HR Analytics

Presentation

Subhajit Ghosh

Agenda

- Grand opening ceremony
- Food & entertainment
- Presentation
- Team introductions
- Group photos
- Closing remarks

Problem Statement

HR is not just about hiring people it is an ocean of its own. HR department goes through a constant journey of finding, selecting, onboarding and monitoring the right talent. You are required to use analytics concept to provide a smooth monitoring of workforce for the HR department. Job classifications reflect both job families and pay grade related information. This is especially relevant when new jobs are created which need to fit in the existing job structure. Jobs have a number of distinct features which impact the job's classification. These include education level, experience, organizational impact, level of supervision, financial budget, and more. Knowing these factors for different jobs enables a job analyst to classify jobs into groups – which are connected to pay scales and benefit packages. Sundmark points out that Linear Discriminant Analysis (LDA) can be used to find combinations of features which characterize a number of classes of objects or events. Using LDA, Sundmark's job classification data set can be used to classify newly created jobs in the existing job structure, providing guidelines for newly created functions

Tools Used

Microsoft Excel
Spreadsheet editor

Python
Programming language

Microsoft Power BI
Data visualization software

Project jupyter
https://jupyter.org/
FREE Software

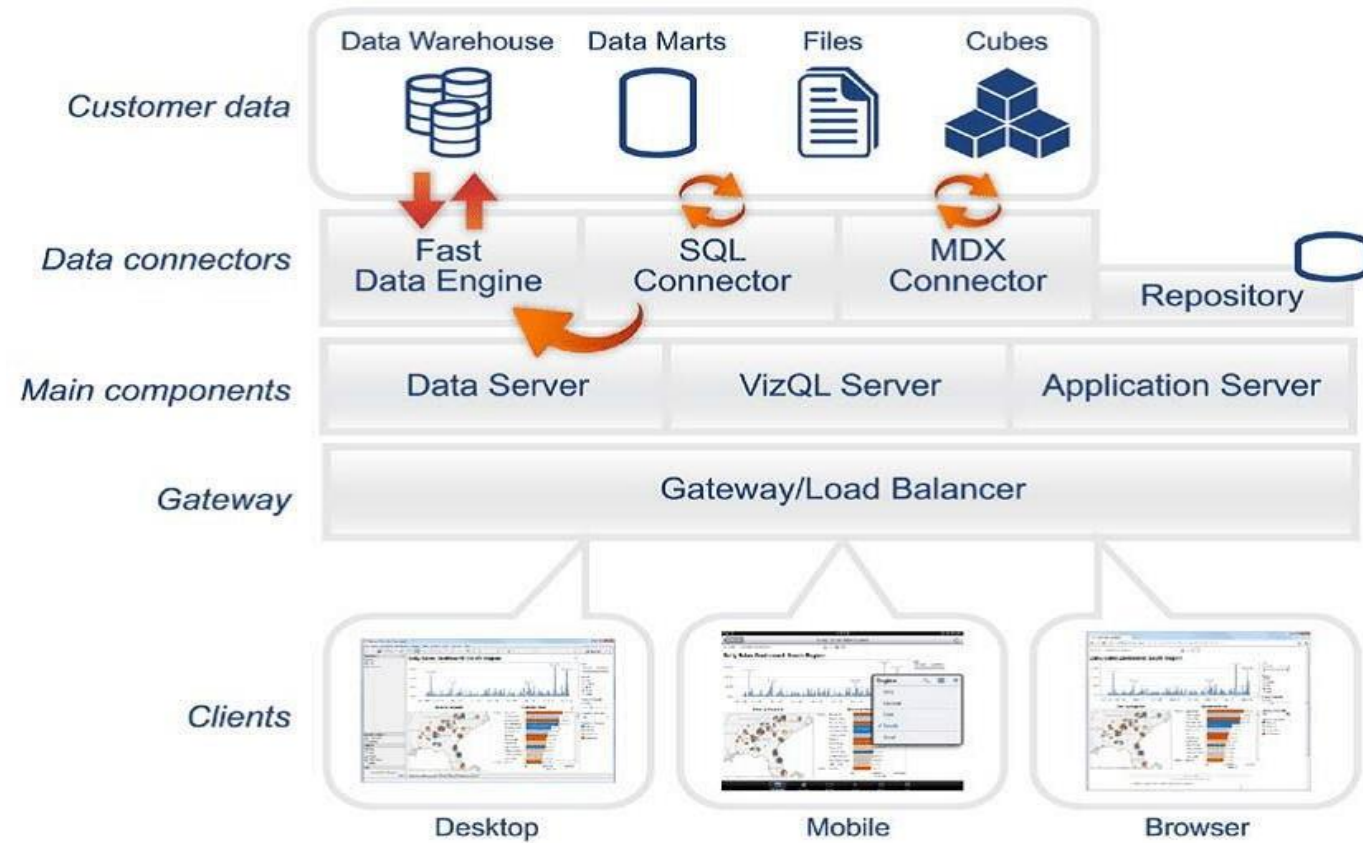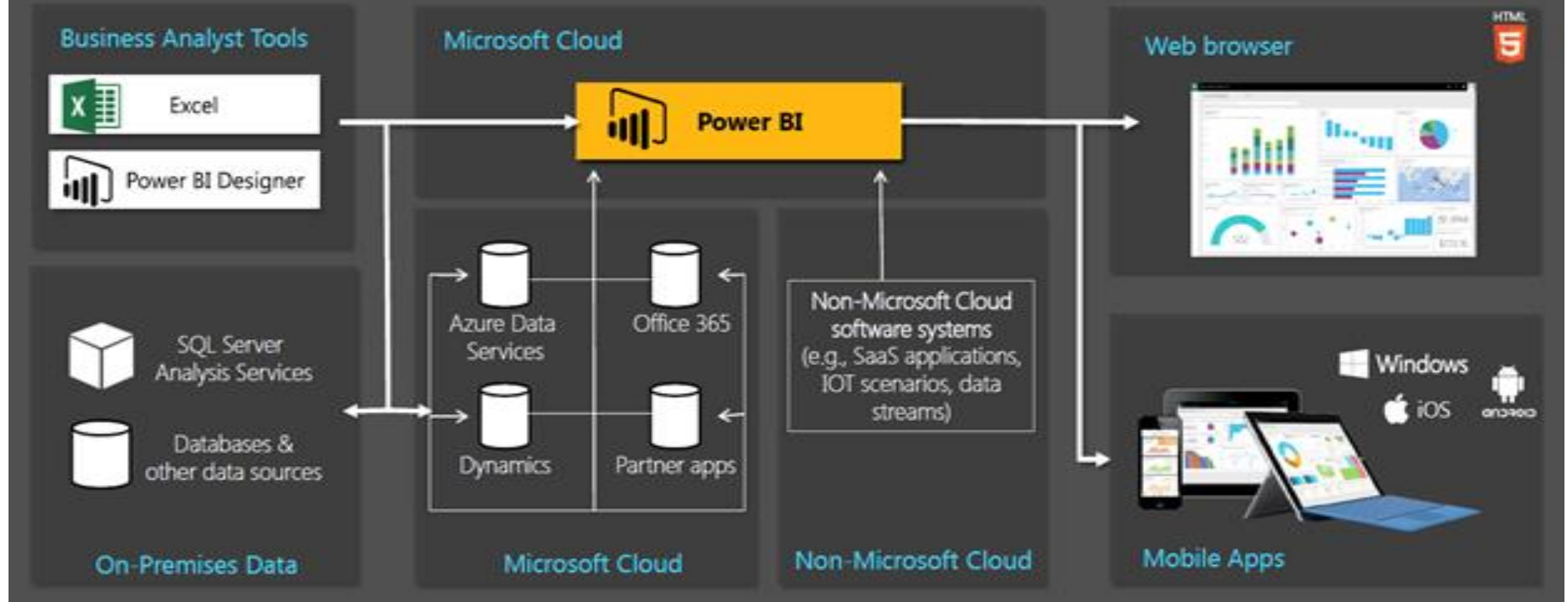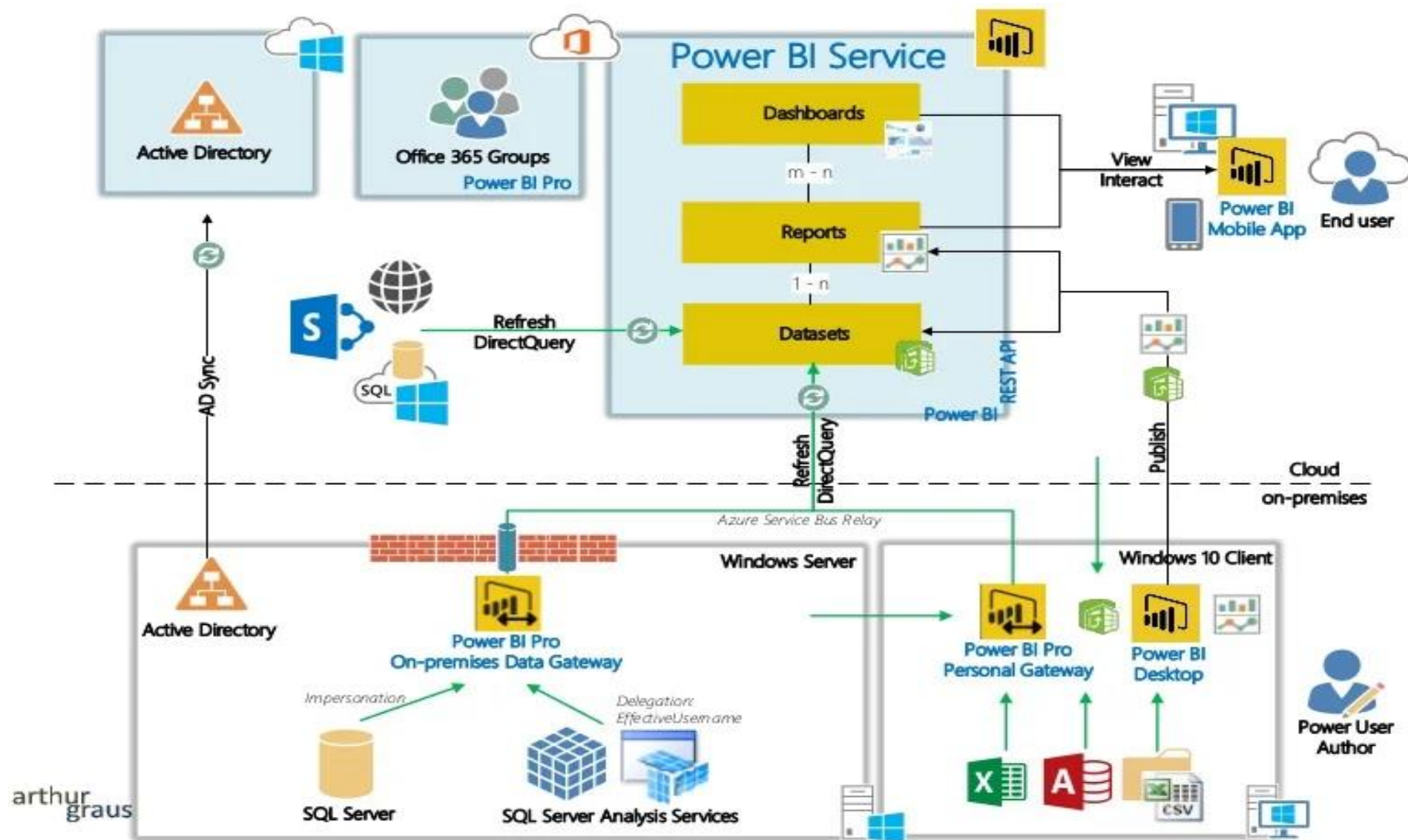MySQL
SQL database engine software

