**Human Resource Analysis Dashboard**

* **Problem Statement**

Human Resource Analysis Dashboard is a detailded dashboard of a company employees data. It helps Human Resource team to better understand company’s employees and makes them easier to improve recruting, optimize workplace managedment and enhance employee performance.

* **About Dataset**

The dataset includes 35 columns:

* **Age**: Employee’s age
* **Attrition**: Employee’s Attrition Status
* **BusinessTravel**: Frequency of employee business trips.
* **DailyRate**: Employee’s daily rate
* **Department**: The department the employee working in.
* **DistanceFromHome**: Distance from home to work.
* **Education**: Employee’s Eduction level.
* **EducationField**:The field of expertise the employee has study.
* **EmployeeCount**: Number of employees (usually 1 if each row represents one employee).
* **EmployeeNumber**: Employee Number
* **EnvironmentSatisfaction**: Employee satisfaction with the working environment
* **Gender**: Employee’s Gender.
* **HourlyRate**: Employee’s Hourly Rate.
* **JobInvolvement**: The level of involvement in work.
* **JobLevel**: Employee’s Job Level.
* **JobRole** : Employee's job role.
* **JobSatisfaction** : Employee satisfaction level with current job.
* **MaritalStatus** : Employee's marital status.
* **MonthlyIncome** : Employee's monthly income.
* **MonthlyRate** : Employee's monthly salary.
* **NumCompaniesWorked** : Number of companies the employee has worked for.
* **Over18** : Is the employee over 18 years old?
* **OverTime** : Does the employee work overtime?
* **PercentSalaryHike** : Employee salary increase rate.
* **PerformanceRating** : Evaluate employee performance.
* **RelationshipSatisfaction** : Level of satisfaction in relationships at work.
* **StandardHours** : Standard working hours.
* **StockOptionLevel** : Employee stock option level.
* **TotalWorkingYears** : Total number of years worked by the employee.
* **TrainingTimesLastYear** : Number of training sessions attended last year.
* **WorkLifeBalance** : Work-life balance for employees.
* **YearsAtCompany** : Number of years the employee has worked at the company.
* **YearsInCurrentRole** : Number of years the employee has worked in the current role.
* **YearsSinceLastPromotion** : Number of years since last promotion.
* **YearsWithCurrManager** : Number of years the employee has worked with the current manager.
* **Dashboard Guide**

1. Page 1.

In the first page, we will have an overview about employees.

* Number of employees
* Number of male and female employees
* Average age of employees
* The percentage of employees attrition.
* The percentage of due for promotion and not due for promotion employees.(Employees with more or equals than 10 years experience is due for promotion)
* The distribution of employees’s working years.
* The distribution of employees’s job level.
* The distribution of employees’s distance from home to work (If the distance is greater than 20 then it is very far,if it greater than 10 it is far,if it greater 5 then it is close,else it is very close.)

1. Page 2.

In the second page, we wil dive into salary,rate, job role and education of employees.

* Average salary of employees
* Average montly rate of employees
* The distribution of average salary by job roles.
* The distribution of percent salary hike by job roles
* The structure of employees by education field and job roles.

1. Page 3.

In the last page, we will focus on perfomance, attendance, training and development

* Average Total Working Year
* The percentage of overtime employees
* The relationship between number of years in current role, year since last promotion and year with curr manager with job roles
* The structure of attrition by job roles.
* The average of total working year by department
* The percentage of meet expectations performance and exceed expectations performance
* The structure of employees by number of joining training.