



HR Analysis Report

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Agenda:

- Introduction of HR Analytics
- KPI Analysis
- Dashboards
- Suggestions
- Future Trends
- Conclusion

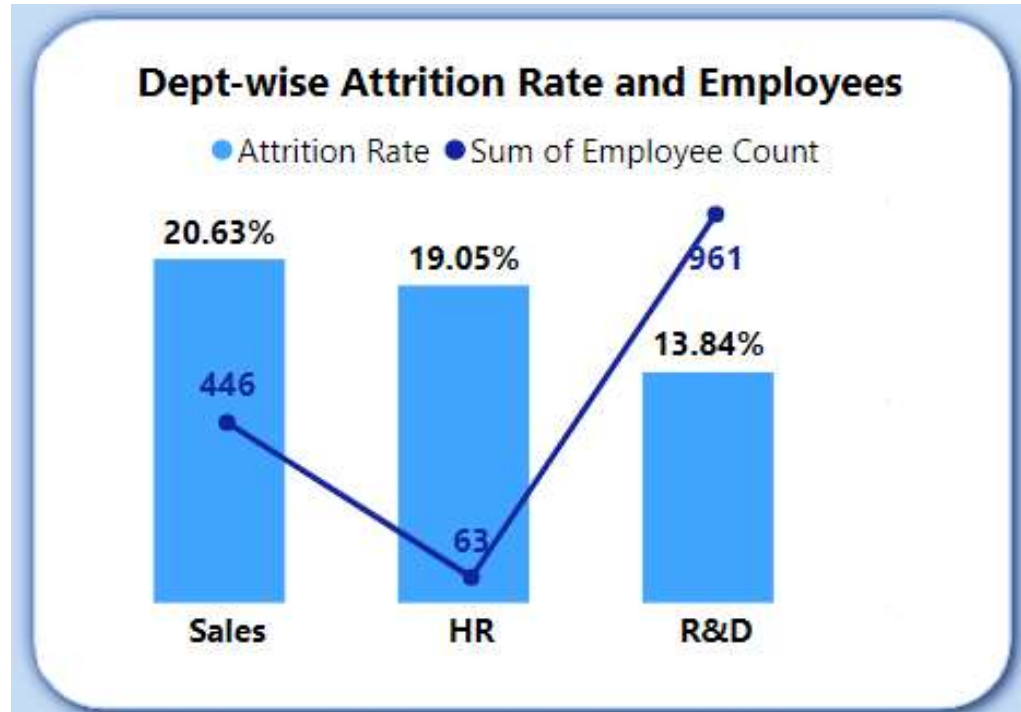
Introduction

- In today's dynamic business landscape, human resources play a crucial role in organizational success.
- HR Analytics offers powerful insights into workforce dynamics, enabling data-driven decisions to optimize talent management strategies.
- This presentation will delve into the significance of HR Analytics and how it empowers organizations to make informed decisions for enhanced performance and productivity.