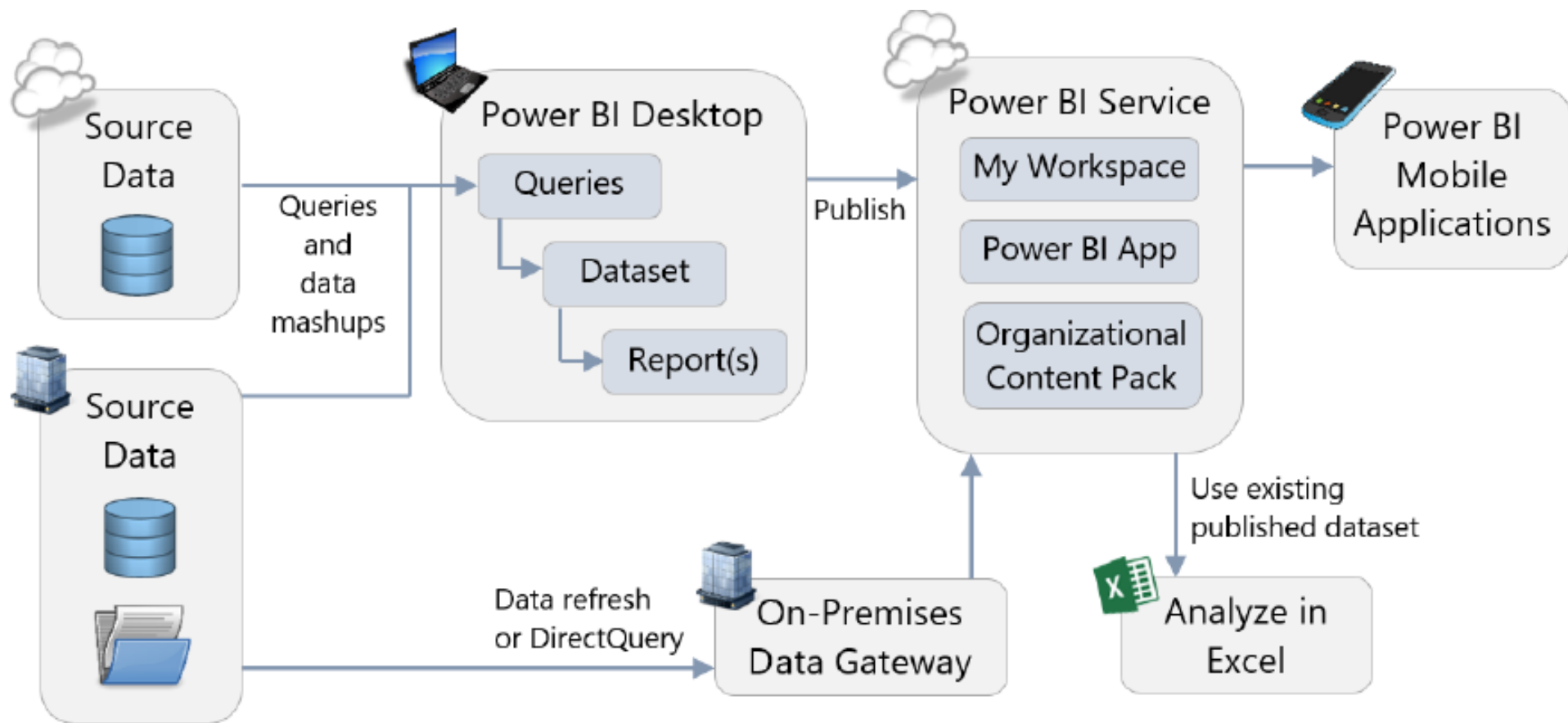Microsoft 365
Product family of Microsoft

