Take Home test - People Data Analyst 📊

Scenario & Data Details

The main purpose of this dashboard and analysis relies on the possibility that the Stakeholders may achieve by consuming the highlight indicators, and map the root-cause of First-year turnover. They would also use filters (not included on the view) to segregate their areas of interest and check the variation on indicators.

Desing and Think-proccess approach:

To approach the building of this dashboard rely on the usage of a app-like structure, with multiple pages being used to support the main analysis and other relavant indicators for the C-Level and Managerial population.

The first view tile summarize the current issue of first-year attrition, by highlighting indicators and key-proccess based on the approach 5W 2H;

Category	Details
What's the issue?	Attrition during the First-Year of Employment.
Why?	Mapped by the Treemap of Termination Reason.
Who?	Mapped by the Seniority Mapped by the Bubbleplot of Performance and Engagement

Category	Details
	Correlation.
Where?	Mapped by Department;
When?	During the First Year as the Target.
How?	Termination Distribution and Perfomance provide an overview and is supplemented by the Head Count Analysis, Recruitment Insights and Engagement Insights.
How much?	Action plan based on the findings of the Analysis may be conducted by manager, director and/or C-Level.

Others indicators are kept as text-only on the top bar, since they provide a static view of some information that may or may not be used on the analysis. Also, two buttons on the top right of the dashboard are provided, for quick support or new requests comming from the users.

Recomendations and other views:

Since C-Level and Manager may required more insights to draw their conclusions, we may use other pages to map this indicators, following the app-like structure. By using this type of structure, combined with filtering, more insights can be gather on the main issue, and the other categories may also be explored.

Table of contents:

The table below represents the visuals and informations available on the other pages:

Headcount Analysis	Recruitment Insights	Engagement & Performance Insights
Headcount per Department	Open Positions by Department	Bubbleplot of Performance and Engagement Correlation
Employees Distribution per Region	Open Positions by Quarters	Engagement Score Over Last Quarters
Legal Gender Distribution	Distribution of Hiring Source	Required Attention baed on Performance Rating
Upper Management Gender Distribution	Candidates on Hiring Pipeline	Employees Under PIP Program

Headcount Analysis	Recruitment Insights	Engagement & Performance Insights
Employee Type Distribution	Time to Hire Distribution	High-performers by Department
Seniority Distribution	Onboarding Status for New Hire	Employee Performance Distribution
Employee Tenure	Managering and Regular Open Positions Proportion	Managers Performance Distribution
Avg. Span on Control		

Executive view Overview & Indicators:

Turnover distribuition by Department.

Enhances the rout-cause analysis and can be used tor segregation of actions of stakeholders, which may be the next purporse of this analysis, for simplification purposes, I used the whole company data and the average indicator on this view.

Termination Reason by Seniority

 For this case, the involuntary turnover for junior and mid-level is the highest necessity to be evaluated, but the Voluntary trends higher on the upper seniority categories.

Regrettable Termination:

Use the column **Regrettable** to map the balance of each category. A unbalanced data is expected depending on the moment the company is facing.

Treemap of Termination Reason:

Mapping the two main categories of "Voluntary" and "Not-Voluntary" termination and it's subreason, it uses both columns (Termination Reason and Subreason) to map the volume of each category. It enhances the mapping of root-cause analysis.

Termination Distribution (Voluntary or Involuntary):

Use only the columns **Termination Reason** to map the balance of each category. A unbalanced data is expected depending on the moment the company is facing.

Rating for Terminated Employee and Average Rating for Manager of Terminated Employee

Both indicators rely on the usage of mixed columns to map and categorize the last rating of employees when they left the company and their managers rating at the moment of employee termination.

On this indicator, we may check how the manager performance may affect the termination reason and map a possible root-cause on the analysis, since manager with many employees terminated may incur a low rating on the performance review.

Bubbleplot of Performance and Engagement Correlation

Indicates the possible correlation between Performance and Engagement for terminated employees.

Major bubbles indicate a higher cluster of people with the same combination of both indicators, and on the case, the major part of involuntary employees have a similar proportion on the graph. This also indicate some outliers on the the voluntary termination, where filtering may highlight if they were also regreattable.

Final input and next-steps:

C-Level and Managerial levels may infer by the indicators and previous owned informatation that Sales and R&D experience the highest turnover, mainly among Junior and Mid-Level employees, reflecting by some mean the potential mismatch between expectations, development opportunities, and cultural alignment. In more senior roles, involuntary exits often result from performance issues or restructuring, while high-performing leaders occasionally depart for better external offers, pointing to compensation and growth concerns, further actions can be taken on the compensation review, market benchmarks of reestructuring the roles and compesantion framework.

Non-regrettable exits are largely due to underperformance or cultural misalignment, which give leads a need for stronger performance management

to all employees and values alignment on new hires. Regrettable turnover, driven by better offers and better career opotunities also highlights the importance of competitive rewards and clear internal pathways.

Further Actions may be taken by Managers and executives to reinforce the cultural fit, keep a keen eye to refine performance feedback processes but keeping compensation benchmarks to reduce the current talent loss and maintain an engaged workforce.