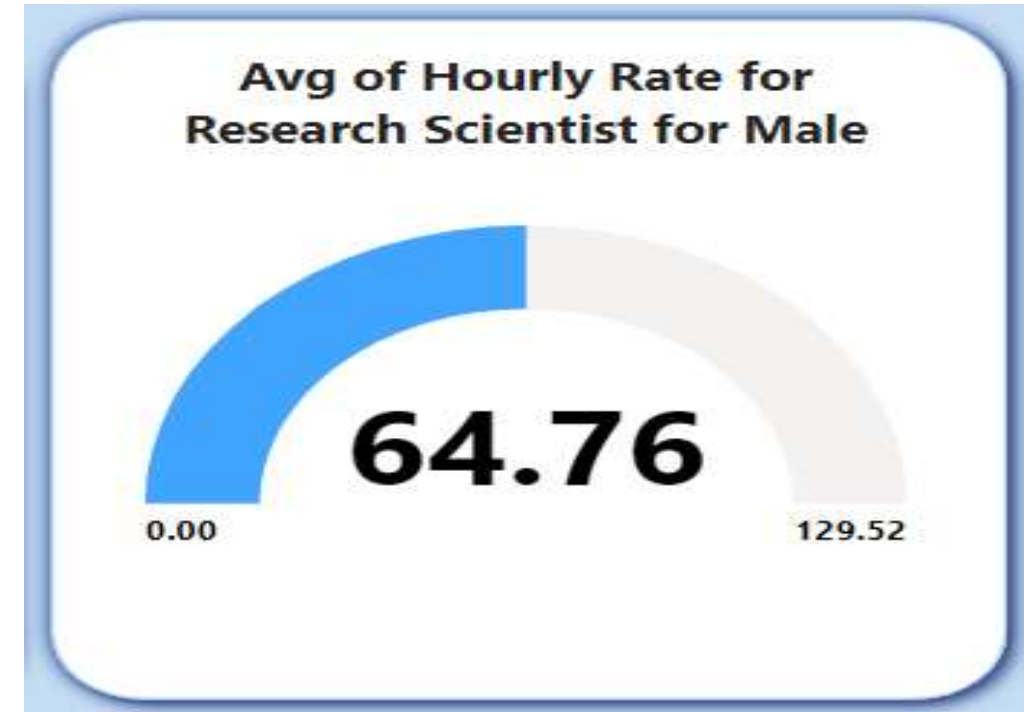
KPIs

1. Average Attrition rate for all Departments
2. Average Hourly rate of Male Research Scientist
3. Attrition rate Vs Monthly income stats
4. Average working years for each Department
5. Department wise No of Employees
6. Count of Employees based on Educational Fields
7. Job Role Vs Work life balance
8. Attrition rate Vs Year since last promotion relation
9. Gender based Percentage of Employee
10. Department / Job Role wise job satisfaction

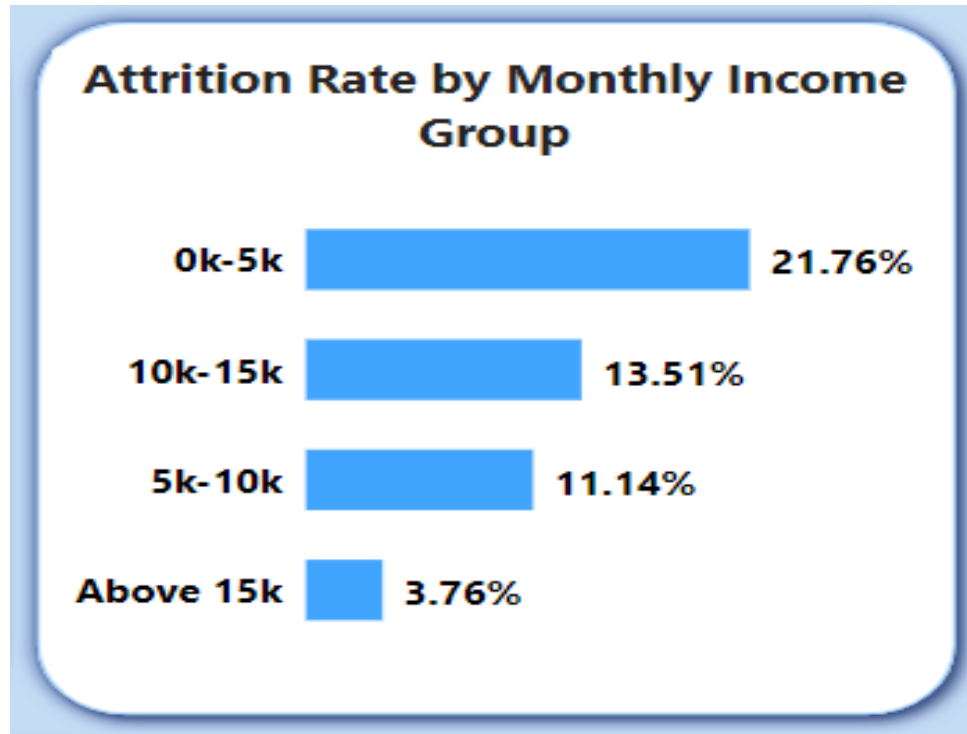




Attrition rate is highest for Sales and HR i.e. 20.63% and 19.05% resp. and lowest for R&D i.e.13.84%. And also count of employee is more for R&D.



