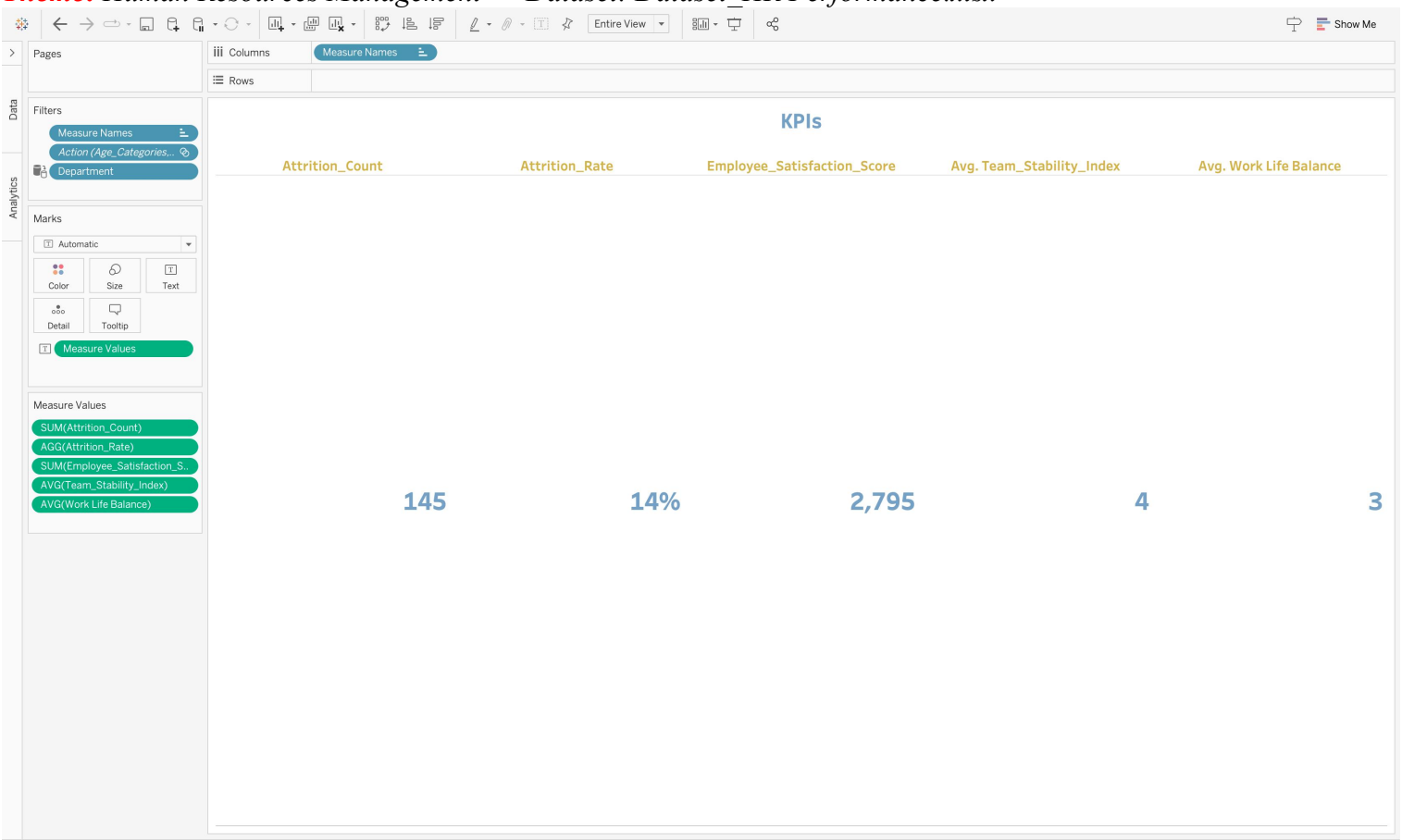
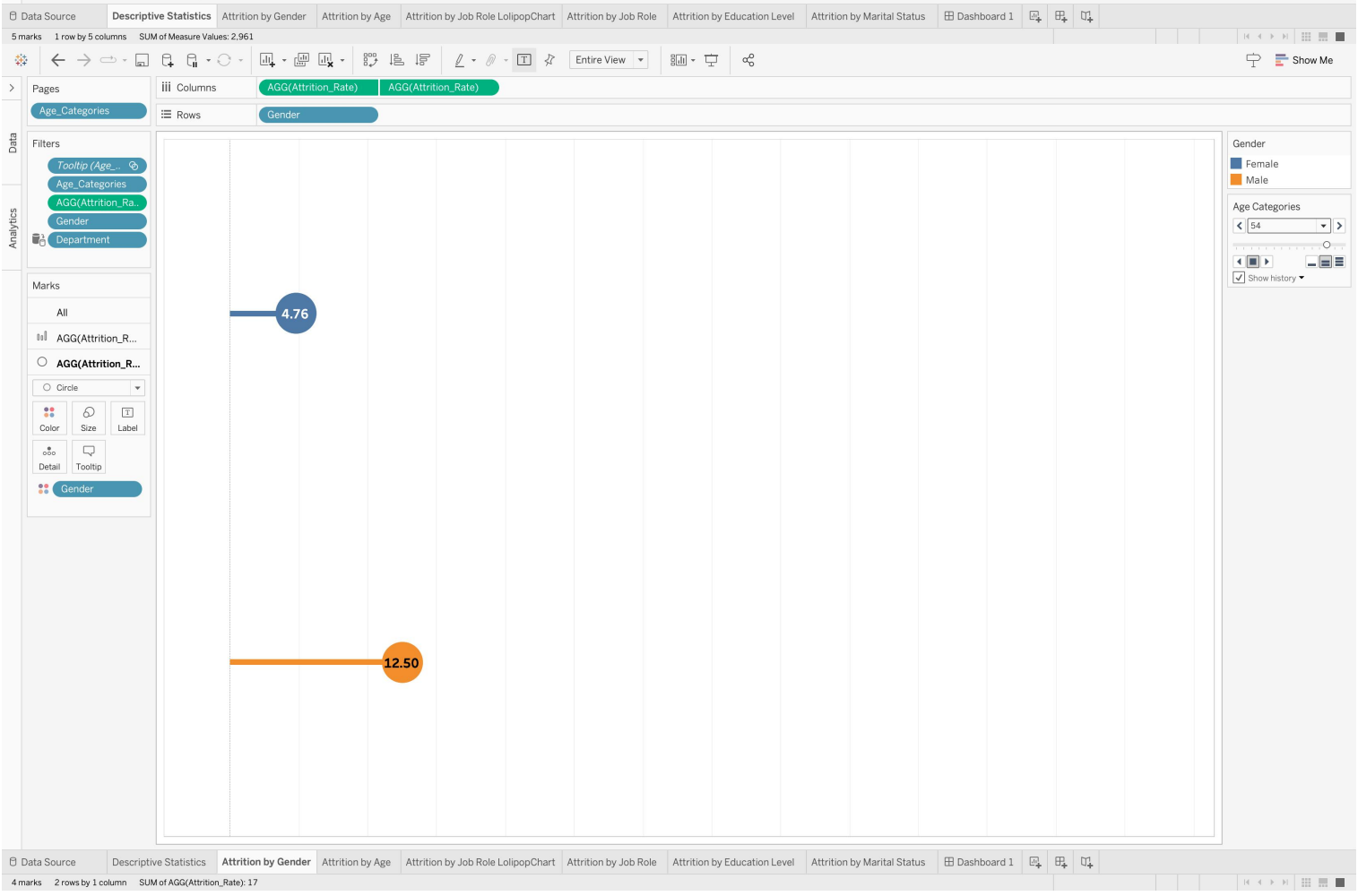
