

CASE STUDY: HR ANALYTICS

HR case studies play vital roles in human resource management, personnel management, and other related courses. They include a detailed description of a simulated or real-life decision-making scenario. They also aim at enhancing decision-making skills, managerial competency, and problem-solving skills.

GOALS:

- Monitor Key HR Metrics on Employee.
- Understand what factors impact attrition.

REPORT Development Steps:

1. Requirements gathering
2. Data Connections
3. Data transformation
4. Building Data Models
5. Writing DAX Measures
6. Branding
7. Defining the report Layout
8. Building Charts & Visualizations

Some Key Insights are:

- It has employed 1470 people.
- Currently employs 1233 people.
- The largest department by far is Technology.
- Attrition rate is 16%.
- Majority of employees are between 20-29 years old.
- 2.7% more women than male in current employees.
- Non - binary make up 8.5% of total employees.
- White have highest average salary.
- Mixed or Multiple Ethnic Group has one of the lowest average salary.
- Attrition in frequent travelers is high.
- Those employees involved in Over-Time have higher chances of attrition.
- Attrition rate of Tenure 1 year and below is very high.

ABC Company | Overview

Overview

Demographics

Performance
Tracker

Attrition

Total Employees

1470

Active Employees

1233

Inactive Employees

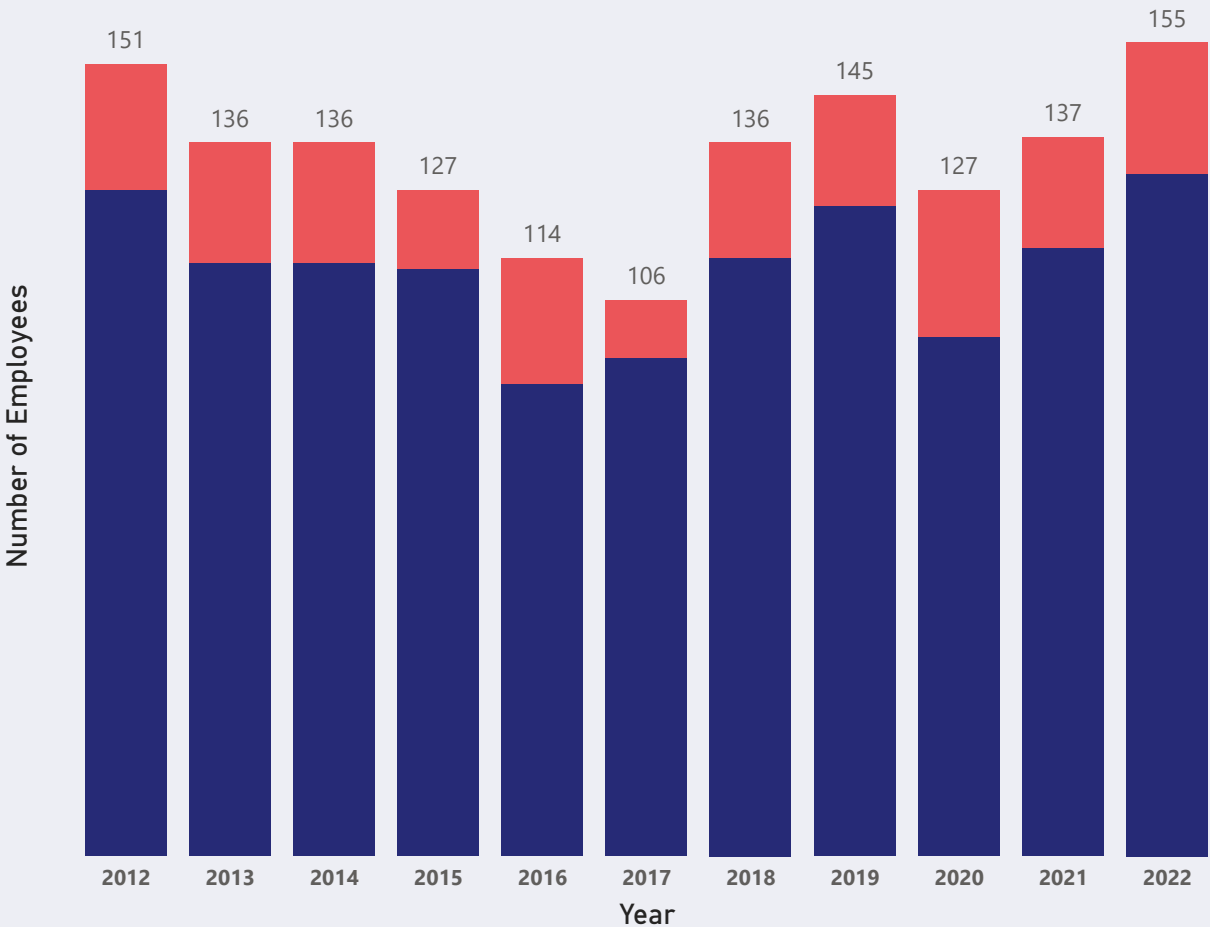
237

Attrition Rate

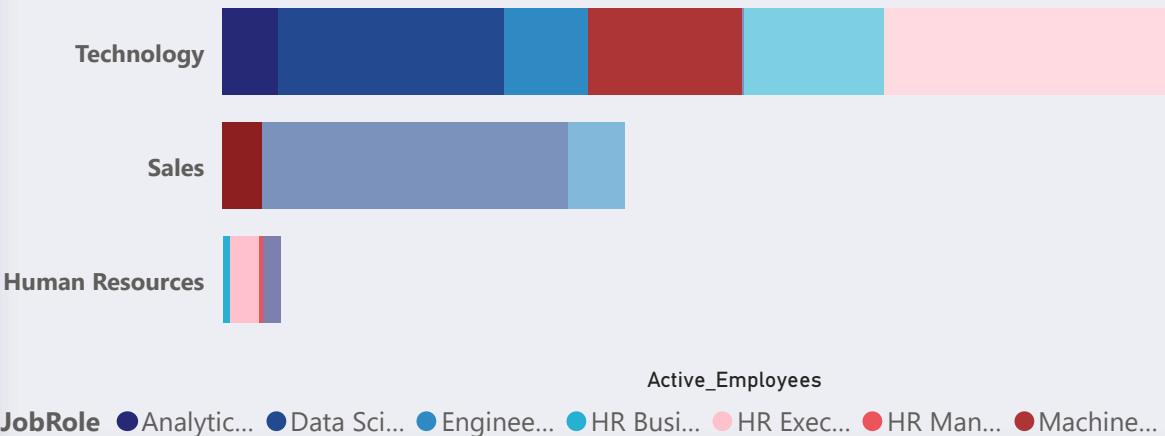
16.1%

Employee Hiring Trends

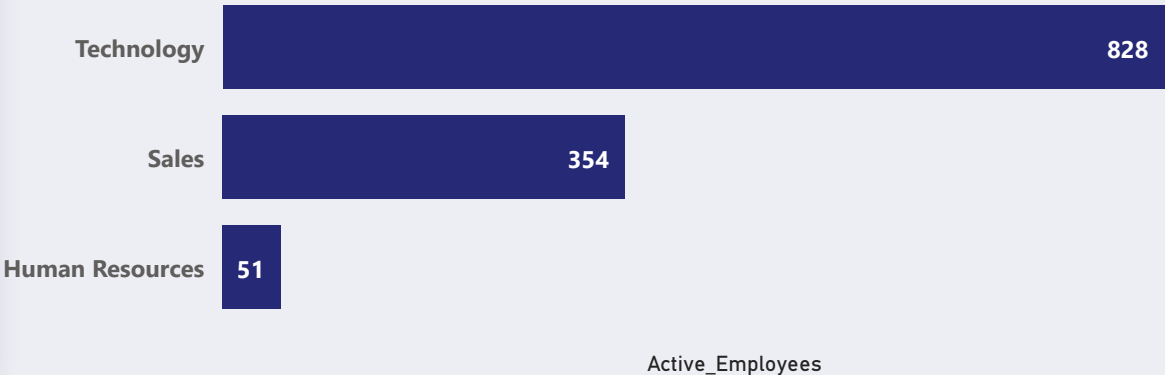
Attrition ● No ● Yes



Active Employees by Department and JobRole



Active Employees by Department



Demographics

Overview

Demographics

Performance
Tracker

Attrition

Youngest Employee

18

Oldest Employee

51

Attrition ?

No

Yes

Employees by Education Field

Computer Science

Information Systems

Econo...

Busin...

Marketing

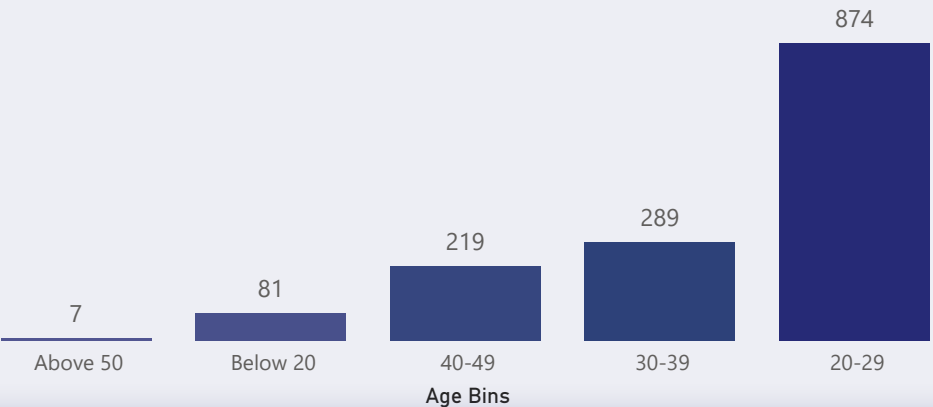
Other

Tech...

Hum...

