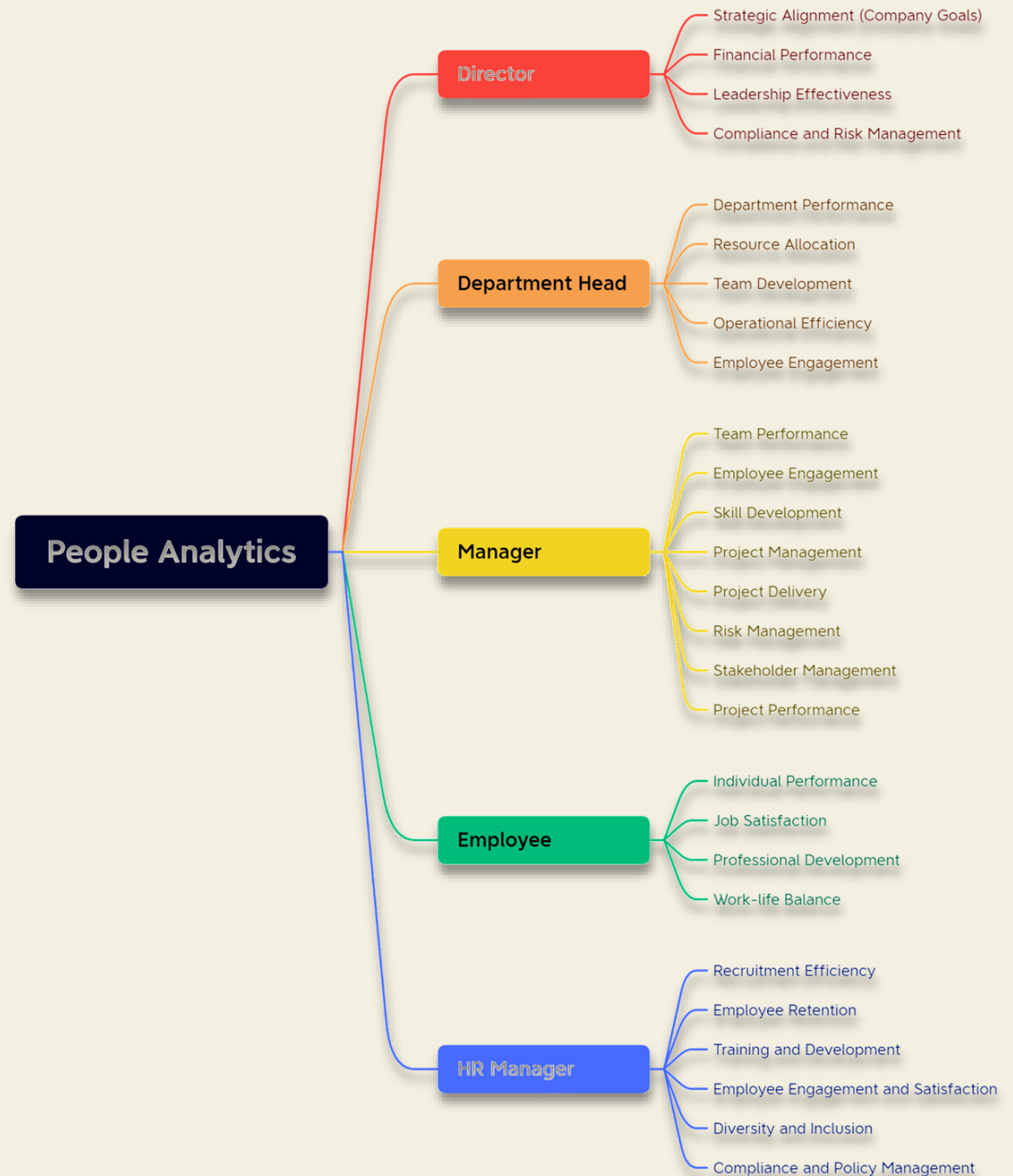MentorShip

Exam 2
Data Analytic

1. Topic
2. Layout
3. Scope

1. Topic

- Role:
  - Director
  - Department Head
  - Department Head
  - Department Head
 - HR Manager

