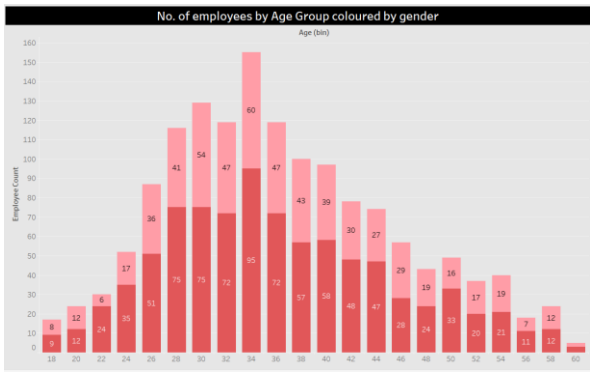
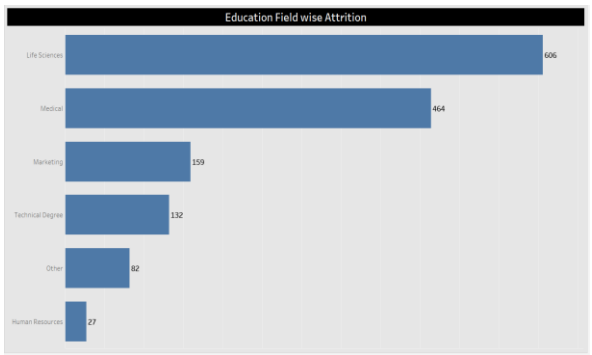
Project Development Phase

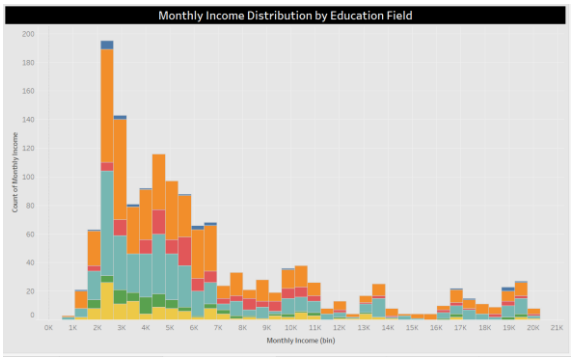
Sprint - 2

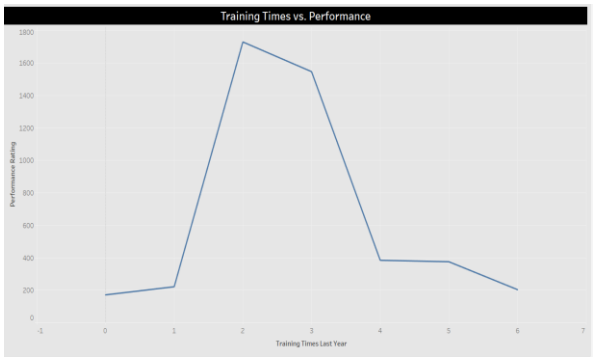
Date	06 November 2023
Project Name	The Tableau HR Scorecard: Measuring Success in Talent Management