Employees by Age

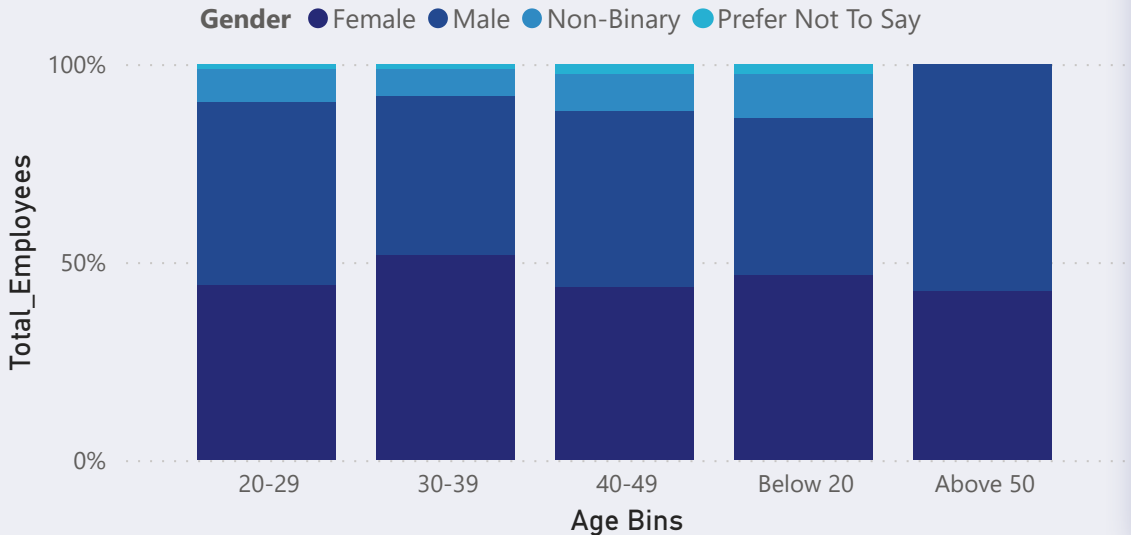
Total_Employees



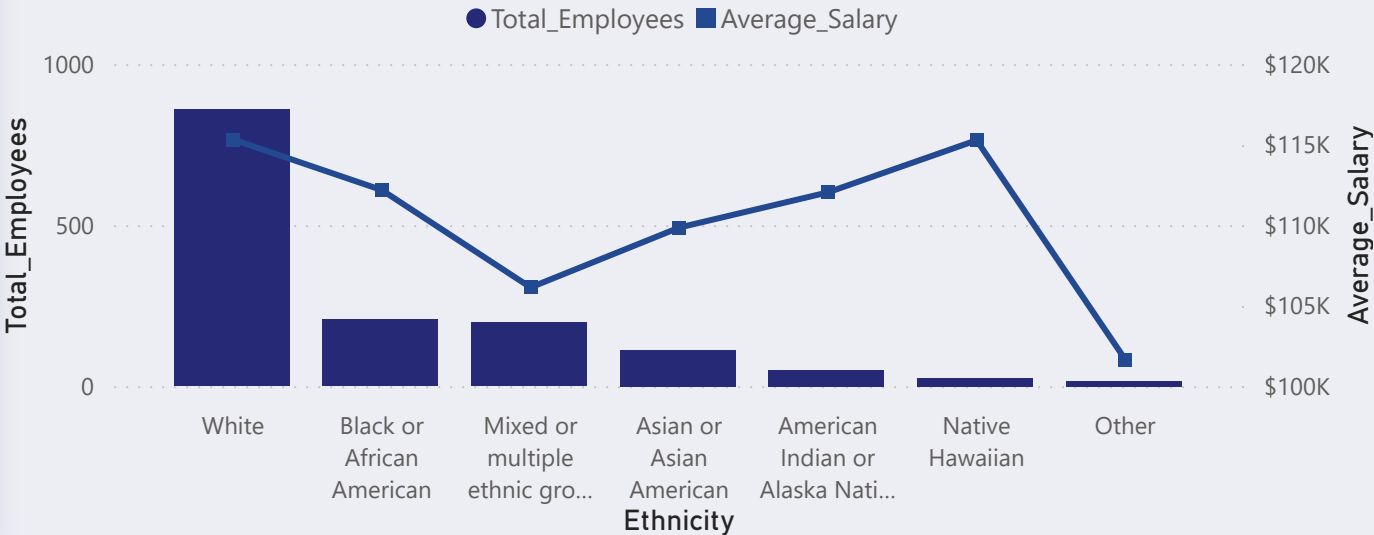
Employees by MaritalStatus



Employees by Age & Gender



Employees by Average Salary & Ethnicity



Performance

Overview

Demographics

Performance Tracker

Attrition

Select Employee

Abra MacGray

Ada Bynold

Adan Fradgley

Adan Sunderland

Adara Sleeford

Addison Elfe

Addison McCormack

Addy Shambrook

Addy Slimings

Adelaide Somner

