

High-Level Design (HLD)

HR Analytics-Absenteeism

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Abstract

This project is about building a dashboard that can analyse the past absence record of employees. The main goal here is to find a meaningful relation between the employees absent hours per year, their average age and their average service length. Using the dashboard HR department can predict the possible reasons for absence and HR department can take necessary action to control it.

1. Introduction

1.1 Why these High-Level Design Documents?

The purpose of this High-Level Design (HLD) Documents is to add necessary details to the current project description to represent a suitable for coding. This document is also intended to help detect contradictions before coding. And can be used as a reference manual for how the modules interact at a high level.

The HLD will be:

- Present all of the design aspects and define them in detail.
- Describe the user interface being implemented.
- Describe the needed Python libraries for the coding.
- Describe the performance requirements.
- Include design features and the architecture of the project.
- List and describe the non-functional attributes like:
 - Security
 - Reliability
 - Maintainability
 - Portability
 - Reusability
 - Application Compatibility
 - Resource Utilization
 - Serviceability

1.2 Scope

The HLD documentation presents the structure of the system, such as the database architecture, application architecture(layers), application flow (Navigation), and technology architecture, The HLD uses non-technical and mildly-technical terms which should be understandable to the administrators of the system

1.3 Definition

TERM	DESCRIPTION
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2. General Description

2.1 Product Perspective

The HR analytics-absenteeism is a tableau-based analysis of past absent record of employees which can be useful to act against any department employee based on his/her absent record. It will provide an output based on absent report throughout the year.

2.2 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. It is required to use analytics concept to provide a smooth monitoring of workforce for the HR department.

This analysis set is suitable for identifying pockets of absence in the organization. These pockets may require interventions. 'AbsentHour' will be used as a dependent variable. In addition, age and length of service may also be associated with absence.

2.3 Proposed Solution

Our approach is to provide HR department a solution analysing the past absent record of the employees. This analysis will help to predict the reason of these absence. Based on the solution department can take proper action on employees. Also, in future recruitment all the negative points raised in this analysis can be taken into consideration.

2.4 Data Requirements

The data is required for the building of the project is already available on the dashboard. The data is consisted of 8523 rows and various information about products like product id, product category, store id, store location, etc.

2.5 Tools Used

Tableau is used to analyse the data set and make the dashboard. GitHub is used for storing all files in order to accomplish easy access and efficient extraction.



2.6 Constraints

Tableau is a licensed tool. So organization needs to purchase tableau in order to view the results

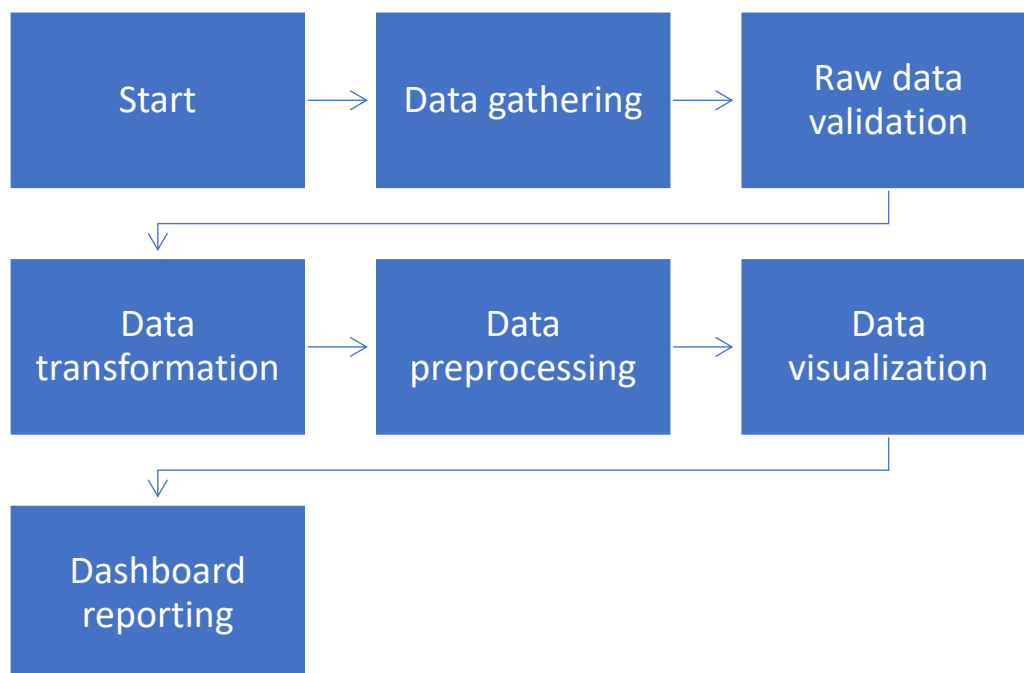
2.7 Assumptions

The main objective is to implement a dashboard that will do the absent analysis.

3. Design Details

3.1 Process Flow

The following process flow has been used for this project.



4. Performance

The absent analysis is solely dependent on various chart and graphs in tableau visualization tools. For graphical representation best graphs are charts are chosen.

4.1 Reusability

The sheet and dashboard created in tableau is reusable.

4.2 Application Compatibility

The file generated in tableau is compatible with any system having tableau desktop.

4.3 Resource Utilization

Our dashboard should utilize the given resources efficiently and effectively. It should use a optimal amount of internet to work. Our dashboard is designed to use less computational in order to make the application faster.

5. Deployment

For the deployment process, we will be using tableau desktop.



6. Conclusion

The HR absent analysis is for assisting HR department to analyse the average hour of absent among employees in any division or department. It helps to predict the reason for an employee getting absent. Also based on past data it helps to set the future recruitment policy.

7. Reference

Google image for collection the logos and images.

Sketch diagram for drawing the diagrams.