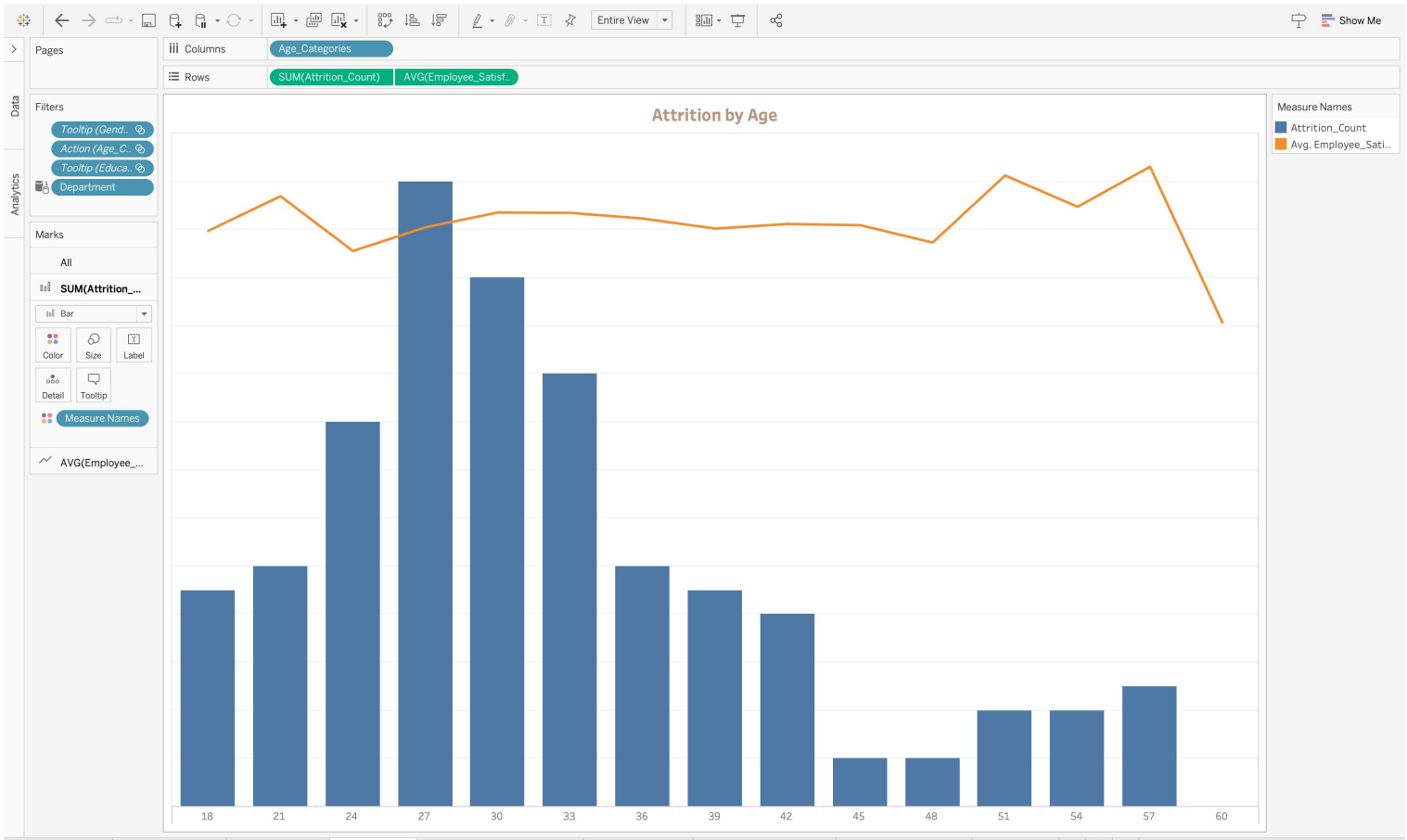
Homework Assignment 6