1. Topic

- Layouts need to be displayed:
  - Summary: Total number of employees, Total number of departments, Total number of positions
  - Diversity: Gender ratio, Diversity index
  - Historical & Trend: Recruitment trend, Resignation trend
  - Employee Details: Name, Position, Department, Date of joining
  - Salary Analysis: Average salary, Salary distribution
  - Demography: Age distribution, Gender distribution
  - Performance Analysis: Average performance rating, Performance distribution
  - Training: Total number of training hours, Distribution of training hours
  - Leave Analysis: Total number of leave days, Leave days distribution
  - Absenteeism: Total number of absence days, Absence distribution
  - Termination Analysis: Total number of resignations, Reasons for resignation
  - Attrition Analysis: Attrition rate, Attrition trend
  - Attrition Prediction: Predicted attrition rate, Influencing factors
  - Employee Attrition: List of employees with attrition, Reasons for attrition.
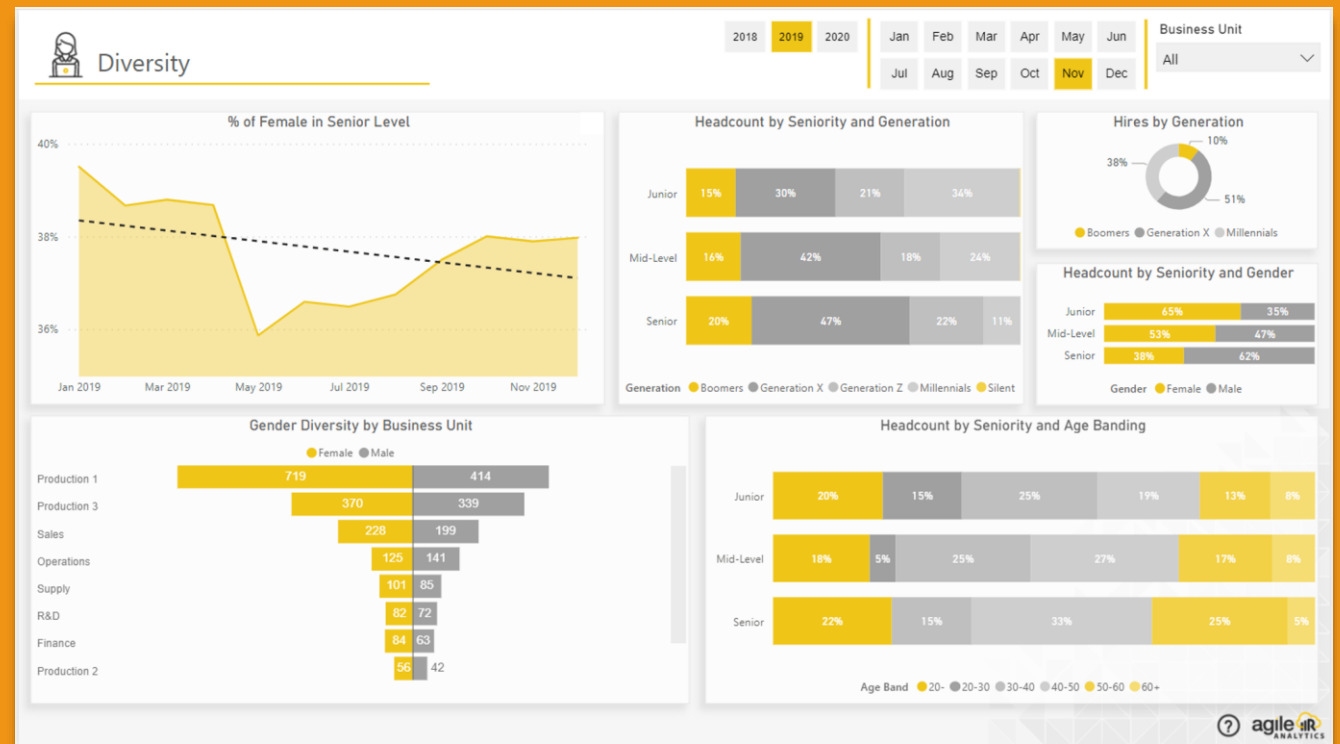
2.Layout

Summary:

- This layout provides a quick overview of the employee structure within the organization. It displays the total number of employees, total number of departments, and total number of positions. This information can give a snapshot of the size and structure of the organization.
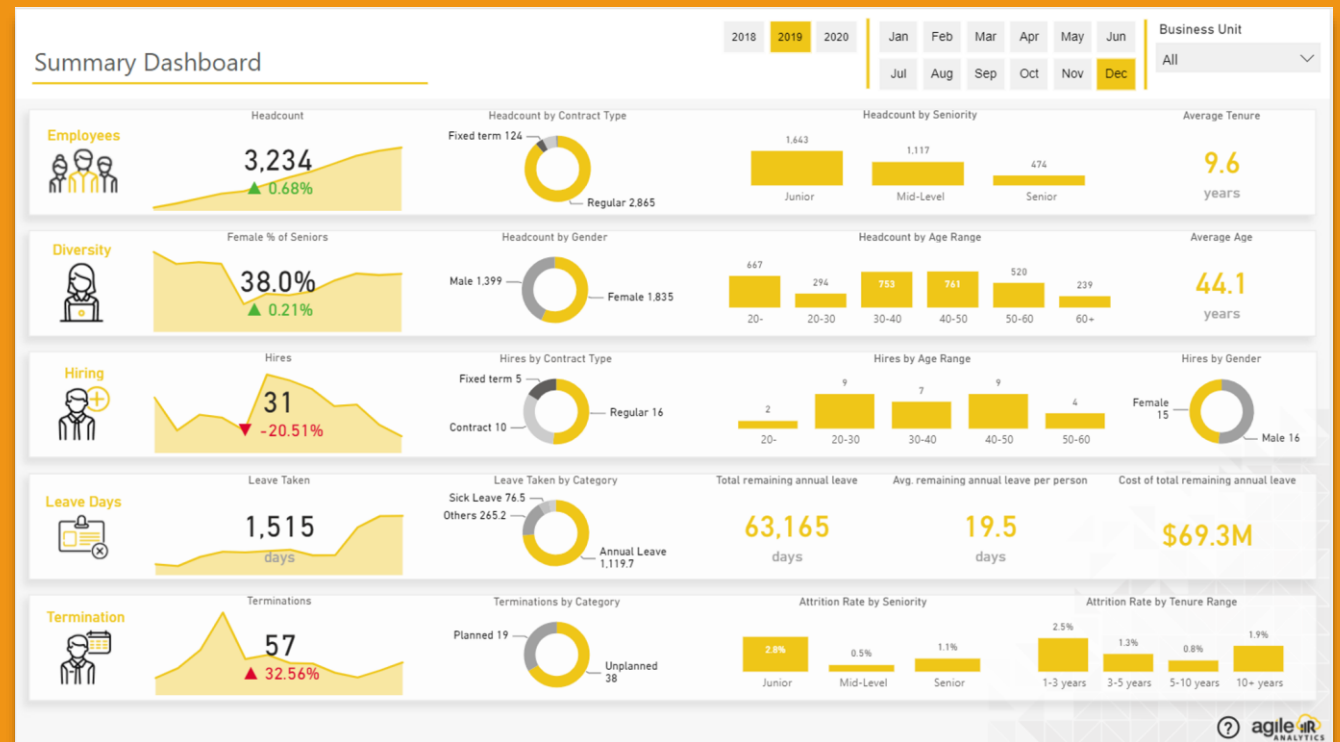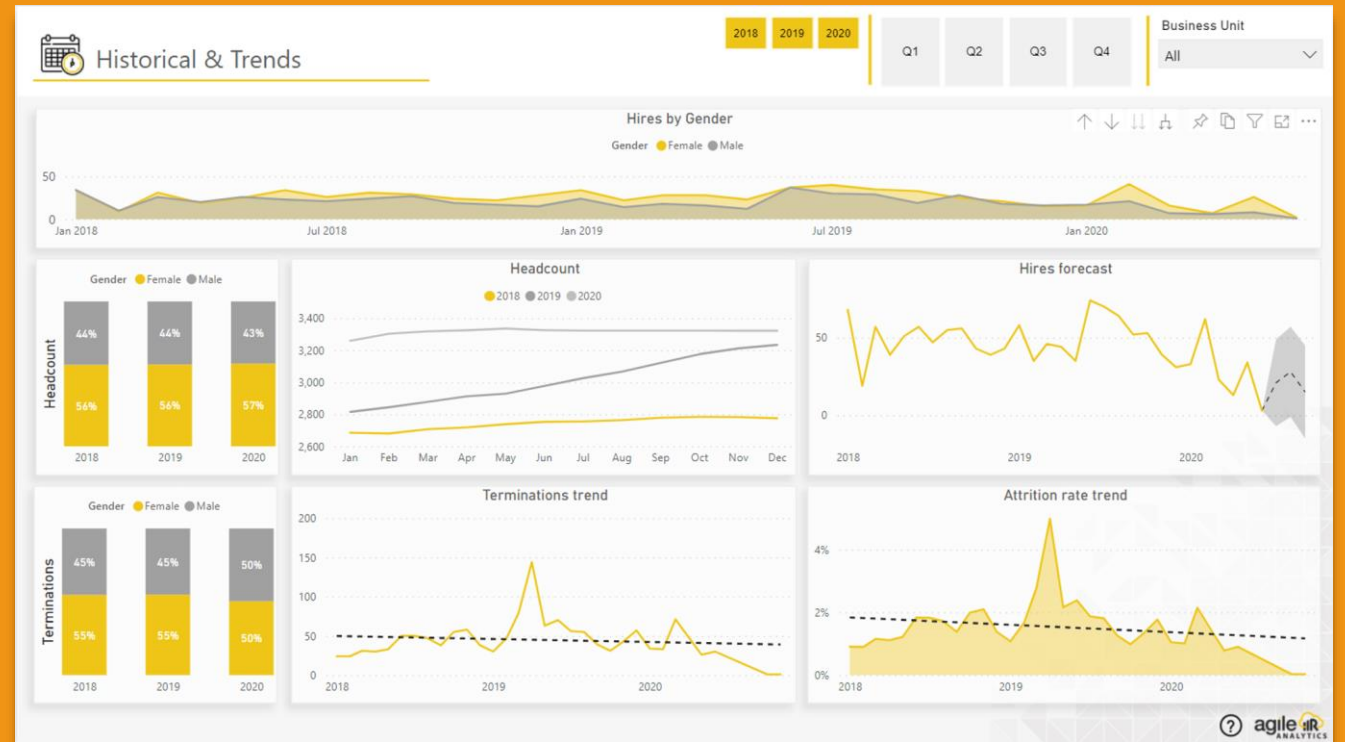
2.Layout