Adelheid Battersby

Adelina Bittlestone

Adlai Pettit

SatisfactionID SatisfactionLevel

1 Very Dissatisfied

2 Dissatisfied

3 Neutral

4 Satisfied

5 Very Satisfied

RatingID RatingLevel

1 Unacceptable

2 Needs Improvement

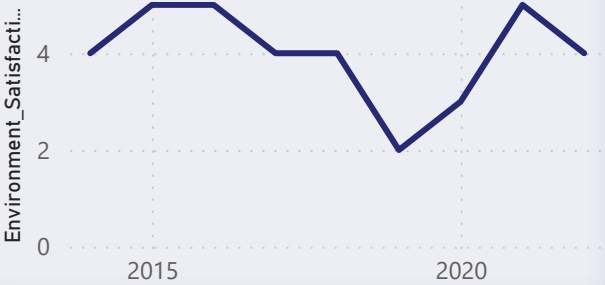
3 Meets Expectation

4 Exceeds Expectation

5 Above and Beyond

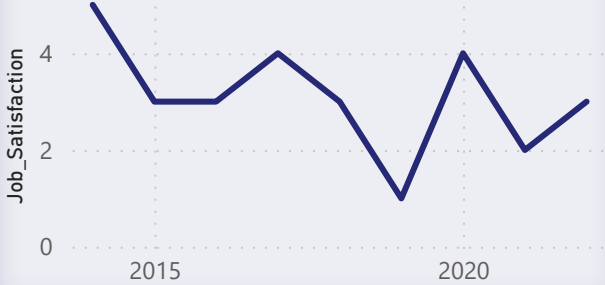
Job Start Date
14 March 2021

Environment_Satisfaction by Year



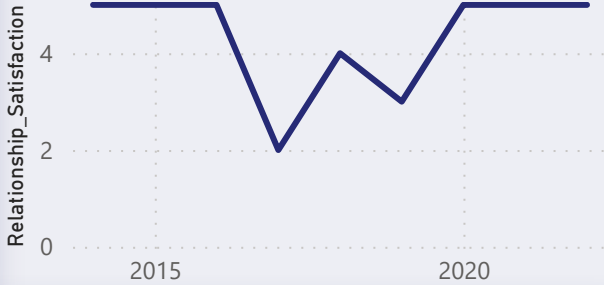