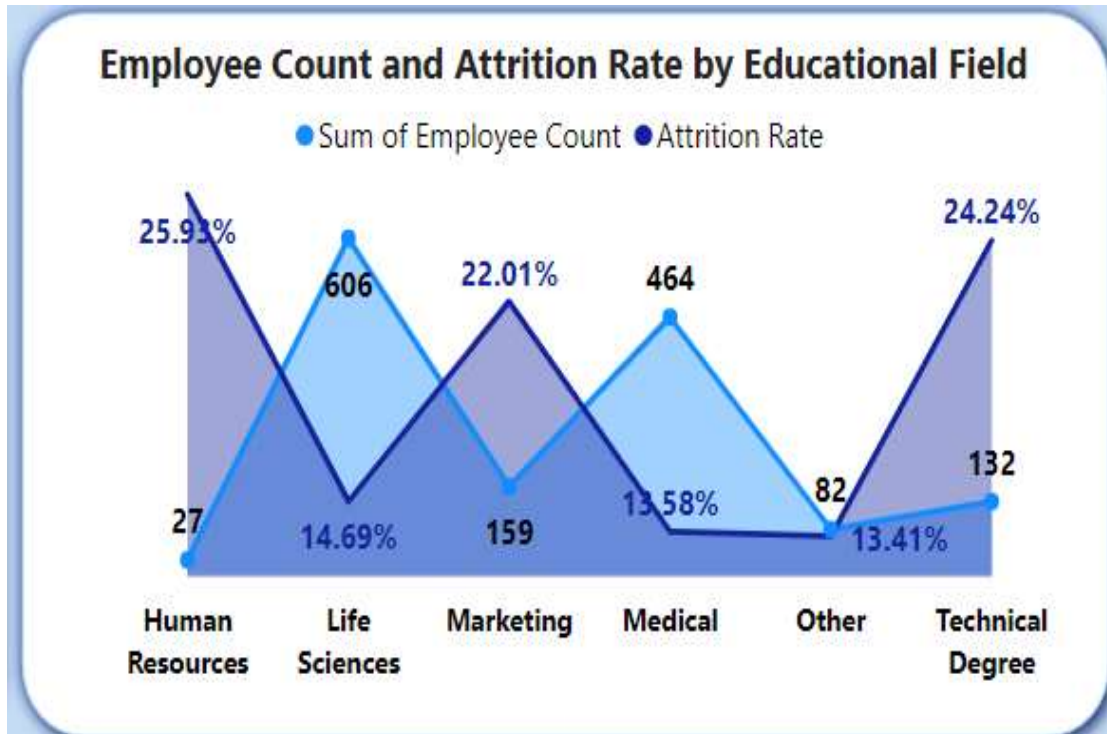
Average Hourly Rate for Male Research Scientist is 64.76.



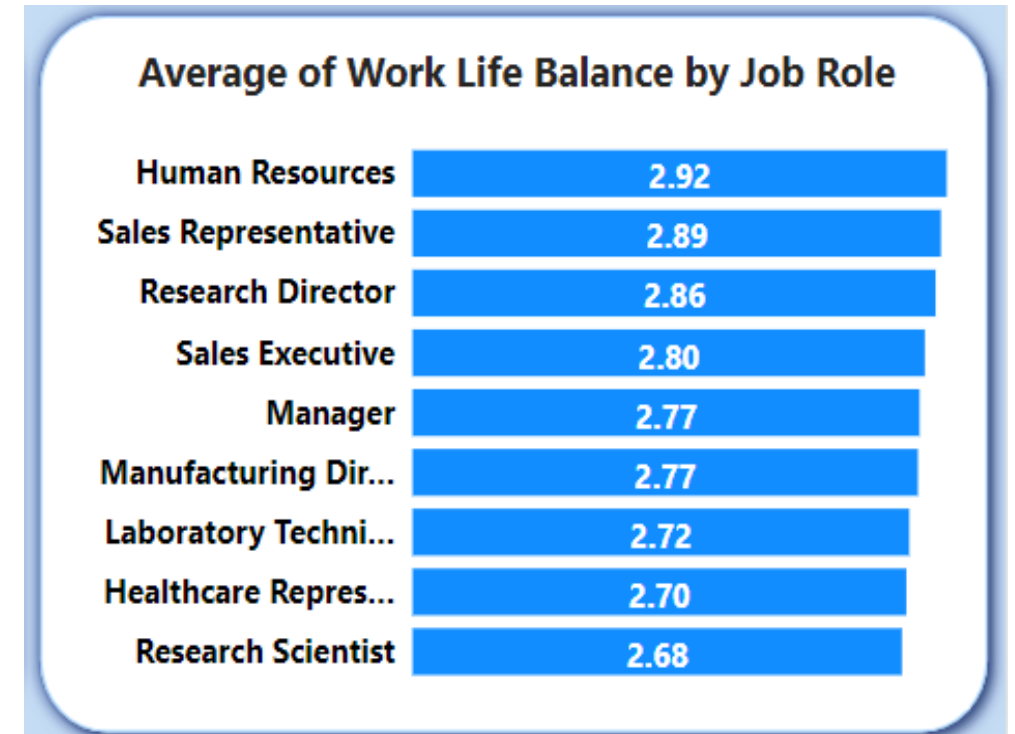
Here group of monthly income is created. As the monthly income range is increasing, the Attrition rate is gradually decreasing.