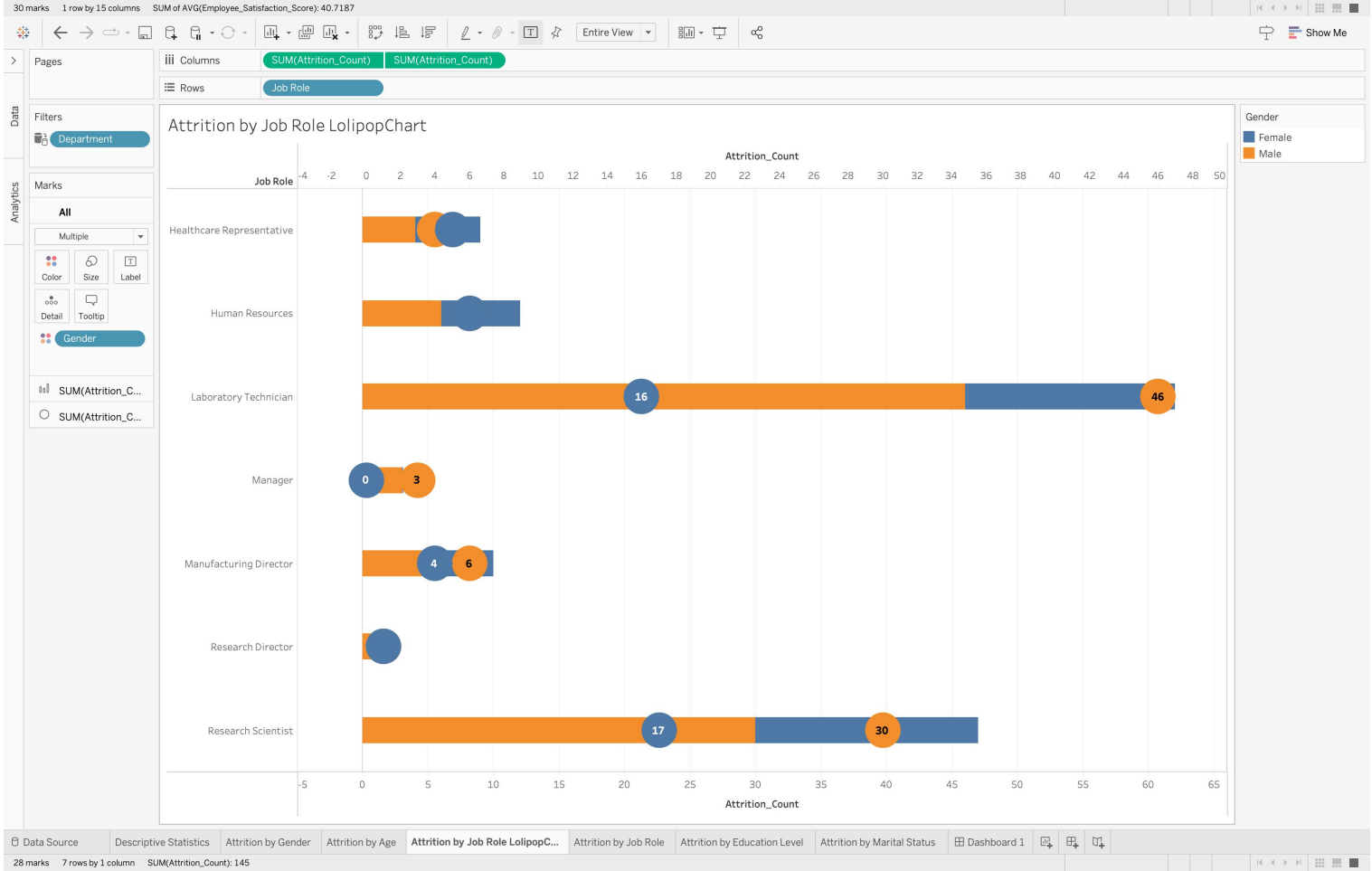
Performance Dashboards (3)

