

Problem Statement

Create HR analytics dashboard for Abstergo Industries

Objective:

To develop a comprehensive HR analytics dashboard for Abstergo Industries, designed to offer actionable insights into employee demographics, job satisfaction, and HR processes. The goal is to enable data-driven decision-making to enhance employee management, retention strategies, and promotion cycles.

Scope:

1. Employee Demographics:

Analyze the distribution of the workforce, focusing on key demographic data such as gender, job levels, and proximity to the office.

2. Promotion and Retrenchment Insights:

Identify employees due for promotion and retrenchment, examining the impact of these processes across different departments and job roles.

3. Service Years and Job Levels:

Provide insights into the distribution of employees based on their years of service and current job levels to assess workforce stability and training needs.

4. Job Satisfaction and Performance:

Evaluate job satisfaction levels across the organization, correlating this with employee retention rates and performance metrics.

5. Departmental Analysis:

Conduct a departmental analysis to identify areas with varying rates of promotion and retrenchment, with a focus on critical departments.

Key Challenges:

1. Ensuring data accuracy related to employee status and aligning this with HR policies.
2. Creating clear visualizations that highlight areas of concern such as retrenchment rates or job satisfaction.
3. Balancing detailed insights with the dashboard's usability for HR managers.