Average working years for HR is 11.56, for R&D is 11.34 and for sales it is 11.11



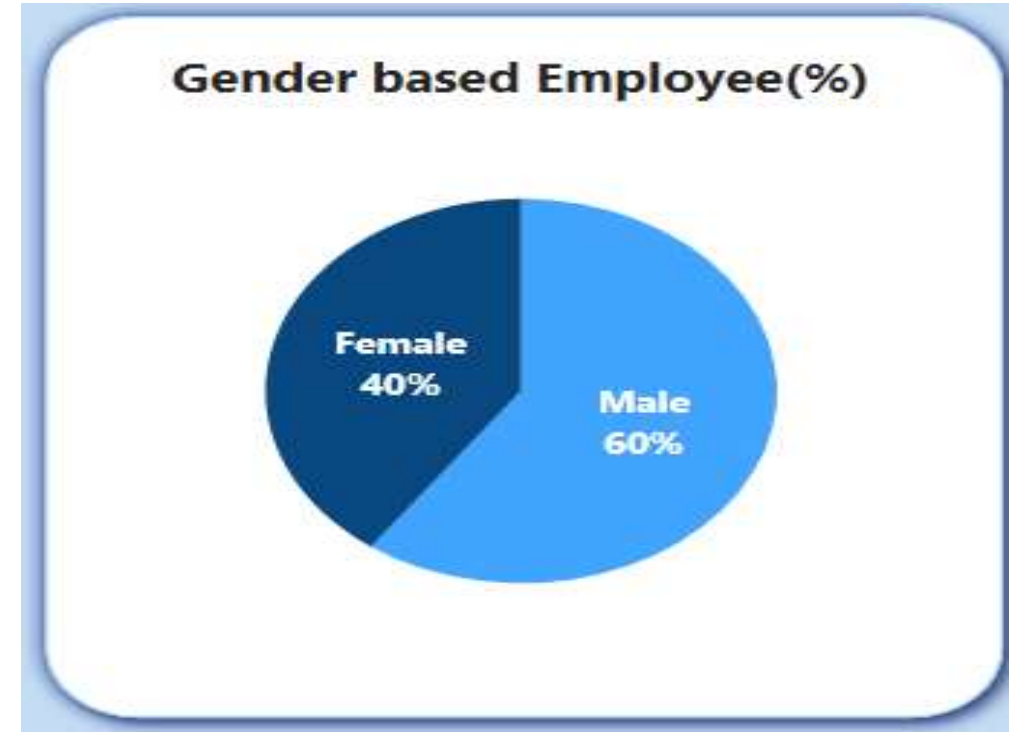
The Attrition Rate is high for 3 fields i.e. HR, Marketing and technical degree. And less for Life sciences, Medical and Other.



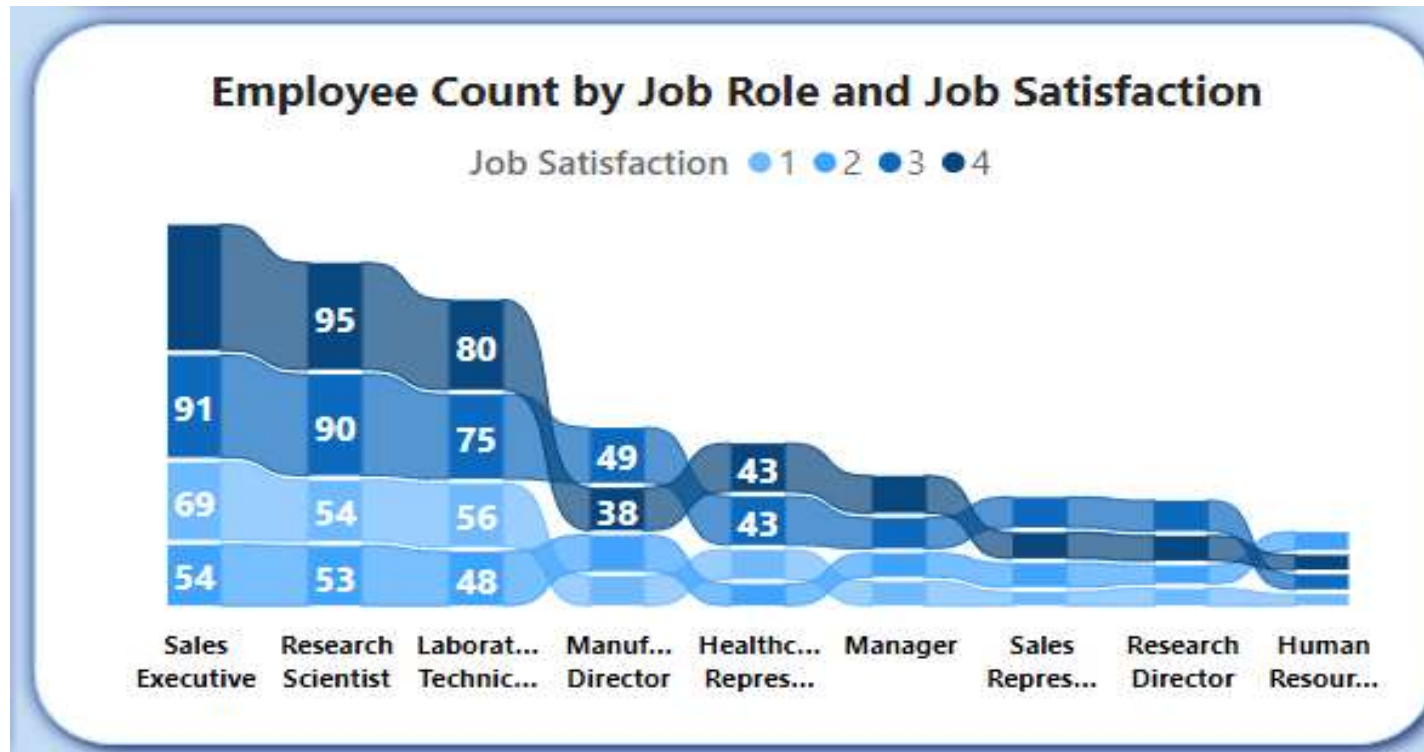
Average work life balance for HR is 2.92 which is highest, and for Research Scientist it is 2.68.