Diversity:

- This layout focuses on the diversity within the organization. It displays the gender ratio and diversity index. This information can provide insights into the gender balance within the organization and the level of diversity.
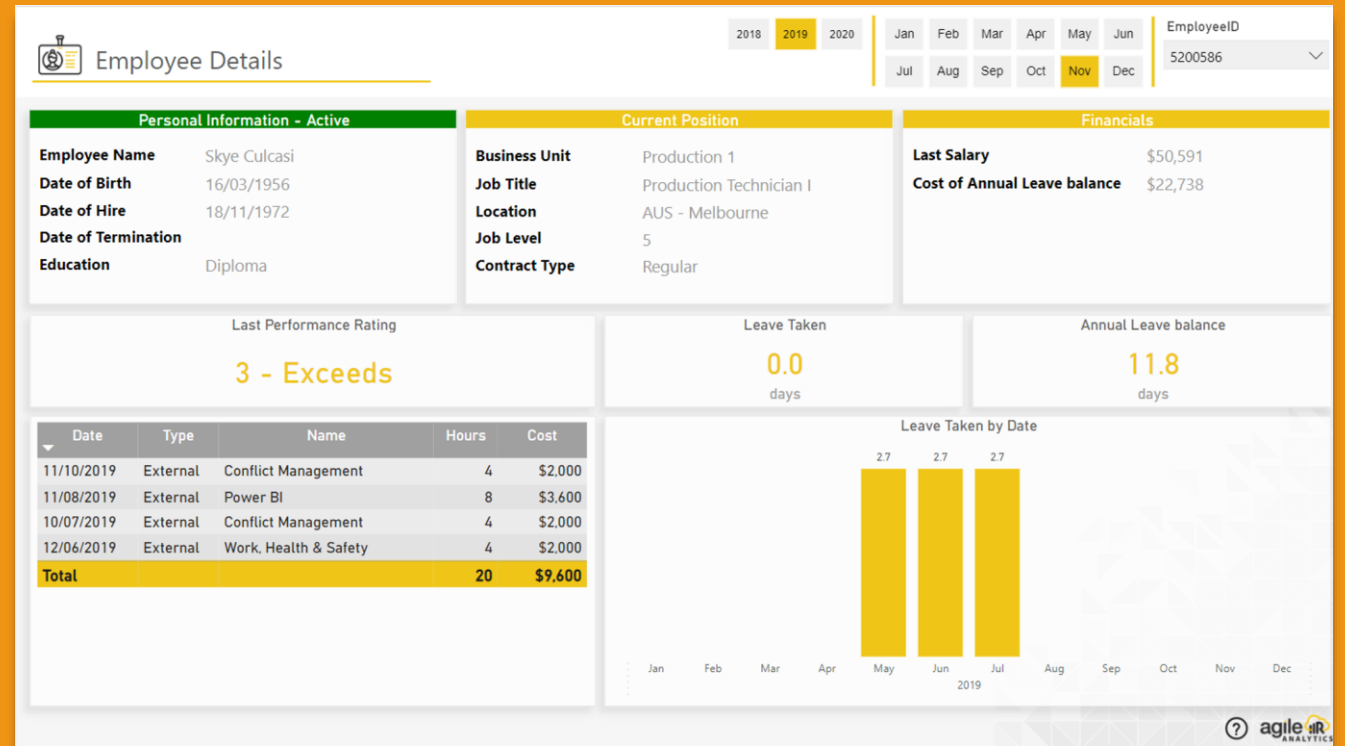
2.Layout

