

HR Dashboard Analysis for Abstergo Industries

Introduction:

This report presents the outcomes of the HR analytics project undertaken for Abstergo Industries. The objective was to create a comprehensive dashboard in Power BI that would provide actionable insights into key HR metrics, enabling data-driven decision-making to enhance employee management, retention, and promotion strategies.

1. Employee Demographics:

Objective:

To analyze the workforce distribution, focusing on key demographic data.

Outcome:

The dashboard reveals that Abstergo Industries has a total of 1,470 employees, with 60% (882 employees) being male and 40% (588 employees) being female. Additionally, 63.95% (940 employees) of the workforce live close to the office, 20.48% (301 employees) are nearby, and 15.58% (229 employees) are far from the office. This distribution helps HR assess gender diversity and plan for potential remote work policies.

2. Promotion and Retrenchment Insights:

Objective:

To identify employees due for promotion and retrenchment, analyzing their impact across departments and job roles.

Outcome:

The dashboard identifies 72 employees (4.9% of the workforce) who are due for promotion, while 117 employees (8%) are at risk of retrenchment. The analysis highlights that the Research & Development department has the highest number of employees due for promotion (74) and retrenchment (47), indicating potential areas for intervention.

3. Service Years and Job Levels:

Objective:

To provide insights into the distribution of employees based on service years and job levels.

Outcome:

The analysis shows that the majority of employees (196) have 5 years of service, followed by 171 employees with 1 year of service. This distribution indicates a stable workforce with a mix of experienced and relatively new employees. Additionally, most employees are concentrated in Level 2 (543 employees) and Level 1 (534 employees), suggesting a strong base of operational roles with opportunities for advancement.

4. Job Satisfaction and Performance:

Objective:

To evaluate job satisfaction levels and correlate them with retention rates and performance metrics.

Outcome:

The dashboard reveals that 84.6% of employees are rated as high performers, while 15.4% fall into the low-performance category. Job satisfaction levels are relatively evenly distributed across high, medium, and low categories, with slightly higher satisfaction in certain departments. The correlation between high performance and job satisfaction suggests that targeted improvements in job conditions could further enhance employee productivity and reduce turnover.

5. Departmental Analysis:

Objective:

To identify areas with varying rates of promotion and retrenchment.

Outcome:

The dashboard's departmental analysis shows that Research & Development has the highest rates of both promotion (74 employees) and retrenchment (47 employees). Sales and Human Resources departments follow with lower but notable figures, emphasizing the need for tailored HR strategies in these areas. Additionally, the analysis of job roles highlights that Healthcare Representatives and Research Scientists have significant numbers of employees due for both retrenchment and promotion, indicating critical areas for HR intervention.