Attrition rate for the year 3 and 12 is less. And for remaining Attrition Rate is high.



In Gender based Employee(%), for female it is 40% and male is 60%.



For high job satisfaction employee count is more. And as the Job satisfaction is degrading, employee count is also reducing.

Excel Dashboard



HR Analytics

Gender

Female

Male

Department

HR

R&D

Sales

Marital Status

Divorced

Married

Total Employees

1470

Attrition Count

237

Active Employees

1233

Attrition Rate

16.12%

Avg Hourly Rate for Male Research Scientist

64.76

Employee Count(%) by Gender

Female



Male

40%

60%

Job Role wise Work Life Balance



Job Role wise Attrition

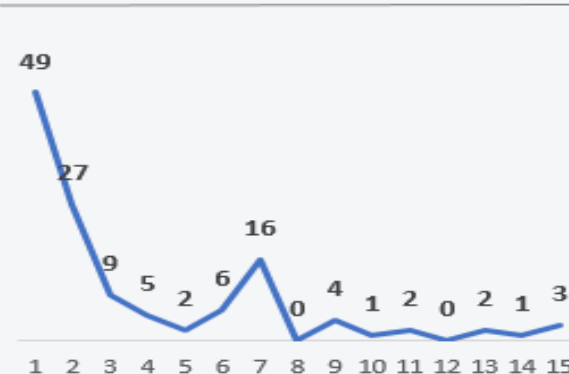


Employee Count by Educational Field



Human Resources Life Sciences
Marketing Medical
Other Technical Degree

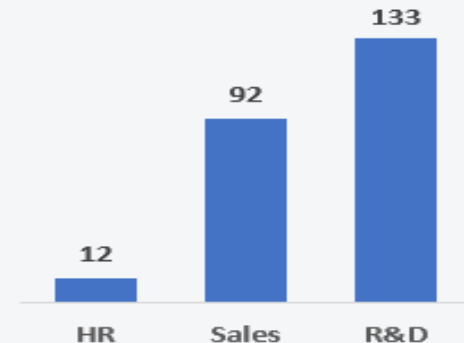
Attrition by Years Since Last Promotion