- Historical & Trends: This layout shows the recruitment trend and the trend of employees leaving the organization. This information can provide insights into the hiring and turnover patterns over time.

2.Layout

Employee Details:

- This layout provides detailed information about each employee, including their name, position, department, and date of employment. This information can be useful for understanding the background and role of each employee within the organization.
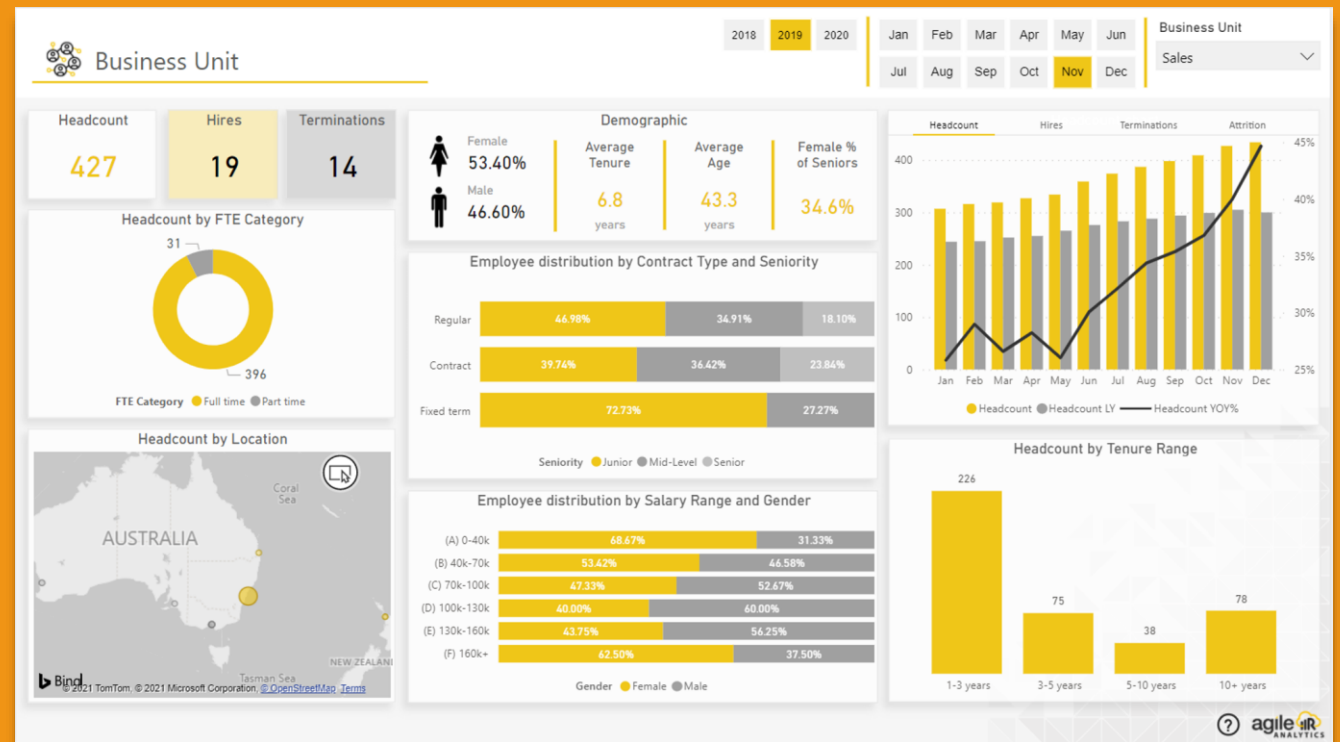
2.Layout

Salary Analysis:

- This layout shows the average salary and salary distribution. This information can provide insights into the compensation structure within the organization, including the average salary and how salaries are distributed among employees.

2.Layout

Demography:

- This layout shows the age and gender distribution of employees. This information can provide insights into the demographic makeup of the organization's workforce.
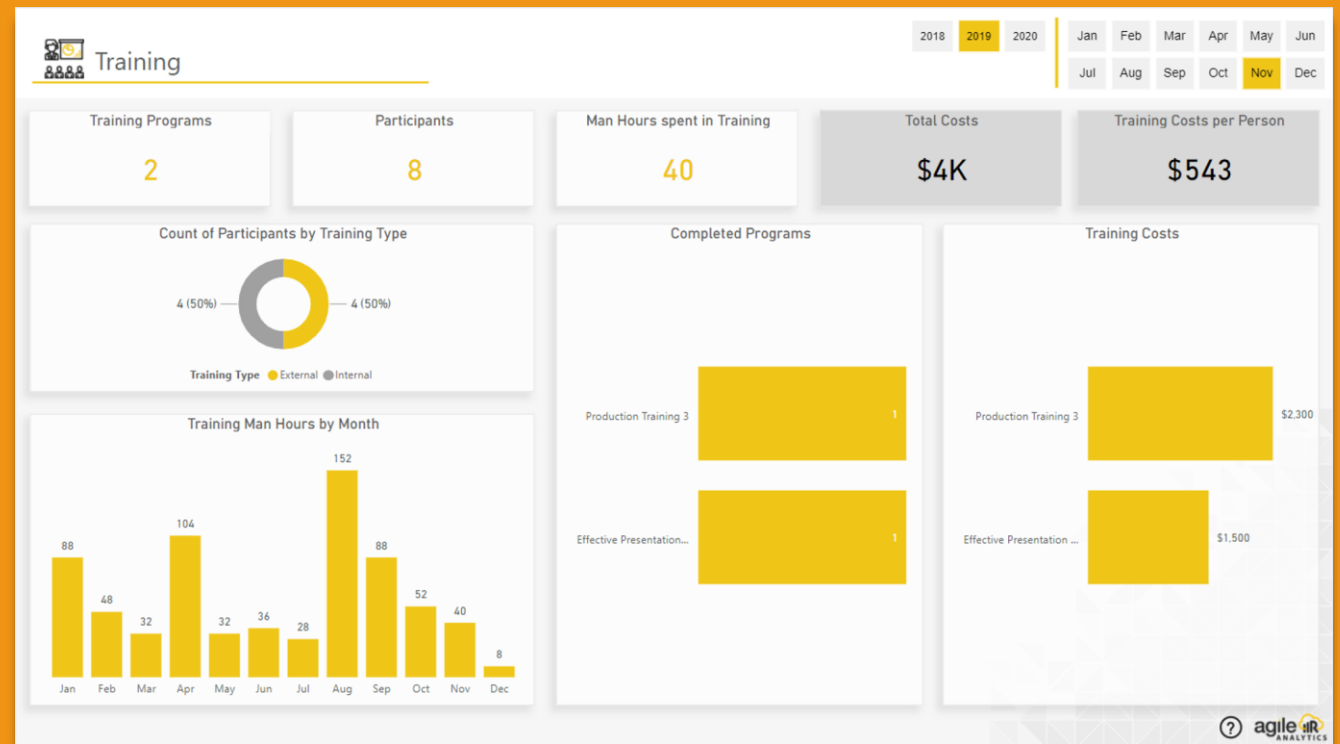
2.Layout

- Performance Analysis: This layout shows the average performance rating and the distribution of performance ratings. This information can provide insights into the performance levels within the organization, including the average performance and how performance varies among employees.
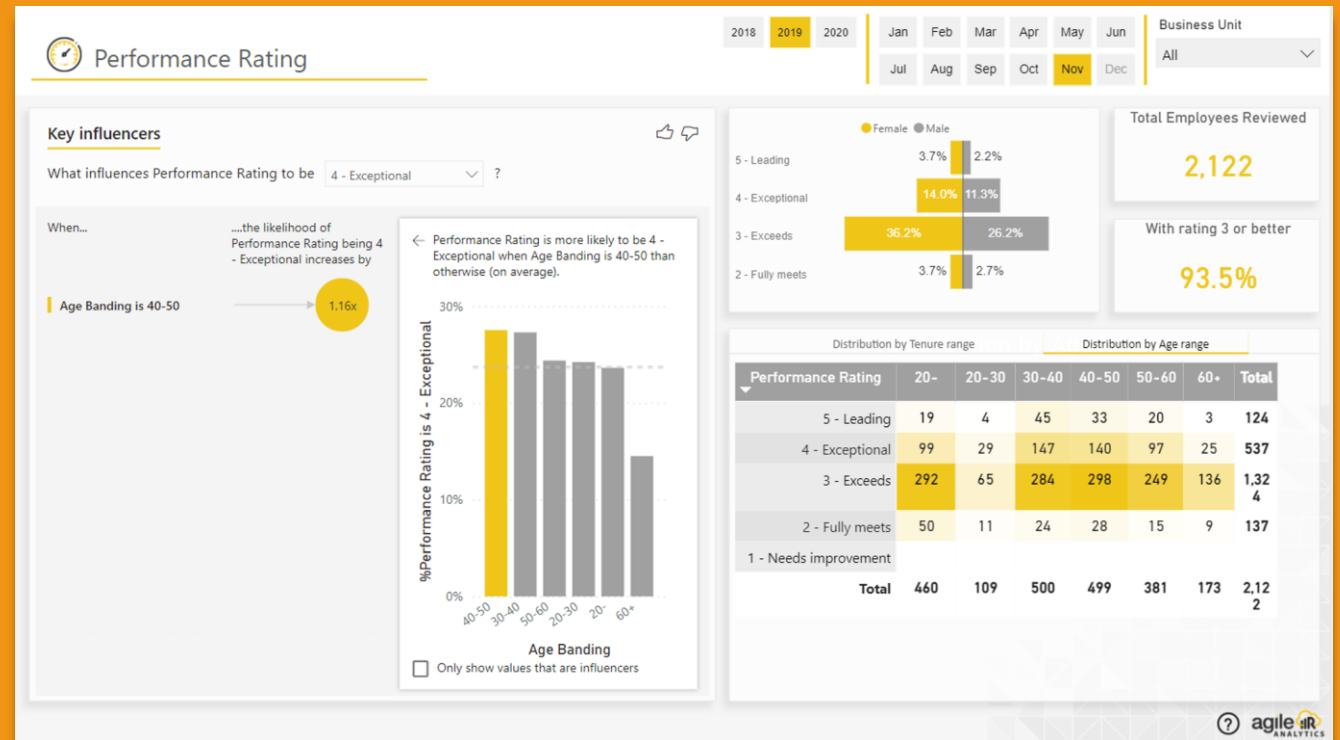
2.Layout

Training:

- This layout shows the total training hours and the distribution of training hours. This information can provide insights into the organization's training programs, including the total amount of training provided and how training hours are distributed among employees.
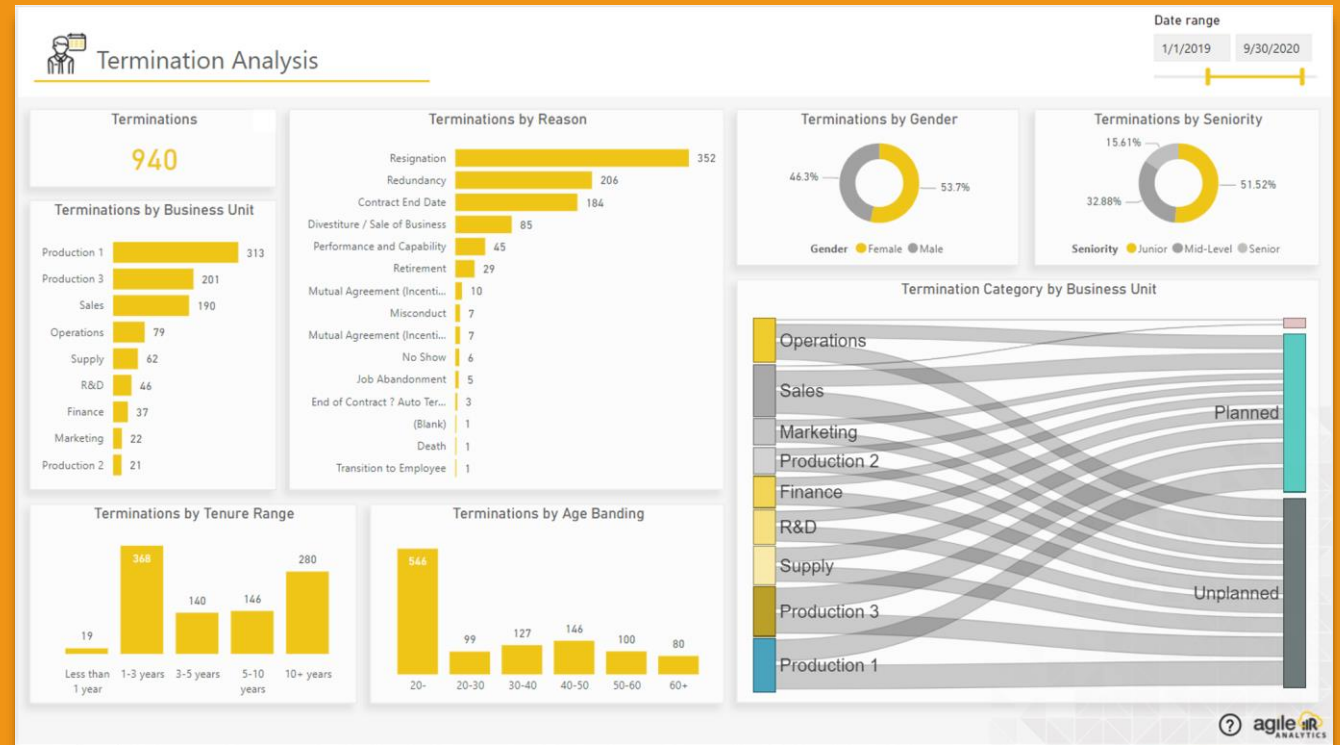
2.Layout

Leave Analysis:

- This layout shows the total number of leave days and the distribution of leave days. This information can provide insights into leave patterns within the organization, including the total amount of leave taken and how leave days are distributed among employees.
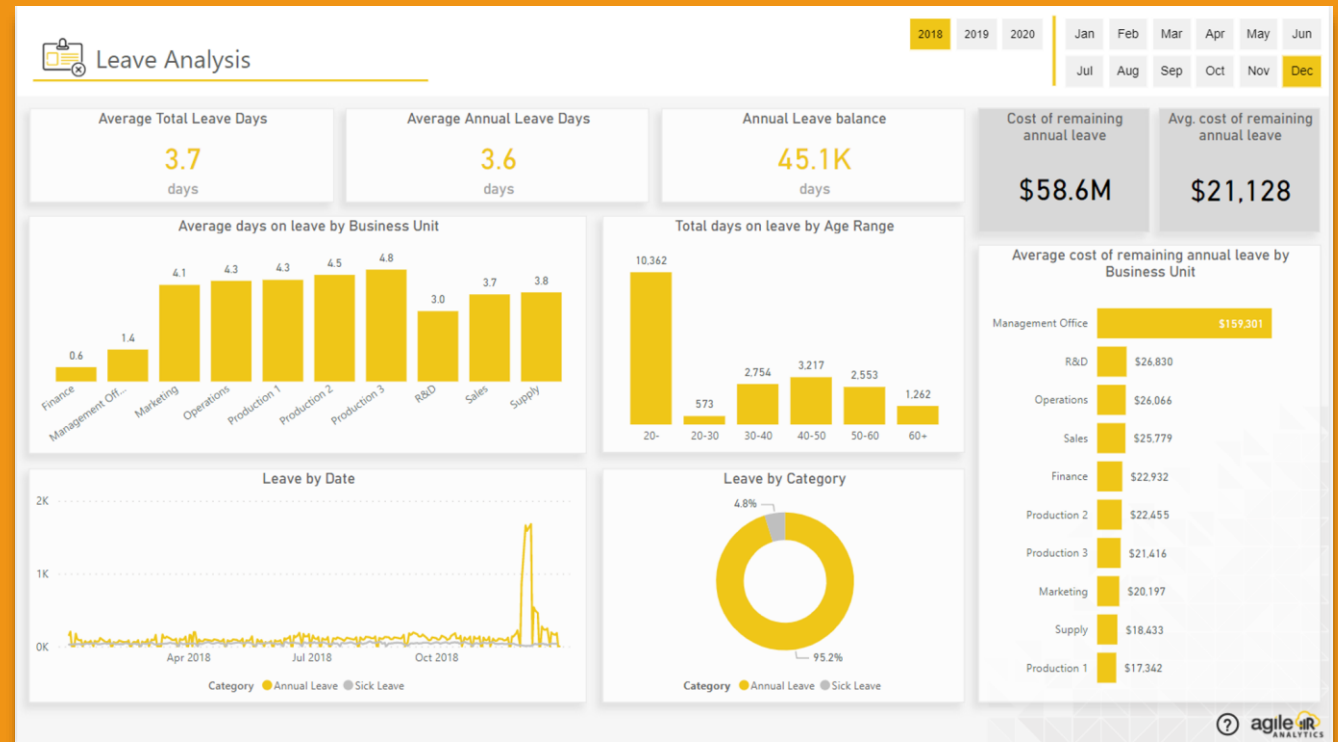
2.Layout

