AtliQ's workforce insights

HR Analytics Using Power BI

Project Done By
K SRI VENKATESH

An interactive dashboard for AtliQ's workforce insights

PROBLEM STATEMENT:

This dashboard helps Atliq track and analyze employee attendance, both in-office and work-from-home (WFH). It provides insights into employee attendance trends, including sick leave (SL) percentages over the April, May, June months. By showing attendance patterns week by week, it helps identify which weeks have the highest attendance and which have the highest sick leave occurrences. This information enables Atliq to pinpoint areas where attendance could be improved and take proactive steps to address any issues.

MY QUESTIONS THAT USER ASK TO ME :

My overall questions that the user ask to me

Question 1 : Attendance Percentage of Three Months: What is the attendance percentage of the last three months (April 2022, May 2022, June 2022)?

Question 2 : Highest Priority Choice: What is the highest percentage of employees choosing their priority at field (Office or WFH)?

Question 3 : Attendance Bonus: Which employees have the highest attendance percentage and are eligible for presenting a bonus at the upcoming months?

Question 4 : Daily Attendance Key: What is the key used to present attendance for each day for an employee who submits their work on a daily basis and takes leave?

Question 5 : Weekday Attendance Trend: What is the trend on only weekdays attendance in our company, and which weekday has the highest employee strength?

Question 6 : WFH Weekday Attendance Trend: What is the trend on only weekdays attendance for employees who work from home, and which weekday has the highest employee strength?

Question 7 : Sick Leave Weekday Attendance Trend: What is the trend on only weekdays attendance for employees who take sick leave, and which weekday has the highest employee strength?

Getting data from :- https://codebasics.io/resources/resume-project-data-analytics

AtliQ's workforce insights Over all attendance percentage :

AtliQ's workforce insights provide an overview of the overall attendance percentage, which is a key metric to assess employee presence and engagement.

- Overall Attendance Percentage: 93.03%
  - This high attendance rate indicates strong employee presence and participation.

- Work From Home (WFH) Status: 8.11%
  - A small portion of the workforce is utilizing the WFH option, highlighting flexibility in working arrangements.

- Sick Leave (SL) Percentage: 1.22%
  - A low sick leave percentage suggests a healthy workforce, with minimal disruptions due to illness.

These insights help AtliQ monitor attendance trends and identify opportunities for improvement in employee management strategies.

File Link :- HR Analytics: Overall Attendance Pecentage

AtliQ's workforce insights Work From Home attendance percentage:

AtliQ's workforce insights on Work From Home (WFH) attendance for the second quarter of 2022 reveal the following:

- April 2022 WFH Percentage: 9.08% (Lowest)

- May 2022 WFH Percentage: 11.23% (Highest)

- June 2022 WFH Percentage: 9.44%

The highest WFH attendance was in May, while April saw the lowest. These trends can help AtliQ identify potential factors influencing remote work during this period.

File Link :- HR Analytics: Work From Home percentage

AtliQ's workforce insights Sick Leave attendance percentage:

AtliQ's workforce insights on Sick Leave (SL) percentages for the second quarter of 2022 reveal the following:

- April 2022 SL Percentage: 0.43% (Lowest)

- May 2022 SL Percentage: 1.68% (Highest)

- June 2022 SL Percentage: 1.18%

The highest SL percentage occurred in May, while April had the lowest, indicating a notable spike in sick leaves during May.

File Link : HR Analytics: Sick Leave Percentage

Here The Solutions of all Questions:

To increase employee attendance percentage, AtliQ can implement the following strategies:

1. Flexible Work Arrangements:

   - Offer flexible hours or hybrid work models (combining in-office and WFH) to boost morale and reduce absenteeism.

2. Health and Wellness Programs:

   - Introduce health initiatives, such as fitness programs, mental health support, and regular health checkups, to minimize sick leaves and improve overall well-being.

3. Attendance Incentives:

   - Provide rewards or recognition for consistent attendance (e.g., bonuses, extra leave days) to motivate employees to maintain high attendance.

4. Clear Leave Policies:

   - Ensure clear communication of leave policies and encourage responsible leave usage. Educate employees on the importance of attendance for team productivity.

5. Improve Work Environment:

- Create a positive and engaging office environment by enhancing amenities, fostering a collaborative culture, and ensuring work-life balance, making employees more inclined to work from the office.

6. Employee Engagement and Feedback:

- Conduct regular surveys to understand any underlying reasons for absenteeism and address concerns. Engaged employees tend to have better attendance.

7. Address Workload and Stress:

- Reduce excessive workloads and prevent burnout by ensuring fair task distribution and providing time management support.

8. Track and Monitor Attendance:

- Utilize attendance tracking systems to identify patterns in absenteeism and address them early by providing support or solutions where needed.

Project Result :-

Absolutely! By integrating these strategies, AtliQ can build a more supportive and motivating work environment.

This approach will not only encourage higher attendance but also enhance overall employee satisfaction.

With a motivated and engaged workforce, the company will be better equipped to handle increased workloads and achieve ambitious targets.