



HR Analytics Dashboard

PRESENTED BY –
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Introduction

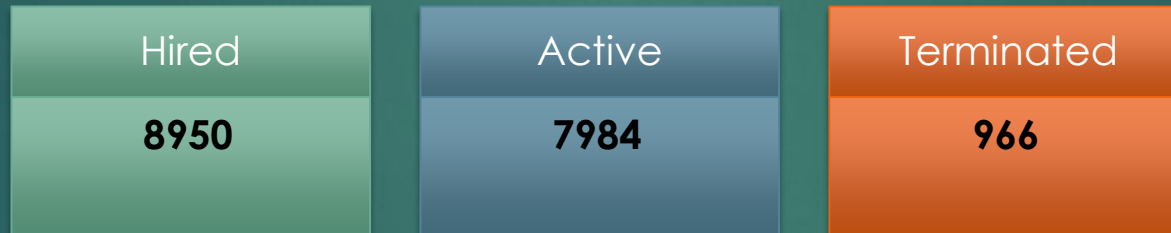
- ▶ **Objective:** To present an HR dashboard that offers both high-level insights and detailed employee records for better analysis and decision-making.
- ▶ **Key Sections:** Overview, Demographics, Income, and Employee Records.



Overview Section

► **Insight 1:** Total Number of Employees (Hired, Active, Terminated)

Use a large KPI card or a summary box displaying these numbers side by side for clarity.



Insight: Turnover Rate – 2024



Overview Section

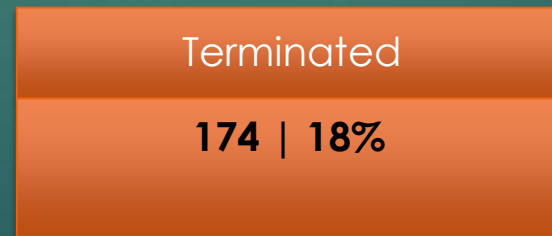
- **Insight 2:** Employee Trend Over the Years (Hired vs. Terminated)

Line chart and Area chart to show trends over time.

Insight: Seasonal hiring patterns.

Highest Hiring Year : 2017

Highest Terminating Year : 2023



Overview Section

► **Insight 3:** Breakdown by Department and Job Titles

Stacked bar chart

Insight: Which departments or job titles have the most employees and whether there's any imbalance.



Overview Section

► **Insight 4:** Head Quarter vs. Branches Comparison

Bar chart with the breakdown for Head Quarter (New York) and other branches.

Insight: Assess if the Head Quarter has a disproportionate number of employees compared to other branches.

Total No. of Hired Employees in Head Quarter

6270 | 70%

Total No. of Terminated Employees in Other Branches

2680 | 30%



Overview Section

► **Insight 5:** Distribution by City and State

Heatmap of the country with employee numbers for each city and state.

Insight: Identify geographic concentration of the workforce.



Demographics Section

► **Insight 1:** Gender Ratio

How to Present: Pie chart.

Insight: Determine the gender diversity in the organization.

Total No. of Female Employees : 4149 | 6%

Total No. of Male Employees : 4801 | 54%

Hired

- Total No. of Female Employees : 3693 | 89%
- Total No. Male Employees : 4291 | 89%

Terminated

- Total No. of Female Employees : 456 | 11%
- Total No. Male Employees : 510 | 11%



Demographics Section

► **Insight 2:** Age Group Distribution

Histogram

Insight: See the spread of employees across different age groups.

Highest Education and Age of Hired Employees

Age : 35 - 44 | Bachelor : 1661 | 19%

Lowest Education and Age of Terminated Employees

Age : >25 | PhD : 0 | 0%



Demographics Section

► **Insight 3:** Education Level Distribution

Bar chart

Insight: Analyze the education background of the workforce.

Highest Education Level of Hired Employees

Bachelor : 5416 | 61%



Demographics Section

► **Insight 4:** Education vs. Performance Ratings

Scatter plot or a grouped bar chart.

Insight: Correlate employee performance with educational background to assess training needs or hiring criteria.

Highest Education and Performance of Hired Employees

Bachelor | Good : 2706 | 50%

Lowest Education and Performance of Terminated Employees

Master | Excellent : 438 | 35%



Income Analysis Section

► **Insight 1:** Salary Disparity Across Education Levels and Genders

Box plot and stacked bar chart.

Insight: Identify any salary discrepancies or patterns between genders across education levels.

Male

- Highest Average salary in PhD : 80K

Female

- Highest Average salary in PhD : 93K



Income Analysis Section

► **Insight 2:** Age vs. Salary Across Departments

Line chart with multiple series (one for each department).

Insight: See how age and experience influence salary across departments.

**The highest Average Salary of Finance Manager is 125,143
and the Average Age of this Role is 49**



Employee Records View

- ▶ **Comprehensive Employee List**

Table with filters at the top.

Insight: Filter employees by department, gender, position, age, education, and salary for detailed analysis.







HR Analytics Dashboard | Details



HR Analytics Dashboard | Details

Employee List | Click arrows for filter options

ID	Demographics	Role	Geographics	Status	Salary	Length of Employment
00-10001272	Samuel Burgess 49 Bachelor	Help Desk Technician Customer Service	Huntington West Virginia	Hired 30-10-2018 -	\$66,787	6 years
00-10008169	Barbara Blair 65 Bachelor	Operations Analyst Operations	Warren Michigan	Hired 23-11-2022 -	\$88,579	2 years
00-10012470	Amy Davidson 35 Bachelor	Accountant Finance	Grand Rapids Michigan	Hired 15-10-2019 -	\$62,543	5 years
00-10017850	Ricky Serrano 24 Bachelor	Sales Specialist Sales	New York City New York	Hired 07-10-2016 -	\$92,123	8 years
00-10033114	Kathryn Scott 23 Bachelor	Logistics Coordinator Operations	New York City New York	Hired 12-09-2017 -	\$64,807	7 years
00-10047461	Steven Armstrong 32 Bachelor	Accountant Finance	Naperville Illinois	Hired 08-08-2016 -	\$70,778	8 years
00-10076576	Erica Kelly 25 Bachelor	Inventory Specialist Operations	Buffalo New York	Hired 03-01-2020 -	\$63,824	4 years
00-10076959	Mark Stewart 61 Bachelor	Marketing Coordinator Marketing	Buffalo New York	Hired 31-03-2017 -	\$76,850	7 years
00-10080009	Gabrielle Crane 47 Bachelor	Sales Representative Sales	Buffalo New York	Hired 09-01-2023 -	\$59,328	1 years
00-10137666	Ralph Sanford 47 Bachelor	Marketing Coordinator Marketing	Buffalo New York	Hired 18-04-2021 -	\$75,028	3 years
00-10146265	Melanie Rodriguez 42 Bachelor	Accountant Finance	New York City New York	Hired 29-06-2017 -	\$68,161	7 years
00-10147197	Henry McCarthy 40 Bachelor	Operations Analyst Operations	Buffalo New York	Hired 10-03-2023 -	\$56,478	1 years
00-10171954	Kathryn Williams 45 Bachelor	Accounts Payable Specialist Finance	New York City New York	Hired 01-09-2015 -	\$55,510	9 years
00-10183025	Danny Cole 43 Bachelor	Logistics Coordinator Operations	Rochester New York	Hired 21-05-2023 -	\$65,693	1 years
00-10202363	Michelle Lang 28 Bachelor	Sales Representative Sales	New York City New York	Hired 21-04-2022 -	\$52,278	2 years

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Thank You