Absenteeism:

- This layout shows the total number of absenteeism days and the distribution of absenteeism days. This information can provide insights into absenteeism patterns within the organization, including the total amount of absenteeism and how absenteeism varies among employees.
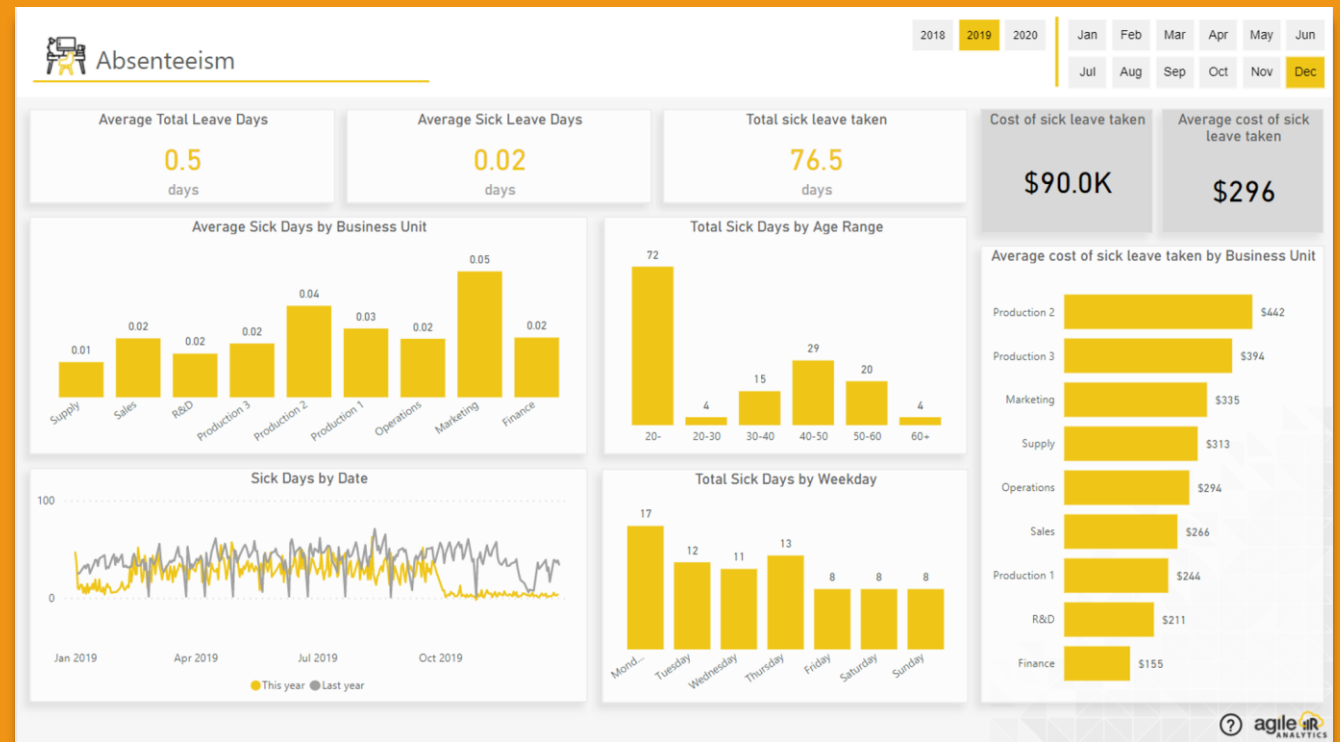
2.Layout

- Termination Analysis: This layout shows the total number of terminations and the reasons for termination. This information can provide insights into the reasons why employees are leaving the organization.