Latest Review
Jul-07-2022

Job_Satisfaction by Year

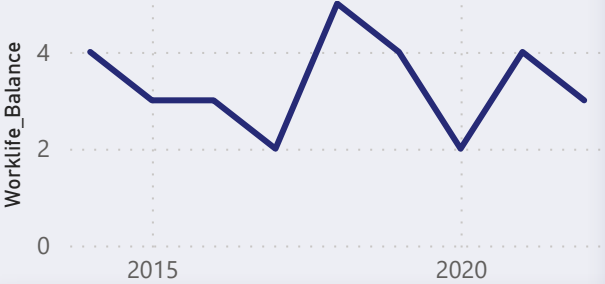


Next Review
Jul-07-2023

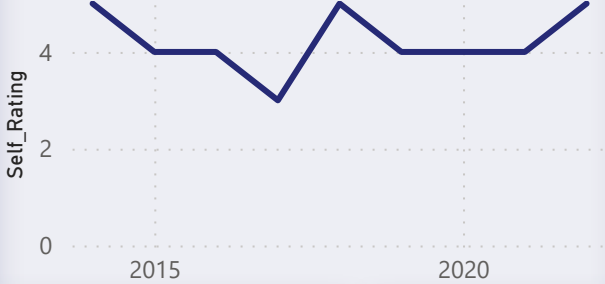
Relationship_Satisfaction by Year



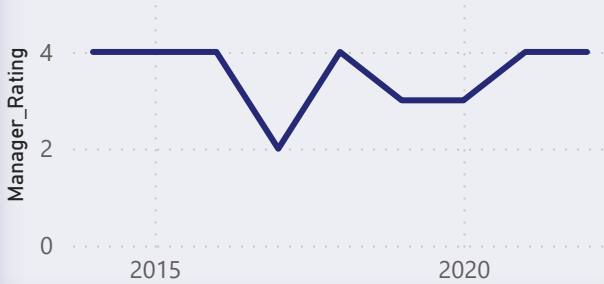
Worklife_Balance by Year



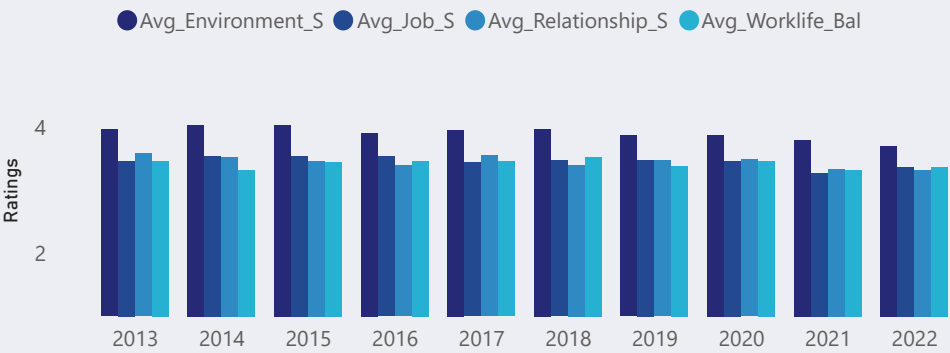
Self_Rating by Year



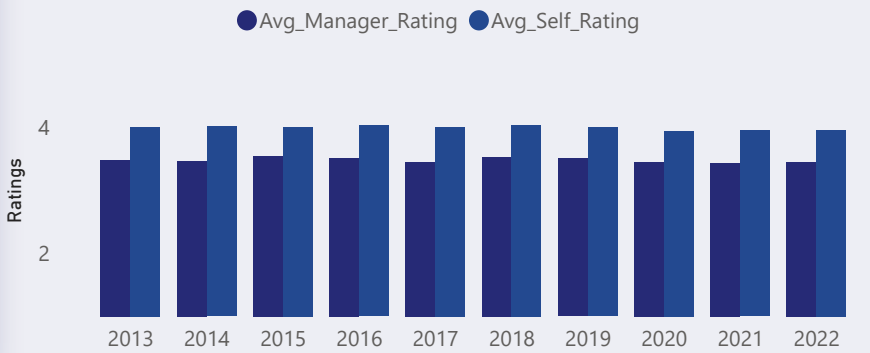
Manager_Rating by Year



Overall Satisfaction Distribution Year-Wise