Avg Job Satis. by Job Role



Department wise Attrition



Power BI Dashboard

Gender

All

Department

All

HR Analytics Report

Marital Status

All

Job Role

All

Next

Attrition Rate

16.12%

Employee Count

1470

Active Employee

1233

Chart

Table

Dept-wise Avg
Working Years

HR

11.56

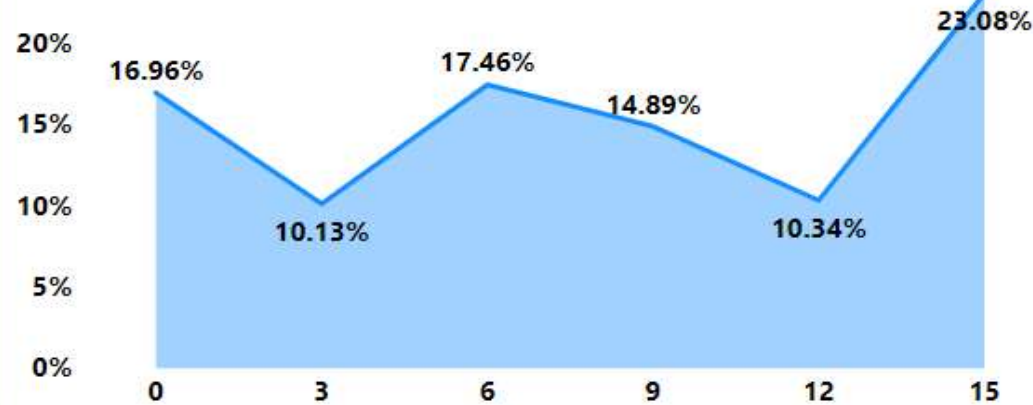
R&D

11.34

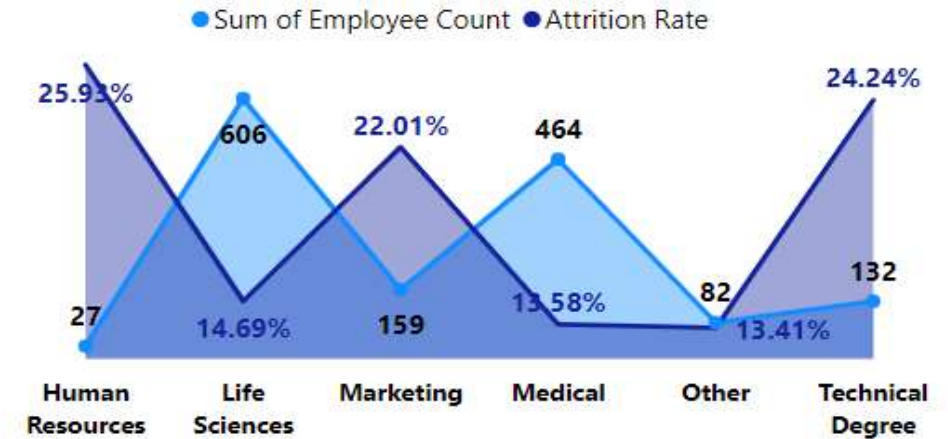
Sales

11.11

Attrition Rate by Years Since Last Promotion (bins)



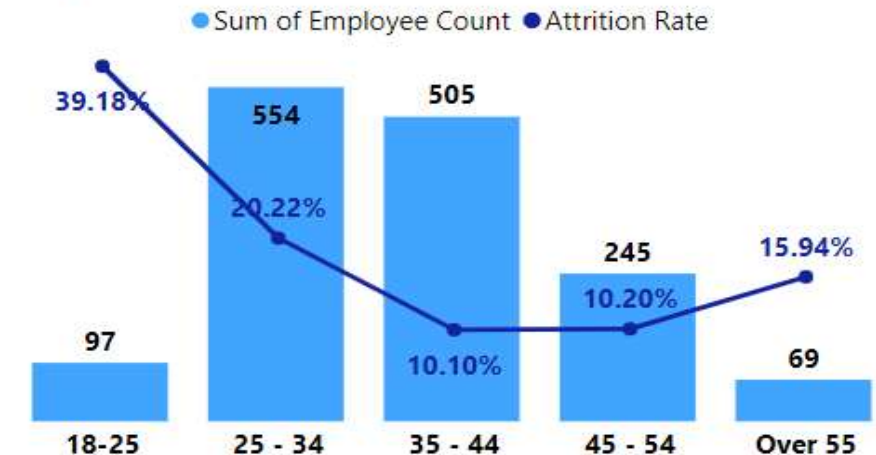
Employee Count and Attrition Rate by Educational Field



Employee Count by Job Role and Job Satisfaction



Age band wise Employee Count and Attrition Rate



Power BI Dashboard

Gender

All

Department

All

HR Analytics Report

Marital Status

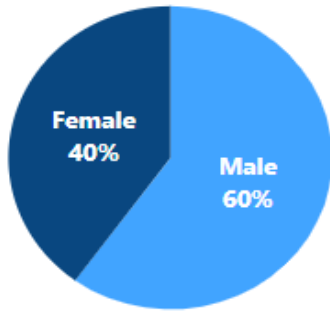
All

Job Role

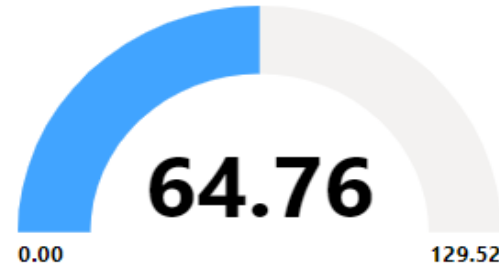
All

Previous

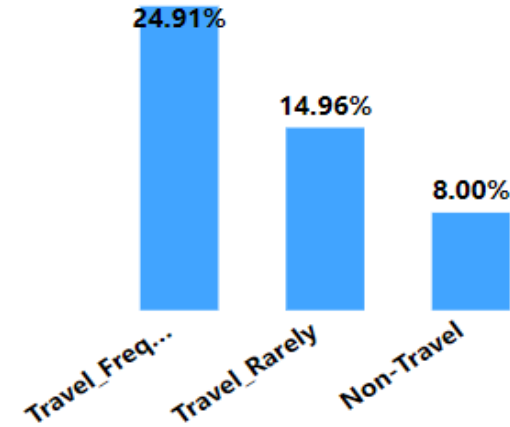
Gender based Employee(%)