2.Layout

- Attrition Analysis: This layout shows the attrition rate and attrition trend. This information can provide insights into the level and trend of attrition within the organization.
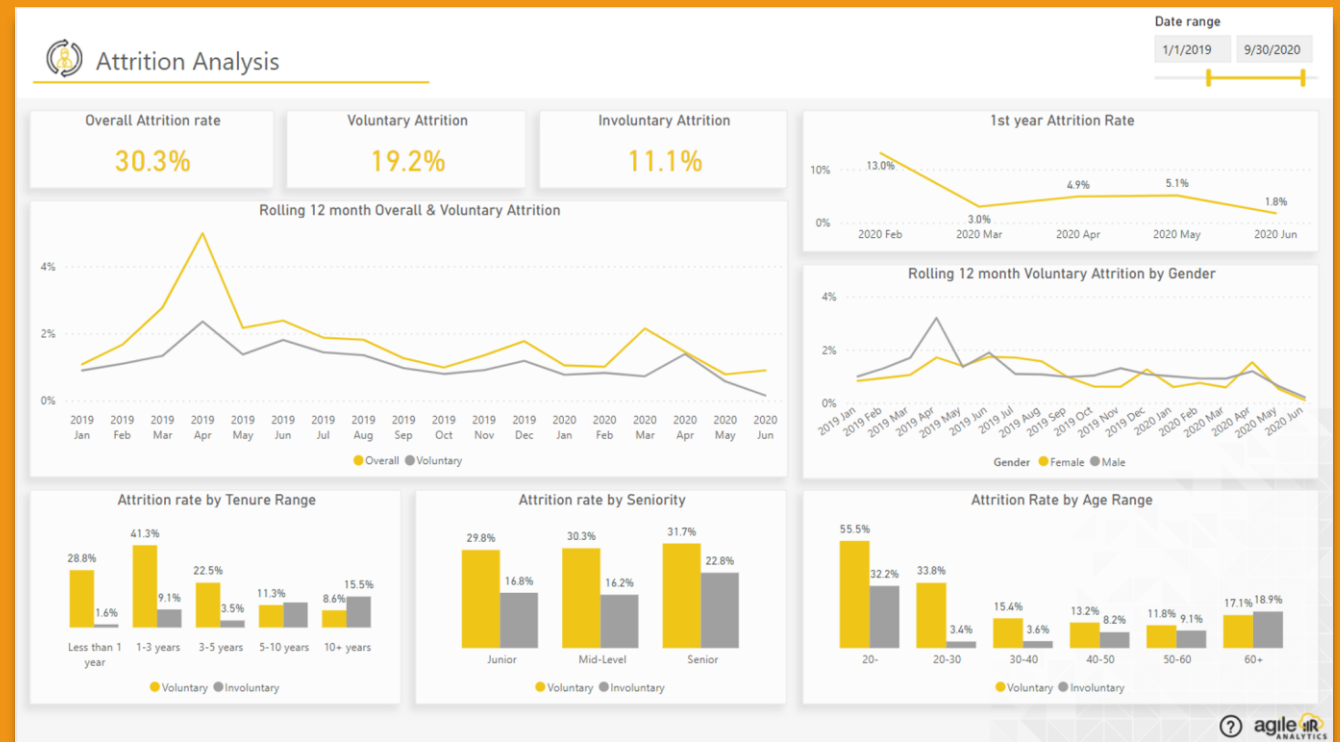
2.Layout

- Attrition Prediction: This layout shows the predicted attrition rate and the factors influencing attrition. This information can provide insights into the predicted level of attrition and the factors that may be influencing attrition.

2.Layout

- Employee Attrition: This layout shows the list of employees who have left the organization and the reasons for their attrition. This information can provide insights into the employees who are leaving and their reasons for leaving.
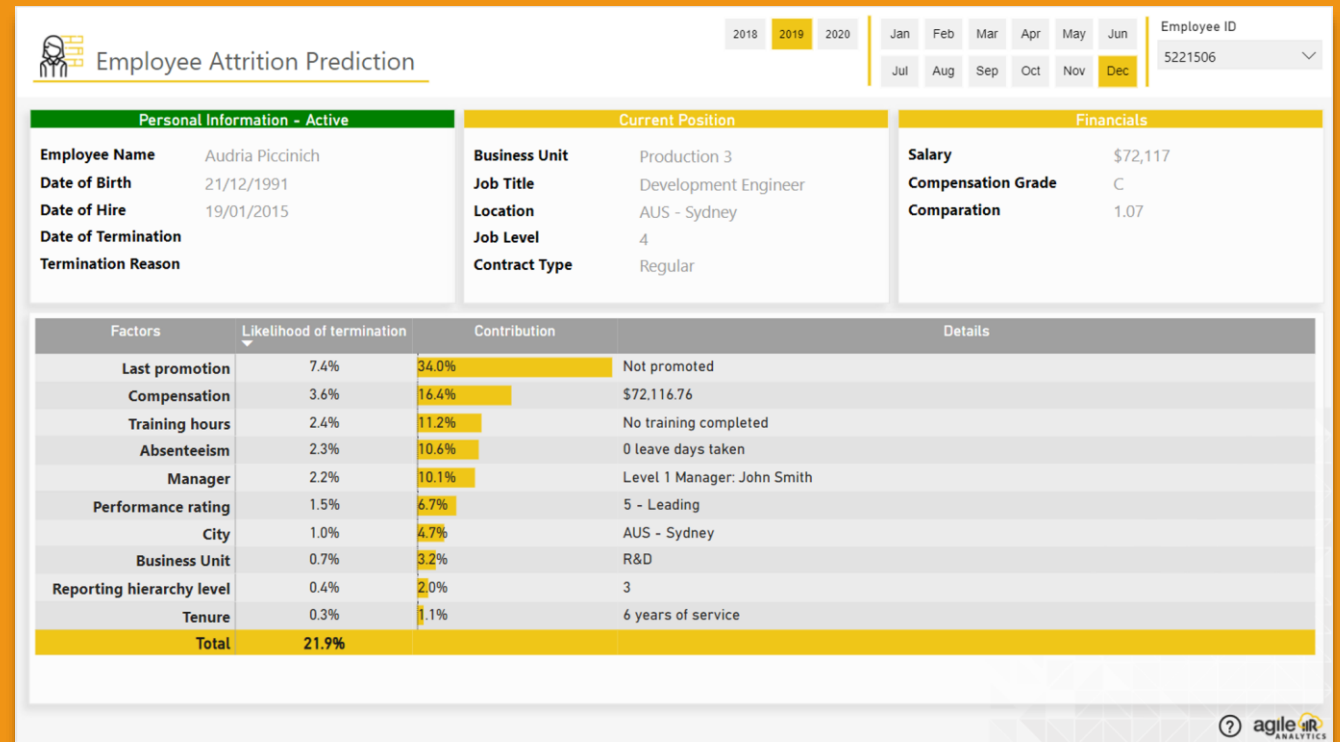
3. Scope

- Director: All layouts
- Department: There is no right to see the Attrition prediction.
- Manager: There is no right to see the prediction of Attrition and Attrition staff.
- Employee: Can see: Summary, Diversity, Historical & Trend, Details of their own staff, Training, Leave Analysis, Absent of yourself.
- HR Manager: There is no right to see the Attrition prediction.