Architecture

Power BI Architecture Overview

Project Report

HR Attrition Analysis
by Subhajit Ghosh

Select all | Healthcare Representative | Human Resources | Laboratory Technician | Manager

Attrition

No | Yes

Attririon rate
16.12%

Monthly Income Department Wise

Attrition ● No ● Yes

- Research & Development: 6036K
- Sales: 3104K
- Human Resources: 419K

Resign 237

Remain 588

Avg % Salary Department Wise

Attrition ● No ● Yes

- Research & Development: 30.60
- Sales: 30.09
- Human Resources: 28.81

Job Satisfaction Department Wise

Department ● Sales ● Research & Development ● Human Resources

- Sales: 34.05%
- Research & Development: 33.74%
- Human Resources: 32.22%

Work Life Balance Department Wise

Department ● Human Resources ● Sales ● Research & Development
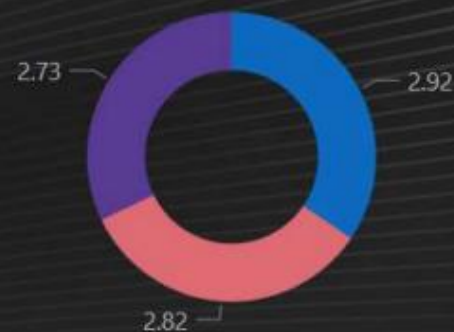
- Human Resources: 2.92
- Sales: 2.82
- Research & Development: 2.73

HR Attrition Analysis
by Subhajit Ghosh

Select all | Healthcare Representative | Human Resources | Laboratory Technician | Manager | Manufacturing Director | Research Director | Research Scientist

Year at Company Department Wise

Department	Value
Sales	7.28
Human Resou...	7.24
Research & D...	6.86

100%
94.2%

Business Travel

Business... ● Travel_R... ● Travel_Fr... ● Non-Tra...

0.15K (10.2%)
0.28K (18.84%)
1.04K (70.95%)
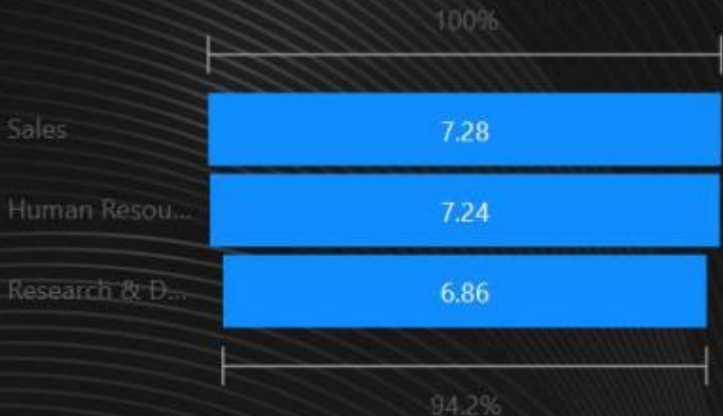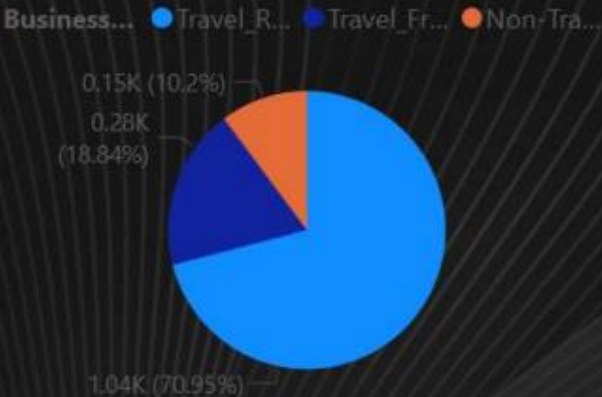
Stock Option Department Wise