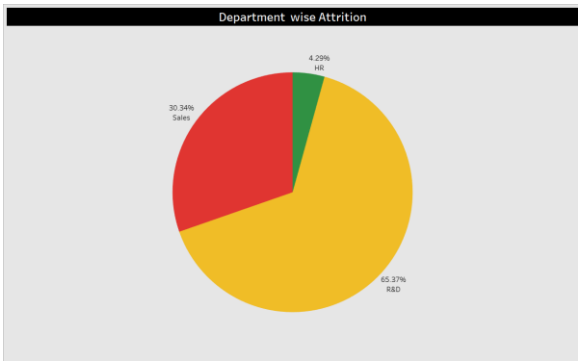
Creating Visualisations

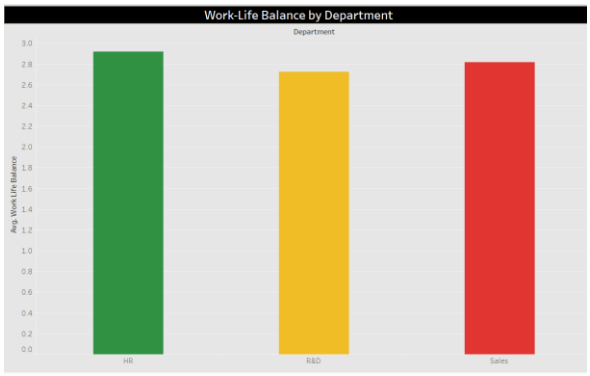


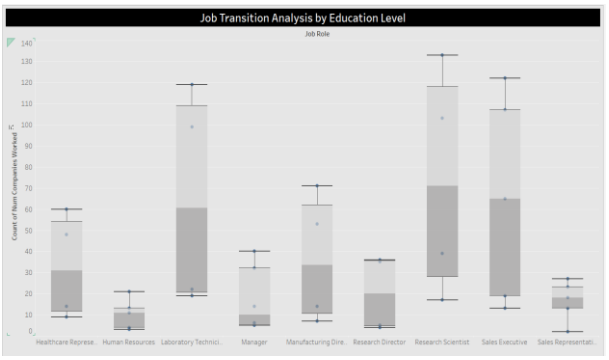


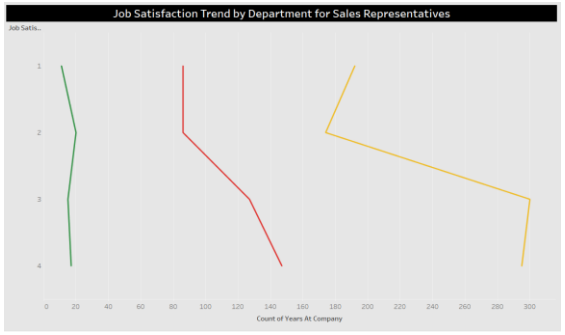


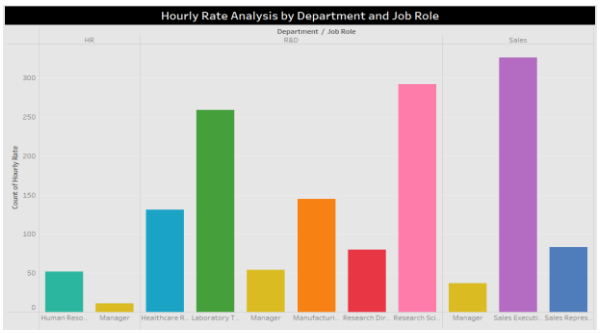


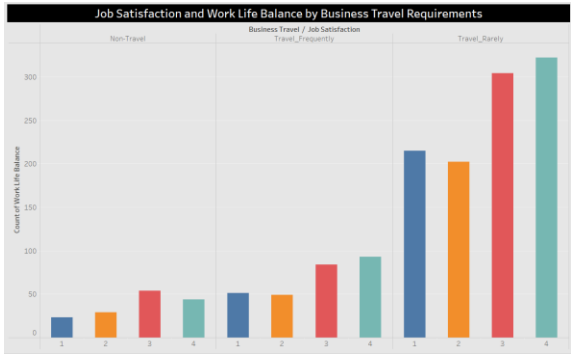


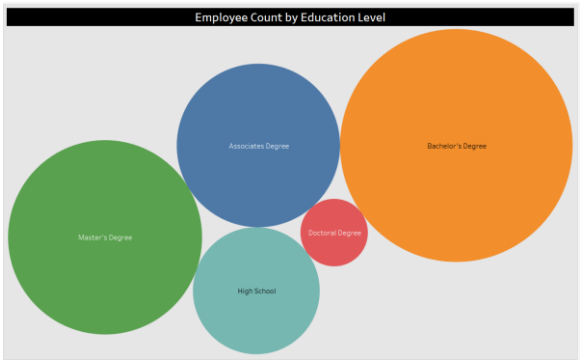

Work-Life Balance by Department
Department
Avg. Work Life Balance
HR
R&D
Sales

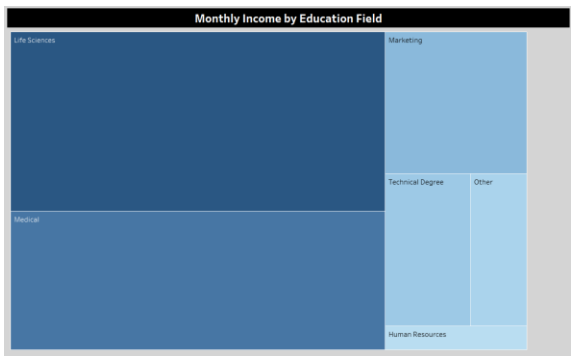

Job Transition Analysis by Education Level
Job Role
Count of Num Companies Worked
Healthcare Represe..
Human Resources
Laboratory Technici..
Manager
Manufacturing Dire..
Research Director
Research Scientist
Sales Executive
Sales Representati..

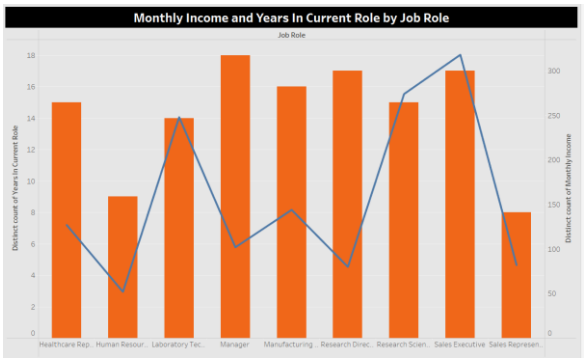

Job Satisfaction Trend by Department for Sales Representatives
Job Satis..
Count of Years At Company


Hourly Rate Analysis by Department and Job Role
Department / Job Role
HR
R&D
Sales
Count of Hourly Rate
Human Reso..
Manager
Healthcare R..
Laboratory T..
Manager
Manufacturi..
Research Dir..
Research Sci..
Manager
Sales Executi..
Sales Repres..