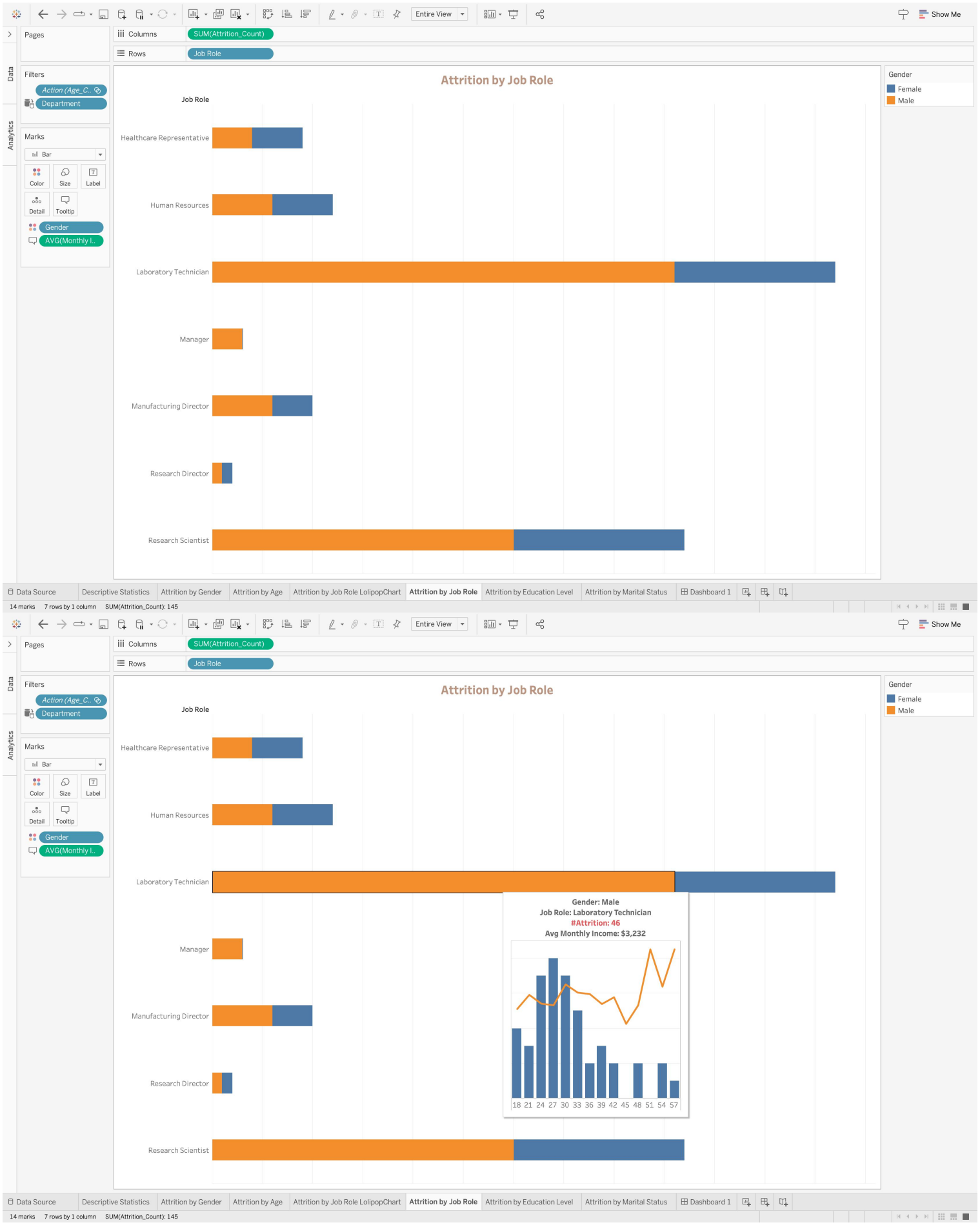
Theme: *Human Resources Management --- Dataset: Dataset_HR Performance.xlsx*