Department	Value
Research & D...	0.80
Human Resou...	0.78
Sales	0.77

100%
96.2%
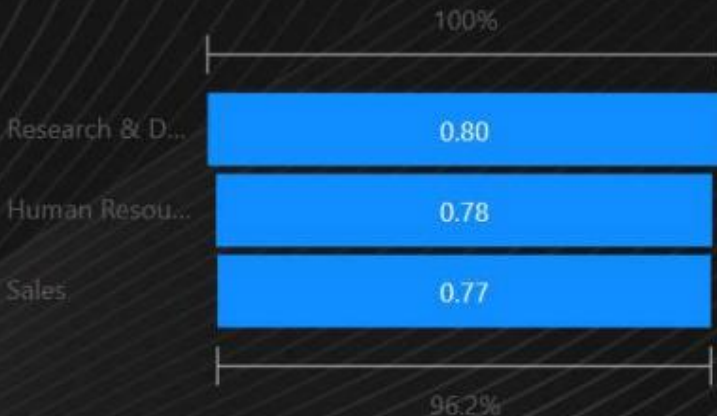
Distance From Home Age Wise

Attrition ● No ● Yes

20   30   40   50   60
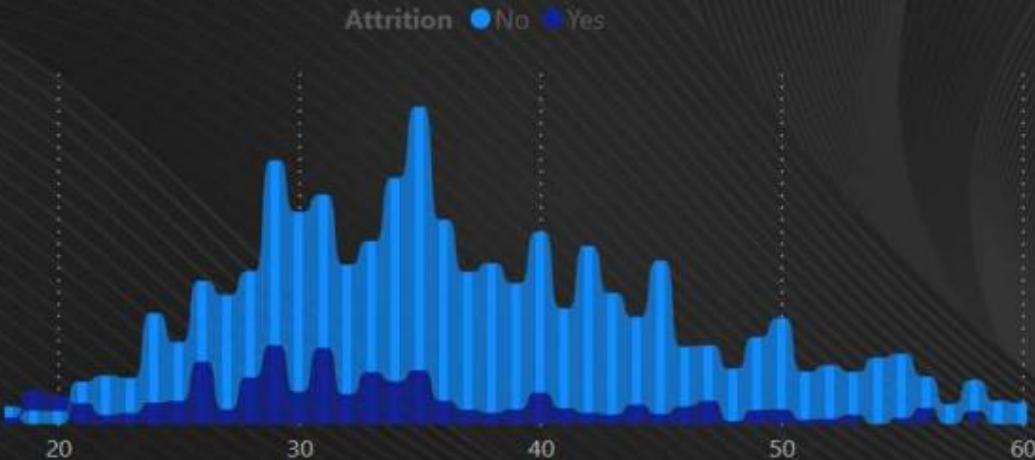
Performance Rating Age Wise