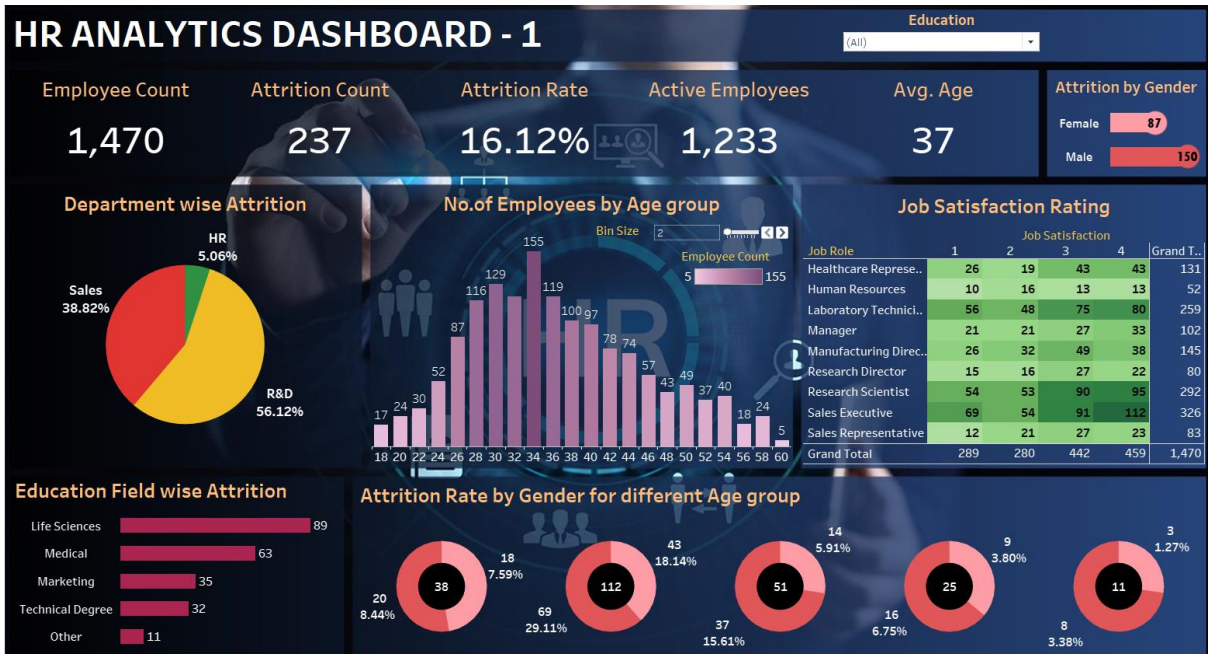

Job Satisfaction and Work Life Balance by Business Travel Requirements
Business Travel / Job Satisfaction
Non-Travel
Travel_Frequently
Travel_Rarely
Count of Work Life Balance


Employee Count by Education Level
Associates Degree
Bachelor's Degree
Master's Degree
Doctoral Degree
High School


Monthly Income by Education Field
Life Sciences
Marketing
Technical Degree
Other
Medical
Human Resources


Monthly Income and Years In Current Role by Job Role
Job Role
Distinct count of Years in Current Role
Distinct count of Monthly Income
Healthcare Rep..
Human Resour..
Laboratory Tec..
Manager
Manufacturing ..
Research Direc..
Research Scien..
Sales Executive
Sales Represen..

Dashboards


HR ANALYTICS DASHBOARD - 1
Education
(All)
Employee Count
1,470
Attrition Count
237
Attrition Rate
16.12%
Active Employees
1,233
Avg. Age
37
Attrition by Gender
Female 87
Male 150
Department wise Attrition
HR 5.06%
Sales 38.82%
R&D 56.12%
No.of Employees by Age group
Bin Size
Employee Count
Job Satisfaction Rating
Job Satisfaction
Job Role 1 2 3 4 Grand T..
Healthcare Represe.. 26 19 43 43 131
Human Resources 10 16 13 13 52
Laboratory Technici.. 56 48 75 80 259
Manager 21 21 27 33 102
Manufacturing Direc.. 26 32 49 38 145
Research Director 15 16 27 22 80
Research Scientist 54 53 90 95 292
Sales Executive 69 54 91 112 326
Sales Representative 12 21 27 23 83
Grand Total 289 280 442 459 1,470
Education Field wise Attrition
Life Sciences 89
Medical 63
Marketing 35
Technical Degree 32
Other 11
Attrition Rate by Gender for different Age group

HR ANALYTICS DASHBOARD - 2
Education
(All)
No. of Employees in Job roles
Health.. Huma.. Labora.. Manag.. Manuf.. Resear.. Resear.. Sales .. Sales ..
131 52 259 102 145 80 292 326 83
Work Life balance by Age band
25 - 34 35 - 44 45 - 54 Over 55 Under ..
1,516 1,410 670 185 278
Job Satisfaction
1 2 3 4
289 280 442 459
Over Time
Yes No
416 1,054
Job Involvement by Department
4.31% HR
30.03% Sales
65.66% R&D
Hourly Rate Analysis by Department and Job Role
HR
R&D
Sales
Human Resources
Manager
Healthca..
Laboratory Technician
Manager
Manufact..
Research Director
Research Scientist
Manager
Sales Executive
Sales Representative
Employee Count by Education Level
Associates Degree
Bachelor's Degree
Master's Degree
High School
Job Satisfaction and Work Life Balance by Business Travel Requirements
Non-Travel
Travel_Frequently
Travel_Rarely
Training Times vs. Performance
Training Times Last Year

Story

HR ANALYTICS STORY

Our Tableau analysis unveiled critical insights,	35 (5.3 %) and 34 (5.2 %) are the most	R&D is the most frequently occurring	Job Satisfaction 4 has the highest values of	Job Role Sales Executive has the highest Num	Education Field Life Sciences has the highest	Education Bachelor's Degree has the highest	Job Role Sales E has the highest