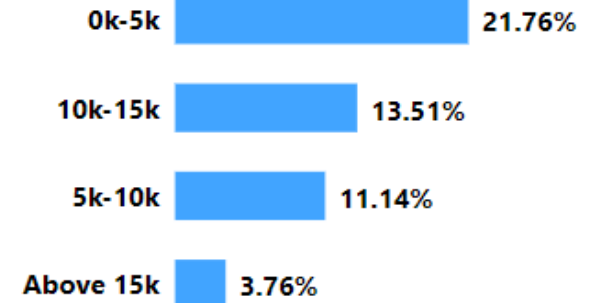
Avg of Hourly Rate for Research Scientist for Male



Attrition Rate by Business Travel

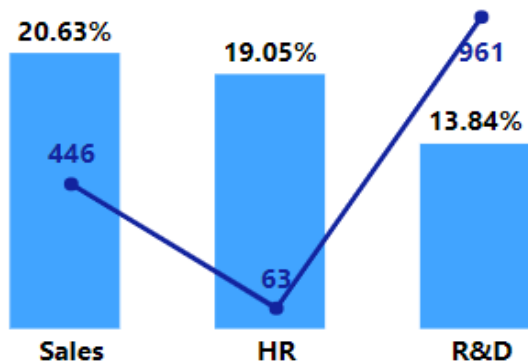


Attrition Rate by Monthly Income Group



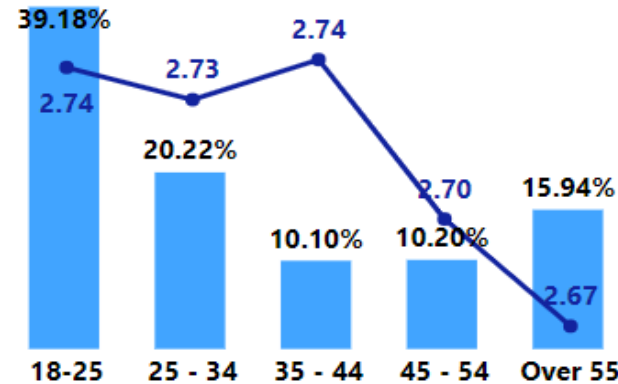
Dept-wise Attrition Rate and Employees

Attrition Rate Sum of Employee Count



Attrition Rate and Avg of JS by Age Band

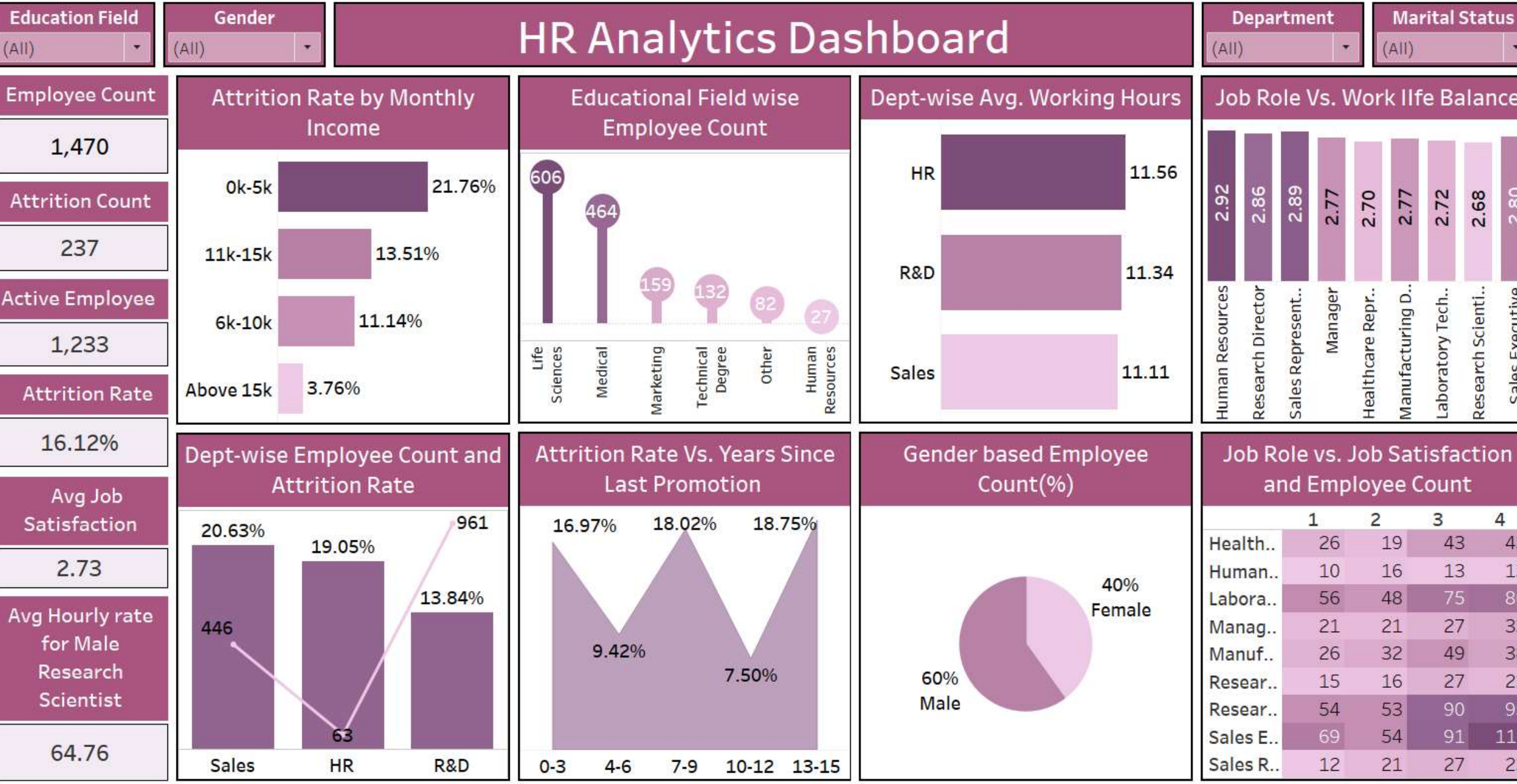
Attrition Rate Average of Job Satisfaction