Attrition ● No ● Yes

0.10K%
0.05K%
0.00K%

20   40   60
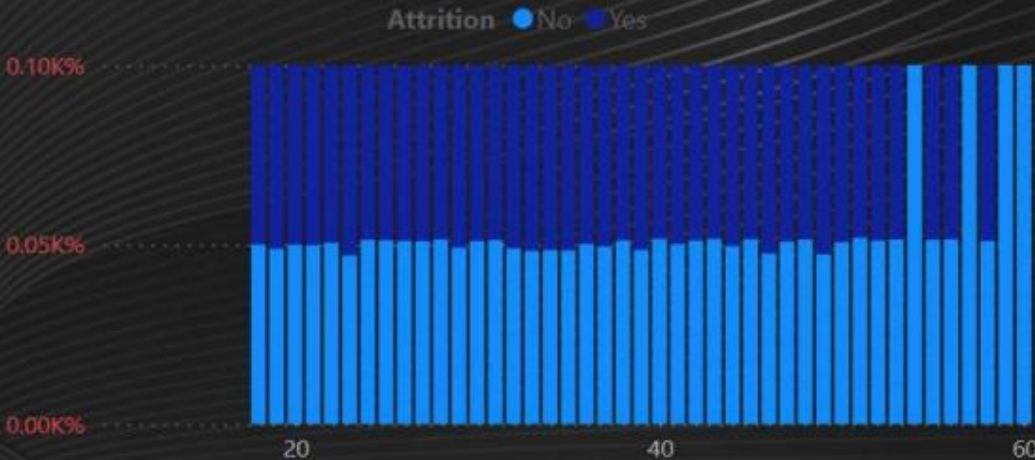
My Analysis

The total number of employees is 1470, and the total number of employees who left the company is 237 (150 male and 87 female), which gives us an attrition rate of 16.12%.

In terms of departments, the total number of Research & Development employees is 961, and the total number of employees who left the company is 133. The total number of sales employees is 446, and the total number of employees who left the company is 92. The total number of HR employees is 63, and the total number of employees who left the company is 12. It is worth noting that most of the employees leaving the company belong to the 30-40 age group.

The average monthly income of employees is 6502, with an average Percent Salary Hike of 15%, an average Job Satisfaction score of 3/5, and an average WorkLife Balance score of 3/5.

On the other hand, the employees who left the company had an average monthly income of 4787, an average Percent Salary Hike of 15% , an average Job Satisfaction score of 2.4/5, an average WorkLife Balance score of 2.6/5, an average Distance From Home of 9, an average Performance Rating of 3, and an average Year at Company of 7.

Lastly, the employees who left the company had an average Distance from home of 10.6, an average Performance Rating of 3, and an average Year At Company of 5.

These insights can help HR managers and decision-makers to take action and develop strategies to reduce attrition rates, improve employee satisfaction, and retain valuable employees. I hope this dashboard can be useful to anyone interested in understanding and improving HR practices

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Event timeline

11:00am ● As guests arrive, greet and usher to their seats outside

11:30am ● Ribbon cutting ceremony will commence

12:00pm ● Send guests to dining commons for food & music

2:30pm ● Send guests to conference room for presentation

3:00pm ● Presentation begins

3:30pm ● Closing remarks from the founder

4:00pm ● Group photos

Plan for food & beverage

Number of guests	Tables	Drinks	Starters	Entrees
Confirmed: 24 Tentative: 5 Declined: 3	4-top tables: 3 2-top tables: 6 Bar seating: 10	Water: sparkling & still Tea: sweet & unsweet Wine: white & red Beer: domestic & foreign	Spring salad Calamari Oysters	Chilean sea bass Roast duck Charbroiled chicken breast

Sustainability planning

Subject to change

Planning agenda

- Demonstrate our commitment to our goals

- Present areas of current and projected growth

- Reveal our "green goals" timeline

- Discuss areas of focus

"

The beginning is the most important part of the work

- Plato

"

Commitment to sustainability

Bar chart showing values across Q4, Q3, Q2, Q1 for Series 3, Series 2, and Series 1.

- Q4: Series 3 = 4.5, Series 2 = 2.8, Series 1 = 5.0
- Q3: Series 3 = 3.5, Series 2 = 1.8, Series 1 = 3.0
- Q2: Series 3 = 2.5, Series 2 = 4.4, Series 1 = 2.0
- Q1: Series 3 = 4.3, Series 2 = 2.4, Series 1 = 2.0

Legend: Series 3, Series 2, Series 1

Areas of growth

	Food	Energy	Water	Waste
Q1	4.5	2.3	1.7	5.0
Q2	3.2	5.1	4.4	3.0
Q3	2.1	1.7	2.5	2.8
Q4	4.5	2.2	1.7	7.0

