HR Analytics

Special Thanks to Codebasics for providing this real dataset

Outline
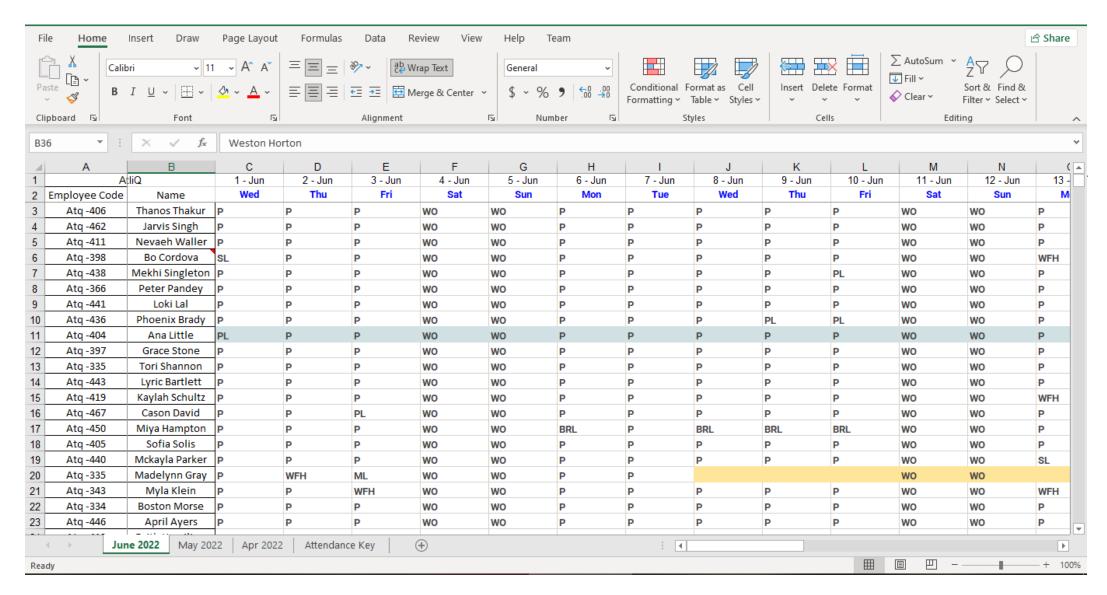
1. Client requirements

2. Data preprocessing

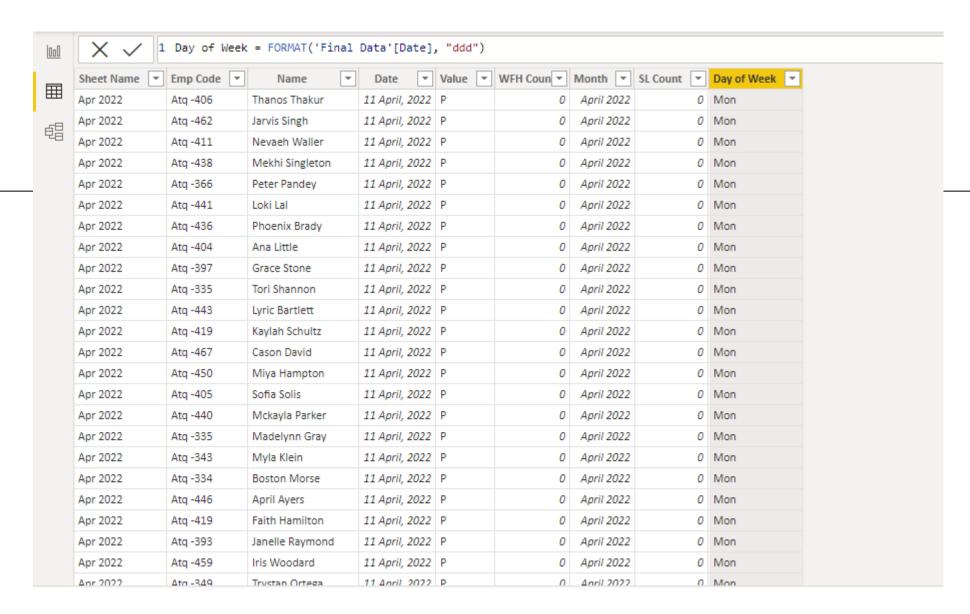3. Creating metrics

4. Visualizations

1. Client Requirements

1. Find the presence insight

2. Get know of working preference of the employees between WFO and WFH

3. Understanding the reason behind people taking sick leave

2. Data Preprocessing

Before doing the visualizations, we perform data transform in power query to combine all sheets and take only the data that we need.