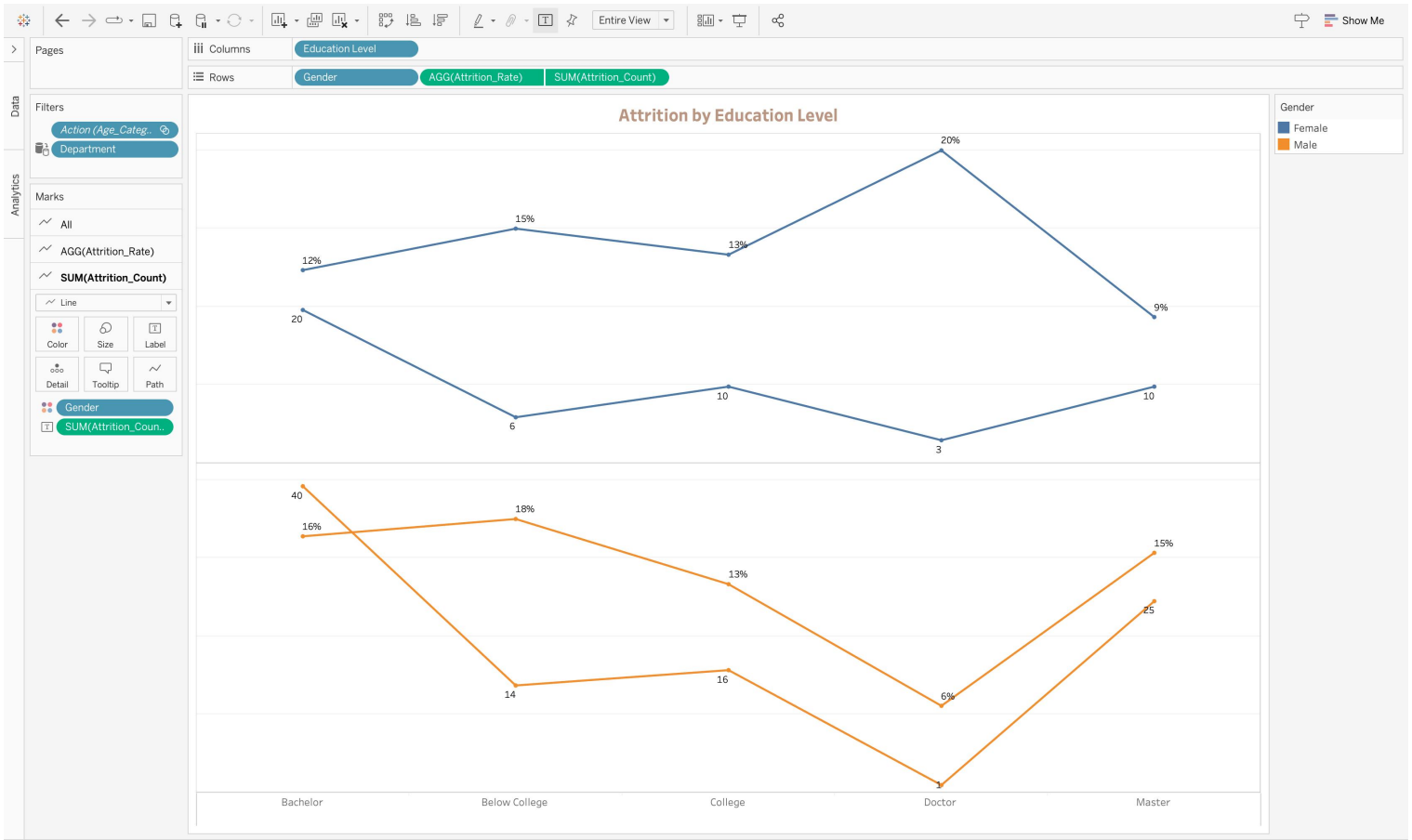


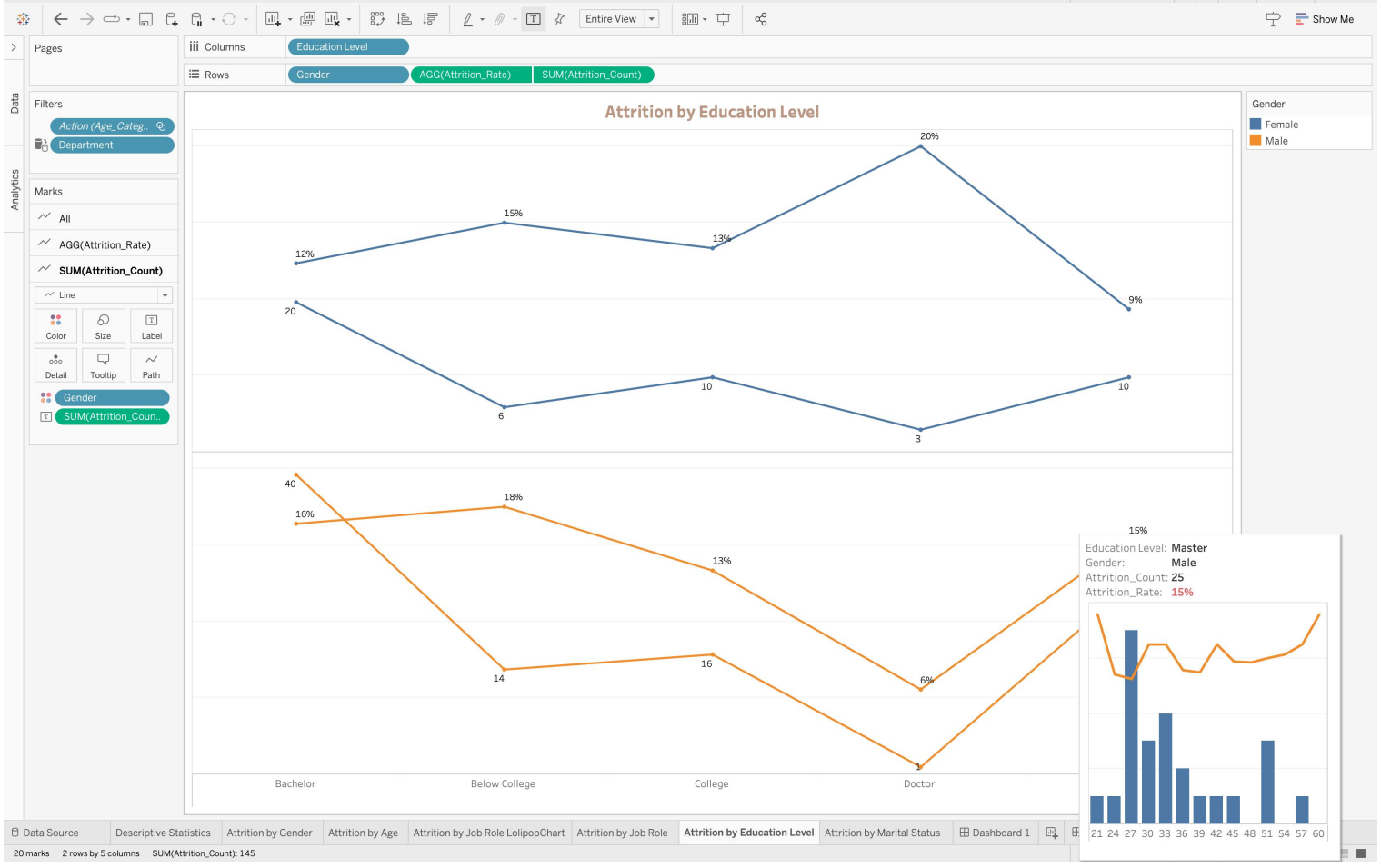


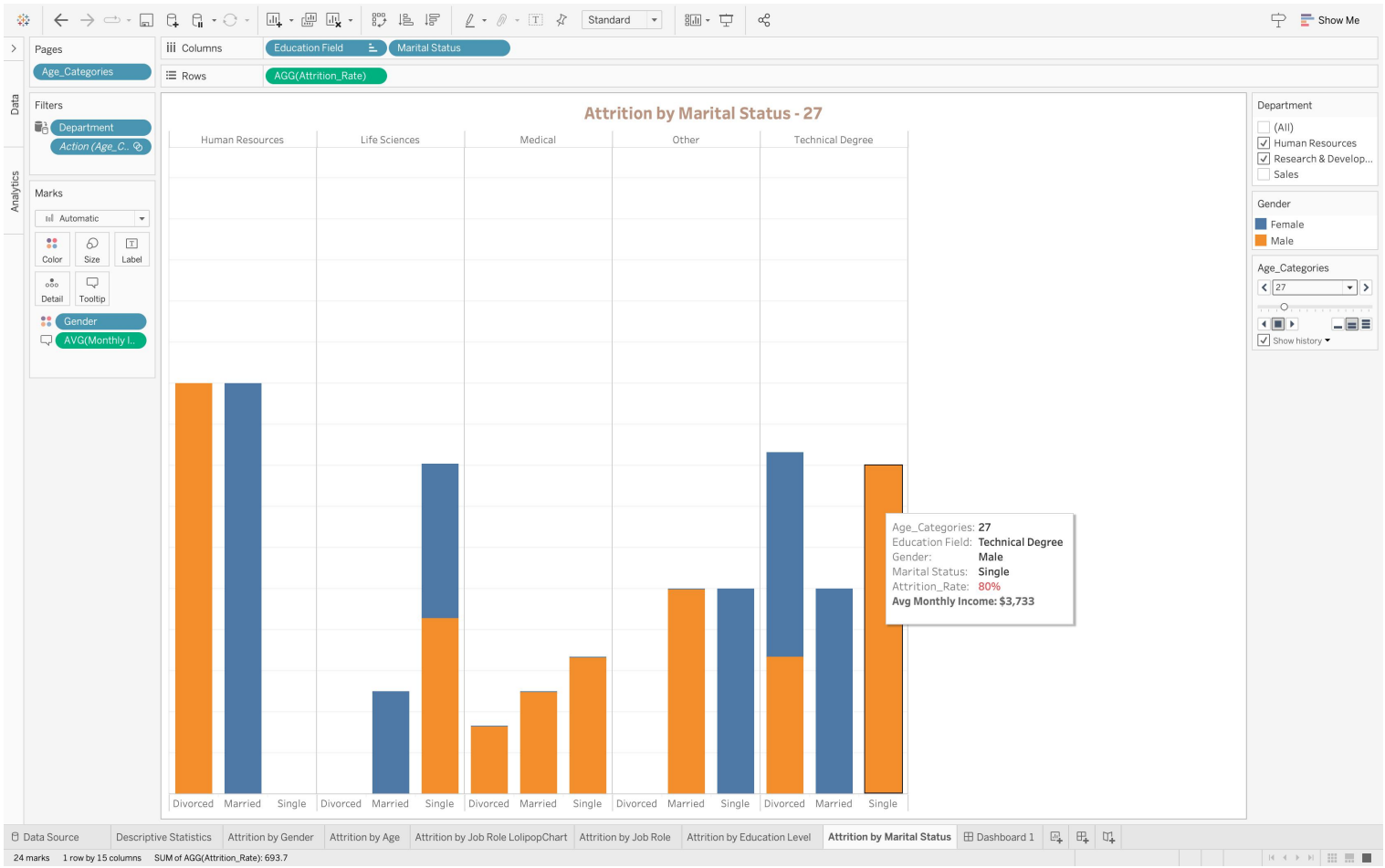

Pages
Columns
Age_Categories
Rows
SUM(Attrition_Count)
AVG(Employee_Satisf..
Filters
Tooltip (Gend..
Action (Age_C..
Tooltip (Educa..
Department
Marks
All
SUM(Attrition_...
Bar
Color
Size
Label
Detail
Tooltip
Measure Names
AVG(Employee_...
Attrition by Age
Measure Names
Attrition_Count
Avg. Employee_Sati..
18
21
24
27
30
33
36
39
42
45
48
51
54
57
60
Data Source
Descriptive Statistics
Attrition by Gender
Attrition by Age
Attrition by Job Role LolipopChart
Attrition by Job Role
Attrition by Education Level
Attrition by Marital Status
Dashboard 1
30 marks
1 row by 15 columns
SUM of AVG(Employee_Satisfaction_Score): 40.7187


Pages
Columns
SUM(Attrition_Count)
SUM(Attrition_Count)
Rows
Job Role
Filters
Department
Marks
All
Multiple
Color
Size
Label
Detail
Tooltip
Gender
SUM(Attrition_C...
SUM(Attrition_C...
Attrition by Job Role LolipopChart
Attrition_Count
Job Role
Healthcare Representative
Human Resources
Laboratory Technician
Manager
Manufacturing Director
Research Director
Research Scientist
16
46
0
3
4
6
17
30
Gender
Female
Male
Attrition_Count
Data Source
Descriptive Statistics
Attrition by Gender
Attrition by Age
Attrition by Job Role LolipopC...
Attrition by Job Role
Attrition by Education Level
Attrition by Marital Status
Dashboard 1
28 marks
7 rows by 1 column
SUM(Attrition_Count): 145