Timeline

Sep 20XX

Synergize scalable e-commerce

Nov 20XX

Disseminate standardized metrics

Jan 20XX

Coordinate e-business applications

Mar 20XX

Foster holistically superior methodologies

May 20XX

Deploy strategic networks with compelling e-business needs
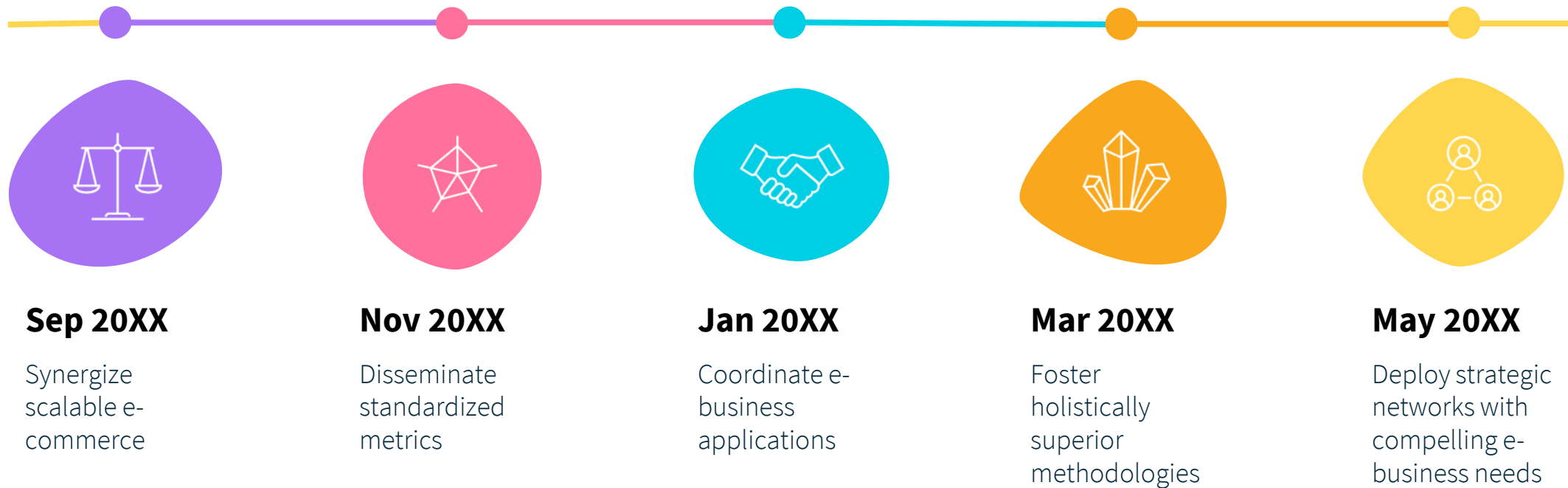
Areas of focus

B2B market scenarios

- Develop winning strategies to keep ahead of the competition
- Capitalize on low-hanging fruit to identify a ballpark value
- Visualize customer directed convergence

Cloud-based opportunities

- Iterative approaches to corporate strategy
- Establish a management framework from the inside

Meet our team

Takuma Hayashi

President

Mirjam Nilsson

Chief Executive Officer

Flora Berggren

Chief Operations Officer

Rajesh Santoshi

VP Marketing

Meet our extended team

Takuma Hayashi

President

Mirjam Nilsson

Chief Executive Officer

Flora Berggren

Chief Operations Officer

Rajesh Santoshi

VP Marketing

Graham Barnes

VP Product

Rowan Murphy

SEO Strategist

Elizabeth Moore

Product Designer

Robin Kline

Content Developer

Group photo times

Group 1

- Guests whose last name begins with A-H
- Photo time slot is 6pm-6:30pm

Group 2

- Guests whose last name begins with I-R
- Photo time slot is 6:45pm-7:15pm

Group 3

- Guests whose last name begins with S-Z
- Photo time slot is 7:30pm-8pm

Closing remarks

At Contoso, we believe in giving 110%. By using our next-generation data architecture, we help organizations virtually manage agile workflows. We thrive because of our market knowledge and great team behind our product. As our CEO says, "Efficiencies will come from proactively transforming how we do business."

Thank you

Mirjam Nilsson

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