B36 | Weston Horton

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1		AtliQ	1 - Jun	2 - Jun	3 - Jun	4 - Jun	5 - Jun	6 - Jun	7 - Jun	8 - Jun	9 - Jun	10 - Jun	11 - Jun	12 - Jun	13 -
2	Employee Code	Name	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	M
3	Atq -406	Thanos Thakur	P	P	P	WO	WO	P	P	P	P	P	WO	WO	P
4	Atq -462	Jarvis Singh	P	P	P	WO	WO	P	P	P	P	P	WO	WO	P
5	Atq -411	Nevaeh Waller	P	P	P	WO	WO	P	P	P	P	P	WO	WO	P
6	Atq -398	Bo Cordova	SL	P	P	WO	WO	P	P	P	P	P	WO	WO	WFH
7	Atq -438	Mekhi Singleton	P	P	P	WO	WO	P	P	P	P	PL	WO	WO	P
8	Atq -366	Peter Pandey	P	P	P	WO	WO	P	P	P	P	P	WO	WO	P
9	Atq -441	Loki Lal	P	P	P	WO	WO	P	P	P	P	P	WO	WO	P
10	Atq -436	Phoenix Brady	P	P	P	WO	WO	P	P	P	PL	PL	WO	WO	P
11	Atq -404	Ana Little	PL	P	P	WO	WO	P	P	P	P	P	WO	WO	P
12	Atq -397	Grace Stone	P	P	P	WO	WO	P	P	P	P	P	WO	WO	P
13	Atq -335	Tori Shannon	P	P	P	WO	WO	P	P	P	P	P	WO	WO	P
14	Atq -443	Lyric Bartlett	P	P	P	WO	WO	P	P	P	P	P	WO	WO	P
15	Atq -419	Kaylah Schultz	P	P	P	WO	WO	P	P	P	P	P	WO	WO	WFH
16	Atq -467	Cason David	P	P	PL	WO	WO	P	P	P	P	P	WO	WO	P
17	Atq -450	Miya Hampton	P	P	P	WO	WO	BRL	P	BRL	BRL	BRL	WO	WO	P
18	Atq -405	Sofia Solis	P	P	P	WO	WO	P	P	P	P	P	WO	WO	P
19	Atq -440	Mckayla Parker	P	P	P	WO	WO	P	P	P	P	P	WO	WO	SL
20	Atq -335	Madelynn Gray	P	WFH	ML	WO	WO	P	P				WO	WO	
21	Atq -343	Myla Klein	P	P	WFH	WO	WO	P	P	P	P	P	WO	WO	WFH
22	Atq -334	Boston Morse	P	P	P	WO	WO	P	P	P	P	P	WO	WO	P
23	Atq -446	April Ayers	P	P	P	WO	WO	P	P	P	P	P	WO	WO	P

June 2022　|　May 2022　|　Apr 2022　|　Attendance Key

Ready　　　　100%

Original Data in Excel

`1 Day of Week = FORMAT('Final Data'[Date], "ddd")`

Sheet Name	Emp Code	Name	Date	Value	WFH Coun	Month	SL Count	Day of Week
Apr 2022	Atq -406	Thanos Thakur	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -462	Jarvis Singh	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -411	Nevaeh Waller	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -438	Mekhi Singleton	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -366	Peter Pandey	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -441	Loki Lal	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -436	Phoenix Brady	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -404	Ana Little	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -397	Grace Stone	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -335	Tori Shannon	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -443	Lyric Bartlett	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -419	Kaylah Schultz	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -467	Cason David	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -450	Miya Hampton	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -405	Sofia Solis	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -440	Mckayla Parker	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -335	Madelynn Gray	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -343	Myla Klein	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -334	Boston Morse	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -446	April Ayers	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -419	Faith Hamilton	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -393	Janelle Raymond	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -459	Iris Woodard	11 April, 2022	P	0	April 2022	0	Mon
Apr 2022	Atq -349	Trystan Ortega	11 April, 2022	P	0	April 2022	0	Mon

Final Data Imported in Power BI

3. Metrics

Metrics is quantitative assessment that will help the client to make a decision.

91.83%
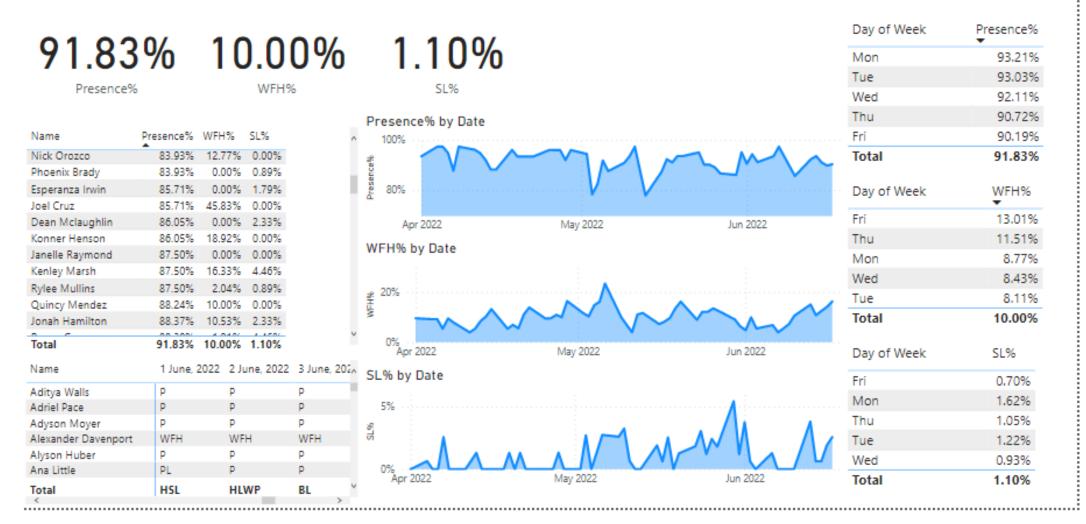Presence%

10.00%
WFH%

1.10%
SL%

Example of metrics

4. Visualizations

Dashboarding is process creating a visualizations of our metrics, which is an easy way for us to see the insight from our data.

Dashboarding