

PROBLEM STATEMENT

KPI's Requirement

The HR department bears the responsibility of overseeing and handling diverse employee data aspects to uphold a robust workforce within the organization. Nevertheless, a dearth of distinct performance indicators hampers the ability to track and analyse crucial HR metrics effectively. Therefore, there is a need to design and implement a set of KPIs to address the following points:

1. Workforce Size:

The HR department lacks clarity regarding the total number of employees, impeding their ability to assess the organization's workforce size accurately and plan for future growth or downsizing efficiently.

2. Employee Attrition:

The organization lacks a standardized approach to track employee attrition, resulting in incomplete and unreliable data on the number of employees who have left the company.

3. Attrition Rate:

The absence of a clear measure of attrition rate hinders the organization's ability to assess overall turnover levels and compare them with industry benchmarks, thus impacting the evaluation of employee satisfaction and engagement.

4. Active Employees:

A mechanism is required to differentiate between active and inactive employees, enabling the HR department to accurately assess the current workforce's productivity and capacity.

5. Workforce Demographics - Average Age:

The HR department lacks visibility into the average age of employees, making it difficult to evaluate workforce demographics, plan for succession, and gauge the organization's ability to attract and retain younger talent.

Chart Requirements

Attrition by Gender:

The HR department faces challenges in understanding the attrition patterns based on gender, making it difficult to identify any gender-related disparities and implement targeted retention strategies.

Department-wise Attrition:

The HR department lacks visualizations to showcase attrition rates across different departments. This hinders their ability to identify departments with higher attrition rates and address any underlying issues or concerns effectively.

Number of Employees by Age Group:

The HR department requires visual representations to analyse the distribution of employees across various age groups. This helps in assessing workforce demographics, identifying any age-related gaps or imbalances, and implementing targeted HR policies or programs.

Job Satisfaction Ratings:

The HR department lacks visualizations to represent job satisfaction ratings, hindering their ability to measure employee engagement and overall job satisfaction levels effectively.

Education Field-wise Attrition:

The HR department requires visual representations to analyse attrition rates based on education fields. This helps identify specific educational backgrounds that may be associated with higher attrition, enabling the organization to tailor retention strategies accordingly.

Attrition Rate by Gender for Different Age Groups:

The HR department lacks visualizations that display attrition rates based on gender and different age groups. This makes it challenging to identify any age and gender-related attrition trends, preventing the organization from implementing targeted retention strategies for specific employee segments.