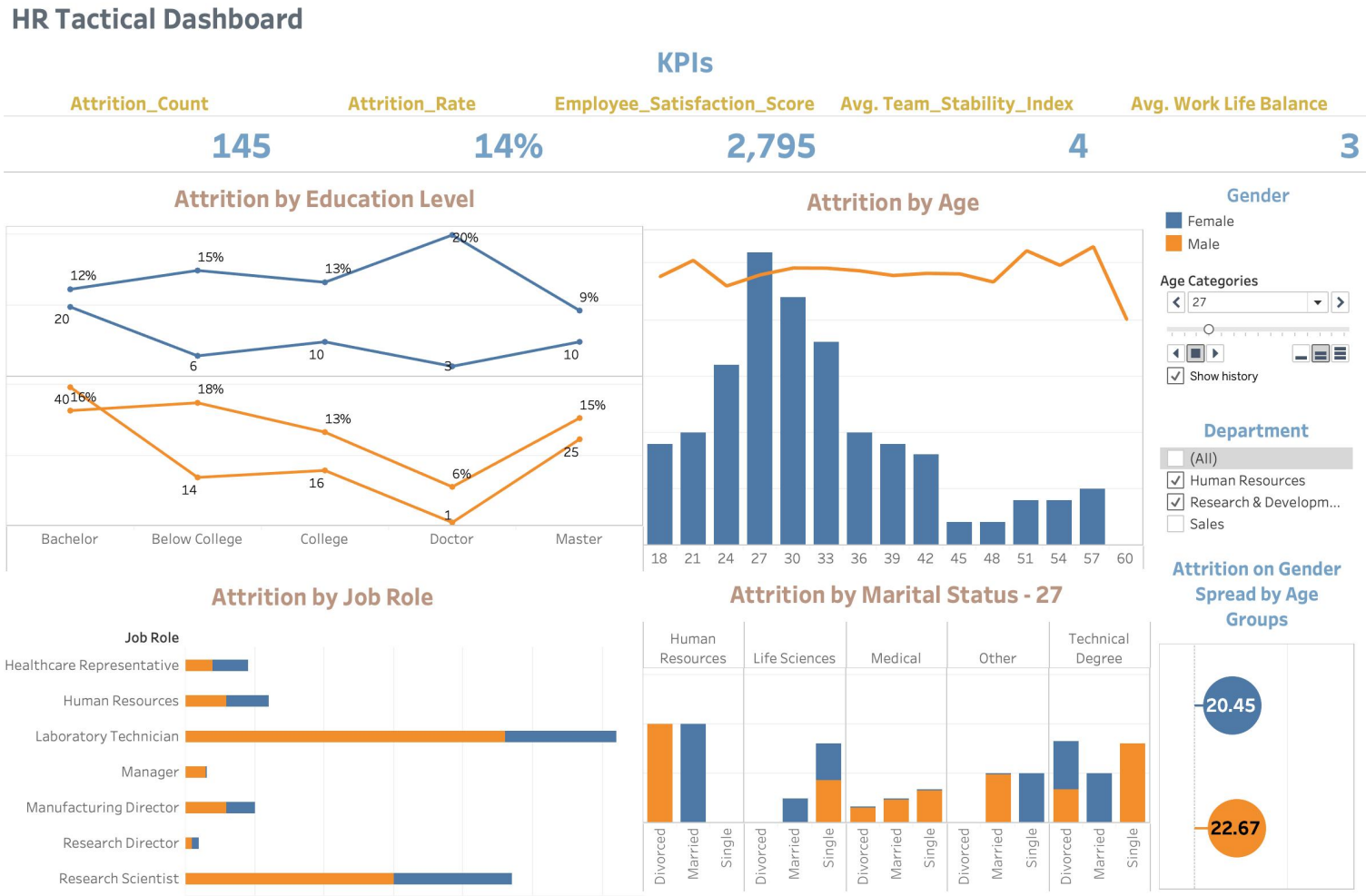

Pages
Columns
SUM(Attrition_Count)
Rows
Job Role
Filters
Action (Age_C..
Department
Marks
Bar
Color
Size
Label
Detail
Tooltip
Gender
AVG(Monthly I..
Attrition by Job Role
Job Role
Healthcare Representative
Human Resources
Laboratory Technician
Manager
Manufacturing Director
Research Director
Research Scientist
Gender
Female
Male
Gender: Male
Job Role: Laboratory Technician
#Attrition: 46
Avg Monthly Income: $3,232
18 21 24 27 30 33 36 39 42 45 48 51 54 57
Data Source
Descriptive Statistics
Attrition by Gender
Attrition by Age
Attrition by Job Role LolipopChart
Attrition by Job Role
Attrition by Education Level
Attrition by Marital Status
Dashboard 1
14 marks
7 rows by 1 column
SUM(Attrition_Count): 145


Pages
Columns
Education Level
Rows
Gender
AGG(Attrition_Rate)
SUM(Attrition_Count)
Filters
Action (Age_Categ..
Department
Marks
All
AGG(Attrition_Rate)
SUM(Attrition_Count)
Line
Color
Size
Label
Detail
Tooltip
Path
Gender
SUM(Attrition_Coun..
Attrition by Education Level
Gender
Female
Male
20%
15%
13%
12%
9%
20
6
10
3
10
40
16%
18%
13%
15%
14
16
6%
25
1
Bachelor
Below College
College
Doctor
Master
Data Source
Descriptive Statistics
Attrition by Gender
Attrition by Age
Attrition by Job Role LolipopChart
Attrition by Job Role
Attrition by Education Level
Attrition by Marital Status
Dashboard 1
20 marks
2 rows by 5 columns
SUM(Attrition_Count): 145


Pages
Columns
Education Level
Rows
Gender
AGG(Attrition_Rate)
SUM(Attrition_Count)
Filters
Action (Age_Categ..
Department
Marks
All
AGG(Attrition_Rate)
SUM(Attrition_Count)
Line
Color
Size
Label
Detail
Tooltip
Path
Gender
SUM(Attrition_Coun..
Attrition by Education Level
Gender
Female
Male
20%
15%
13%
12%
9%
20
6
10
3
10
40
16%
18%
13%
15%
14
16
6%
25
1
Bachelor
Below College
College
Doctor
Education Level: Master
Gender: Male
Attrition_Count: 25
Attrition_Rate: 15%
21 24 27 30 33 36 39 42 45 48 51 54 57 60
Data Source
Descriptive Statistics
Attrition by Gender
Attrition by Age
Attrition by Job Role LolipopChart
Attrition by Job Role
Attrition by Education Level
Attrition by Marital Status
Dashboard 1
20 marks
2 rows by 5 columns
SUM(Attrition_Count): 145