Average of Work Life Balance by Job Role



Tableau Dashboard



SQL Queries

KPI-1

Department	Average_Attrition_Rate
Sales	20.63%
R&D	13.84%
HR	19.05%

KPI-2

Job_Role	Gender	Average_Hourly_Rate
Research Scientist	Male	64.76

KPI-3

Department	Average_Attrition_Rate	Monthly_Income
Sales	20.63%	3103791
R&D	13.84%	6036284
HR	19.05%	419234

KPI-4

Department	Average_Working_Years
Sales	11.11
R&D	11.34
HR	11.56

KPI-5

Department	Employee_numbers
HR	63
Sales	446
R&D	961

KPI-6

Education_Field	Employee_numbers
Life Sciences	606
Other	82
Medical	464
Marketing	159
Technical Degree	132
Human Resources	27

KPI-7

Job_Role	avg_Work_Life_Balance
Sales Executive	2.80
Research Scientist	2.68
Laboratory Technician	2.72
Manufacturing Director	2.77
Healthcare Representative	2.70
Manager	2.77
Sales Representative	2.89
Research Director	2.86
Human Resources	2.02

KPI-8

Years_Since_Last_Promotion	Average_Attrition_Rate
1	13.73%
2	16.98%
3	17.31%
4	8.20%
5	4.44%
6	18.75%
7	21.05%
8	0.00%
n	72.53%

KPI-9

Gender	Emp_Num	Employee_Percentage
Female	588	40%
Male	882	60%

KPI-10

Job_Role	avg_Job_Satisfaction
Sales Executive	2.75
Research Scientist	2.77
Laboratory Technician	2.69
Manufacturing Director	2.68
Healthcare Representative	2.79
Manager	2.71
Sales Representative	2.73
Research Director	2.70
Human Resources	2.55

Suggestions

1. Identify factors influencing turnover rates and predict retention risks. Streamline recruitment processes by analyzing time-to-fill and candidate quality.
2. Measure engagement levels and recommend strategies for improvement. Evaluate performance evaluation processes and propose enhancements.
3. Identify skill gaps and develop training plans to address them. Assess diversity initiatives and recommend improvements for an inclusive workplace.
4. Forecast future workforce needs and develop succession plans. Analyze productivity and wellness in remote work environments and suggest best practices.
5. Evaluate the impact of organizational changes and develop change management strategies.

Future Trends

1. Explore emerging trends in HR Analytics, such as the integration of AI and machine learning, predictive workforce analytics, and the use of advanced data visualization techniques.
2. Discuss how these trends are reshaping the HR landscape and enabling organizations to gain deeper insights into their workforce dynamics.

Conclusion

Summarize the key takeaways from the presentation, emphasizing the importance of HR Analytics in driving strategic decision-making and enhancing organizational performance. Moving forward, implementation of these recommendations will drive organizational success and foster a culture of continuous improvement. Encourage further exploration of HR Analytics to unlock the full potential of human capital in today's digital age.

Thank You!