Overall Self Rating V/S Manager Ratings



Attrition

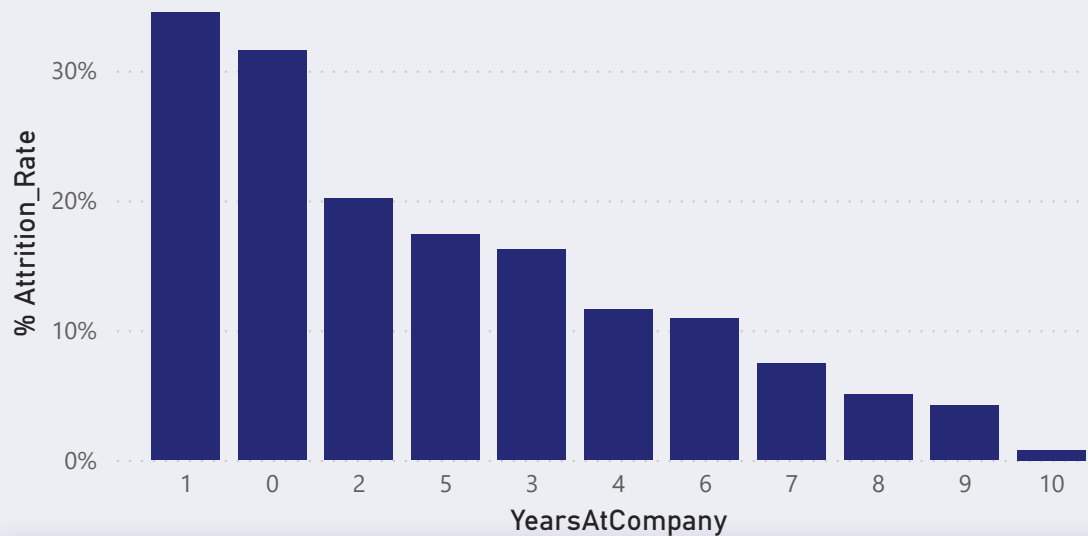
Overview

Demographics

Performance Tracker

Attrition

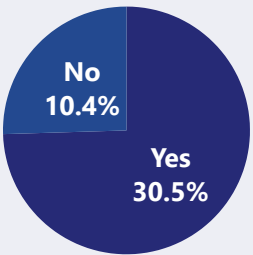
Attrition By Tenure



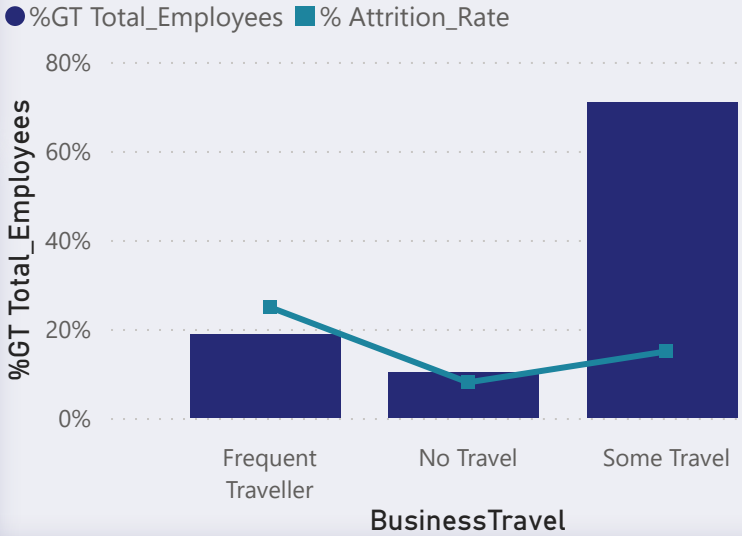
Attrition Rate

16.1%

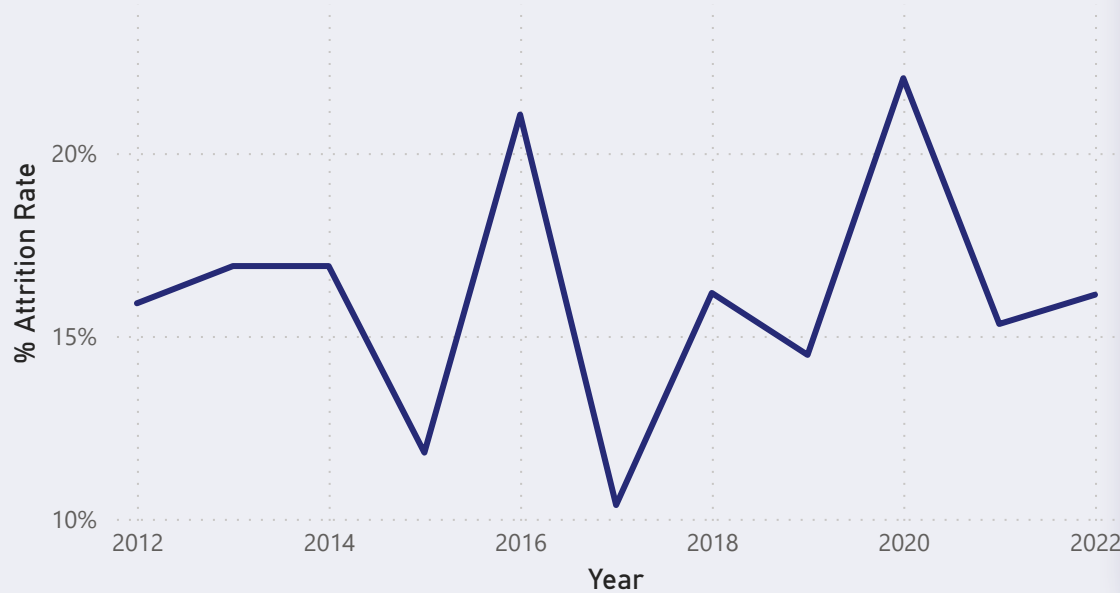
Rate of Attrition by OverTime



Rate of Attrition by BusinessTravel



% Attrition Rate by Year



Rate of Attrition by Department & JobRole