Pages
Age_Categories
Filters
Department
Action (Age_C..
Marks
Automatic
Color
Size
Label
Detail
Tooltip
Gender
AVG(Monthly I..
Columns
Education Field
Marital Status
Rows
AGG(Attrition_Rate)
Attrition by Marital Status - 27
Human Resources
Life Sciences
Medical
Other
Technical Degree
Divorced
Married
Single
Age_Categories: 27
Education Field: Technical Degree
Gender: Male
Marital Status: Single
Attrition_Rate: 80%
Avg Monthly Income: $3,733
Department
(All)
Human Resources
Research & Develop...
Sales
Gender
Female
Male
Age_Categories
27
Show history
Data Source
Descriptive Statistics
Attrition by Gender
Attrition by Age
Attrition by Job Role LolipopChart
Attrition by Job Role
Attrition by Education Level
Attrition by Marital Status
Dashboard 1
24 marks
1 row by 15 columns
SUM of AGG(Attrition_Rate): 693.7

Final HR Tactical Dashboard



Note: Specific numerical details pertain to the data filtered by the department which excludes Sales. Numbers may vary if Sales are included.

Using our HR Tactical Dashboard we can answer the following managerial questions.

1. What is the overall attrition rate and how does it vary by education level and gender?

Analyzing the "Attrition by Education Level and Gender" graph allows managers to assess whether there are any correlations between employees' educational backgrounds based on gender and their likelihood of attrition. For example, if employees with higher education levels are leaving at a higher rate, it could indicate dissatisfaction with advancement opportunities or a mismatch between skills and job roles. Conversely, elevated attrition among employees with lower education levels might suggest challenges related to training and development, career progression, or workplace culture. Understanding these dynamics can inform targeted interventions to support employee retention and professional growth. The overall attrition rate is 14%. When broken down by education level, employees with a 'Below College' education have the highest attrition at 18% for males whereas it peaks at 20% for females with a Doctorate. This shows concern about gender opens the door for further exploration and allows organizations to go deeper into the underlying factors contributing to gender-based attrition discrepancies and implement effective interventions.

2. How does attrition vary across different age categories within the workforce?

Examining the "Attrition by Age Categories" graph allows managers to understand whether certain age groups are more likely to leave the organization. For instance, if younger employees are disproportionately leaving, it could indicate challenges with retention of early-career talent or dissatisfaction with career growth opportunities. Conversely, high attrition among older employees might suggest issues related to retirement planning, succession, or workplace satisfaction. Understanding these patterns enables targeted strategies for retention and talent management across different age demographics. Attrition varies significantly across different age groups. It appears to be highest among employees aged between about 27-31 and peaks down after 42. However, it's essential to recognize that this decline could also signify employees feeling less inclined to pursue external opportunities due to factors such as increased job security, family obligations, or a desire for stability.

3. Are certain job roles experiencing higher attrition rates compared to others?

Reviewing the "Attrition by Job Role" graph helps managers identify specific roles or departments where attrition rates are elevated. This information can be invaluable for pinpointing areas of the organization that may be experiencing challenges such as burnout, dissatisfaction with job responsibilities, or lack of career advancement opportunities. By addressing the underlying issues contributing to attrition in these roles, managers can implement targeted retention strategies, adjust workload distribution, or provide additional support to affected teams. Research Scientist and Laboratory Technician roles have higher levels of attrition compared to other job roles like Human Resources and Research Director. By addressing the underlying issues contributing to attrition in specific job roles, managers can create a more fulfilling and supportive work environment that fosters employee retention and enhances organizational success.

4. How does marital status influence attrition within the organization?

Examining the "Attrition by Marital Status" graph enables managers to explore whether employees' marital status correlates with their likelihood of leaving the organization. For instance, if single employees have higher attrition rates compared to married employees, it may signal a need for targeted support programs addressing work-life balance, social integration, or career development opportunities. Similarly, if attrition rates are higher among married employees, it could indicate challenges related to family responsibilities, caregiving duties, or dissatisfaction with workplace policies supporting work-life integration. Understanding these dynamics can inform the design of policies and programs to better meet the needs of employees across different marital statuses. The dashboard can be updated by changing the "Age Categories" to look into more specific age group's attrition paired with marital status. This links to our question 2's detailed analysis. The managers can develop targeted policies and programs that better meet the diverse needs of employees across different marital statuses. By proactively addressing the factors contributing to

attrition within specific demographic segments, organizations can enhance employee satisfaction, retention, and overall organizational performance.

5. Is there a gender disparity in attrition rates within the organization?

By analyzing the "Attrition by Gender" graph, managers can determine whether there are any significant differences in attrition rates between male and female employees. If there is a notable gap, further investigation may be necessary to identify potential underlying causes such as gender-based discrimination, unequal opportunities for advancement, or work-life balance issues. The managers can implement diversity and inclusion training programs to raise awareness of unconscious bias and promote a more inclusive workplace culture. Also, they can establish mentorship and sponsorship programs to support the career development and advancement of these employees and can offer flexible work arrangements and family-friendly policies to support employees in achieving a better work-life balance. By addressing any disparities in attrition rates between male and female employees and creating a more inclusive and equitable workplace environment, organizations can foster greater employee engagement, retention, and overall success.

By answering these managerial questions in detail, the HR Tactical Dashboard empowers managers to gain deeper insights into the underlying factors driving attrition within the organization and develop targeted retention strategies that address the unique needs and challenges faced within the organization, ultimately fostering a more inclusive and supportive work environment.