each gender.

The age distribution within the organization is diverse, presenting opportunities for intergenerational collaboration and knowledge sharing.

Geographical distribution of employees reveals clusters based on distance from home, impacting commuting challenges, work-life balance, and employee well-being.

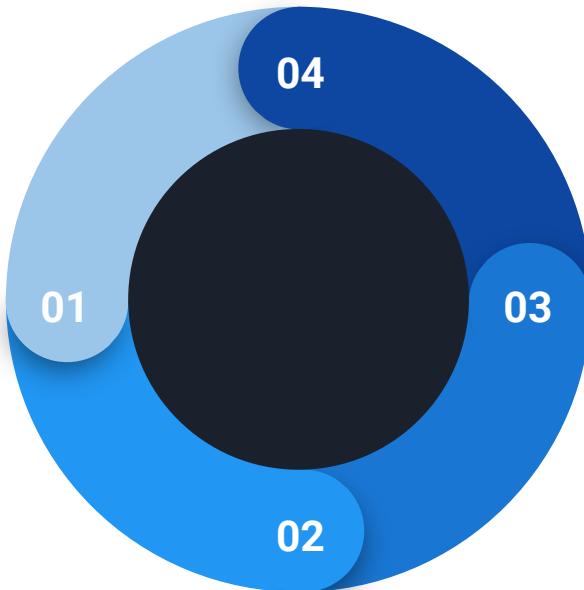




Recommendations:

Conduct a gender pay gap analysis to identify and address any salary disparities, ensuring fair and equal compensation practices.

Implement gender-specific initiatives to improve job satisfaction, considering work-life balance, career development opportunities, and inclusive workplace practices.



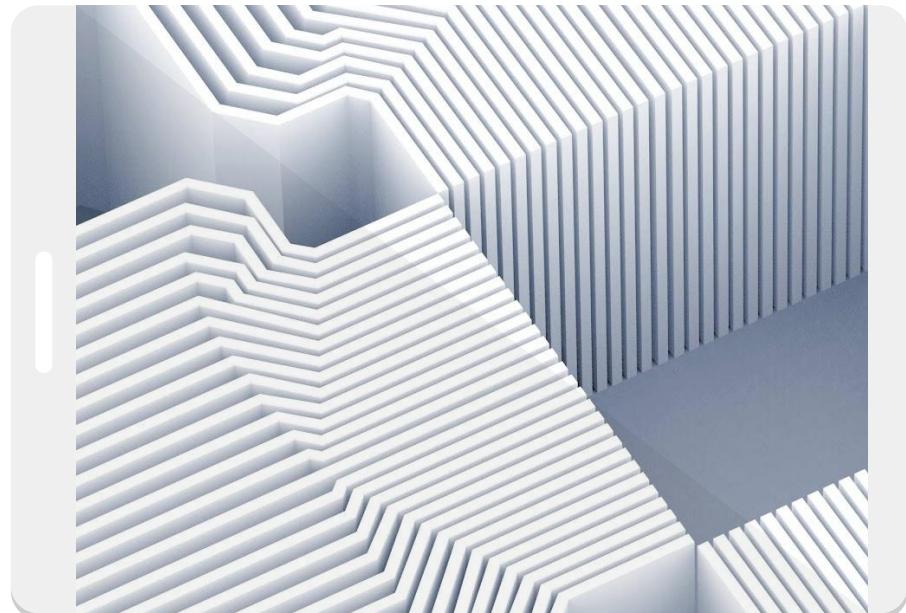
Develop training and development programs to support employees in enhancing their skills and qualifications, particularly in education fields impacting income levels.

Address commuting challenges by offering flexible work arrangements, remote work options, or considering office location strategies to enhance employee satisfaction.

Conclusions:

By leveraging the HR dataset and employing various visualizations, we have gained valuable insights into the organization's workforce composition, salary trends, job satisfaction levels, and other factors.

The analysis highlights the importance of addressing gender-based salary disparities, fostering job satisfaction, leveraging intergenerational collaboration, and addressing commuting challenges. Implementing the recommended strategies will support talent management, diversity, and inclusion efforts while improving employee satisfaction and organizational performance.



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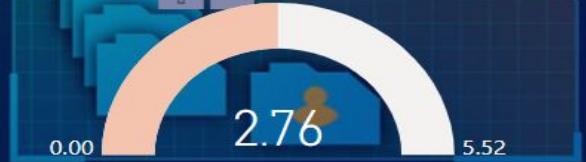
Total number of employees

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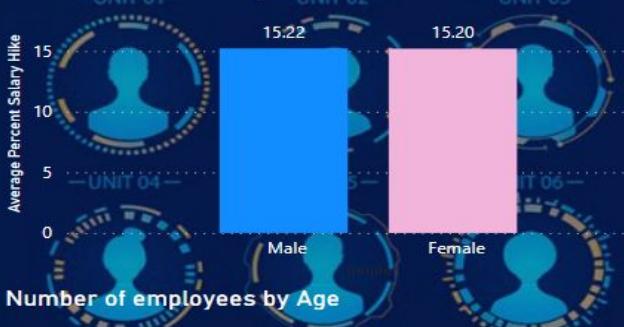
Number of job roles

Please select one role

Average of WorkLifeBalance

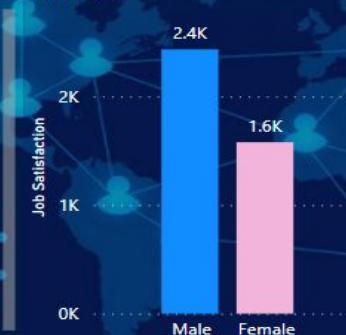


Average Percent Salary Hike by Gender

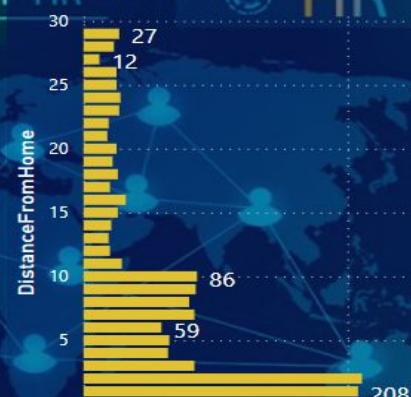


- JobRole
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Job Satisfaction by Gender



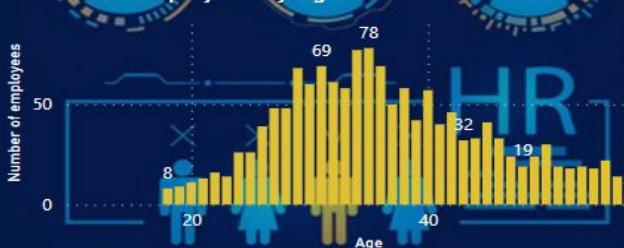
Number of employees by DistanceFromHome



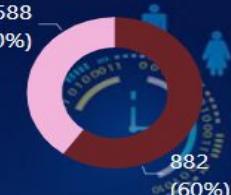
Average of Monthly Income by JobRole



Number of employees by Age



Job Role by Gender



PROFILE



Thank you!

