HR Analysis: Insights into Employee Satisfaction & Performance

EMPLOYEE RETENTION & PERFORMANCE CHALLENGES

- **High Attrition Rate:**
  Employees frequently leaving, impacting business continuity.
  Difficulty in retaining top talent.
- **Lack of Visibility into Employee Satisfaction:**
  No structured feedback mechanism to measure job satisfaction.
  Difficulty in identifying causes of disengagement.
- **Inconsistent Performance Tracking:**
  No centralized system to evaluate employee growth and contribution.
  Lack of real-time insights into productivity trends.
- **Absence of Predictive HR Analytics:**
  No ability to forecast potential resignations.
  HR decisions are reactive instead of proactive.

FINANCIAL & OPERATIONAL IMPACT:

- **High Recruitment & Training Costs:**
  Repeated hiring cycles strain HR budgets.
- **Loss of Productivity:**
  Frequent transitions lead to skill gaps and delays in projects.
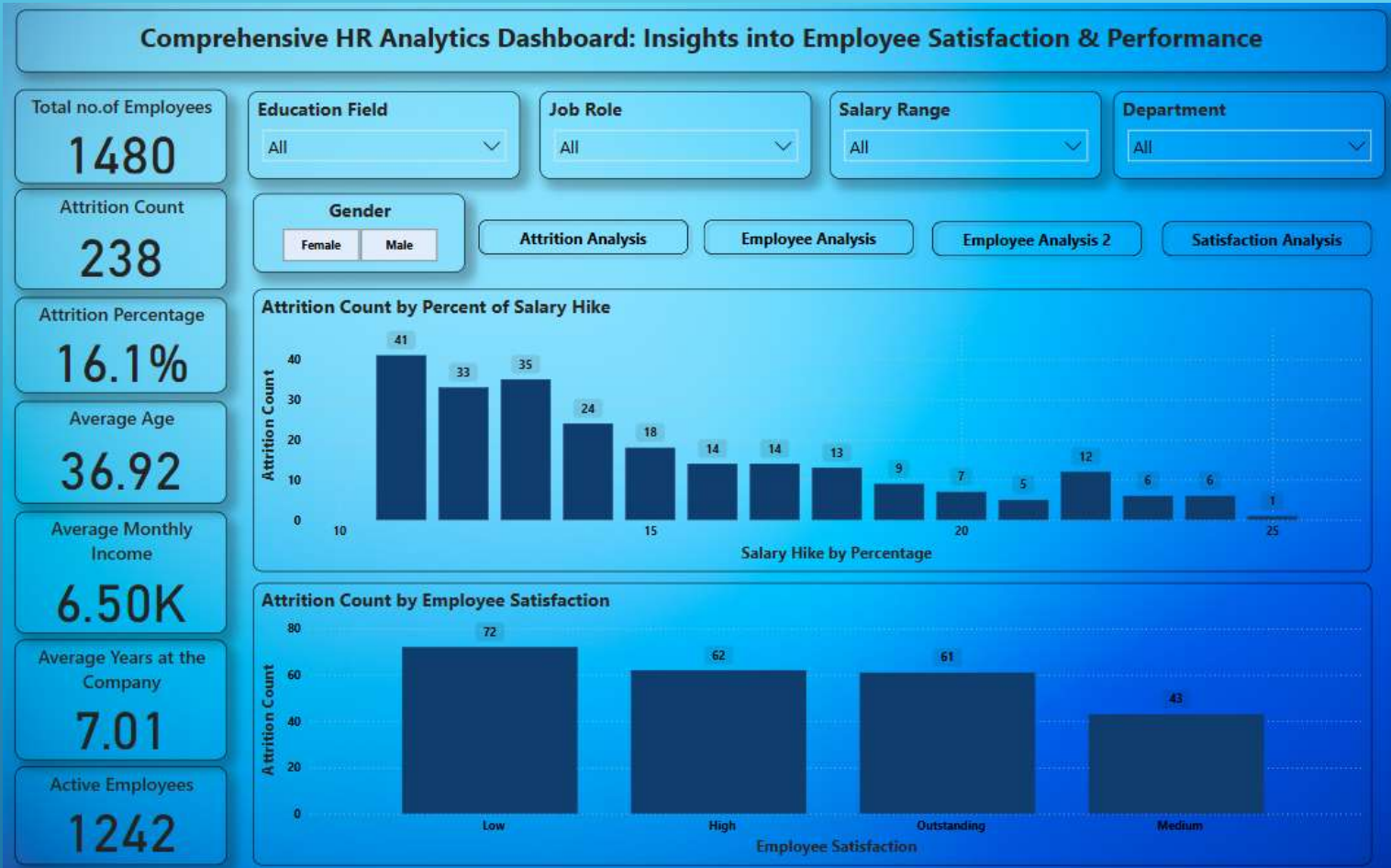- **Reduced Workforce Morale:**
  Low engagement leads to decreased motivation and efficiency.
- **Compliance Risks:**
  Poor HR tracking can lead to non-compliance with labor laws.

DATA-DRIVEN HR ANALYTICS DASHBOARD

- **Implement a Power BI Dashboard** to track HR metrics.
- **Real-time Data Monitoring** for insights into employee engagement, retention, and performance.
- **Automated Reports & Alerts** for proactive HR decision-making.
- **Predictive Analytics** to forecast attrition and improve workforce planning.

EXPECTED BUSINESS IMPACT:

- **Reduced Employee Turnover** – By identifying attrition patterns and addressing employee concerns proactively.
- **Better Workforce Planning** – Data-driven hiring and training decisions to improve efficiency.
- **Enhanced Employee Satisfaction** – Using insights from engagement surveys and performance analytics.
- **Cost Optimization** – Understanding recruitment and retention costs to improve HR budgeting.