HR ANALYTICS DASHBOARD

USING POWER BI BY VIDISHA KEDIA

BACKGROUND OF THE PROJECT

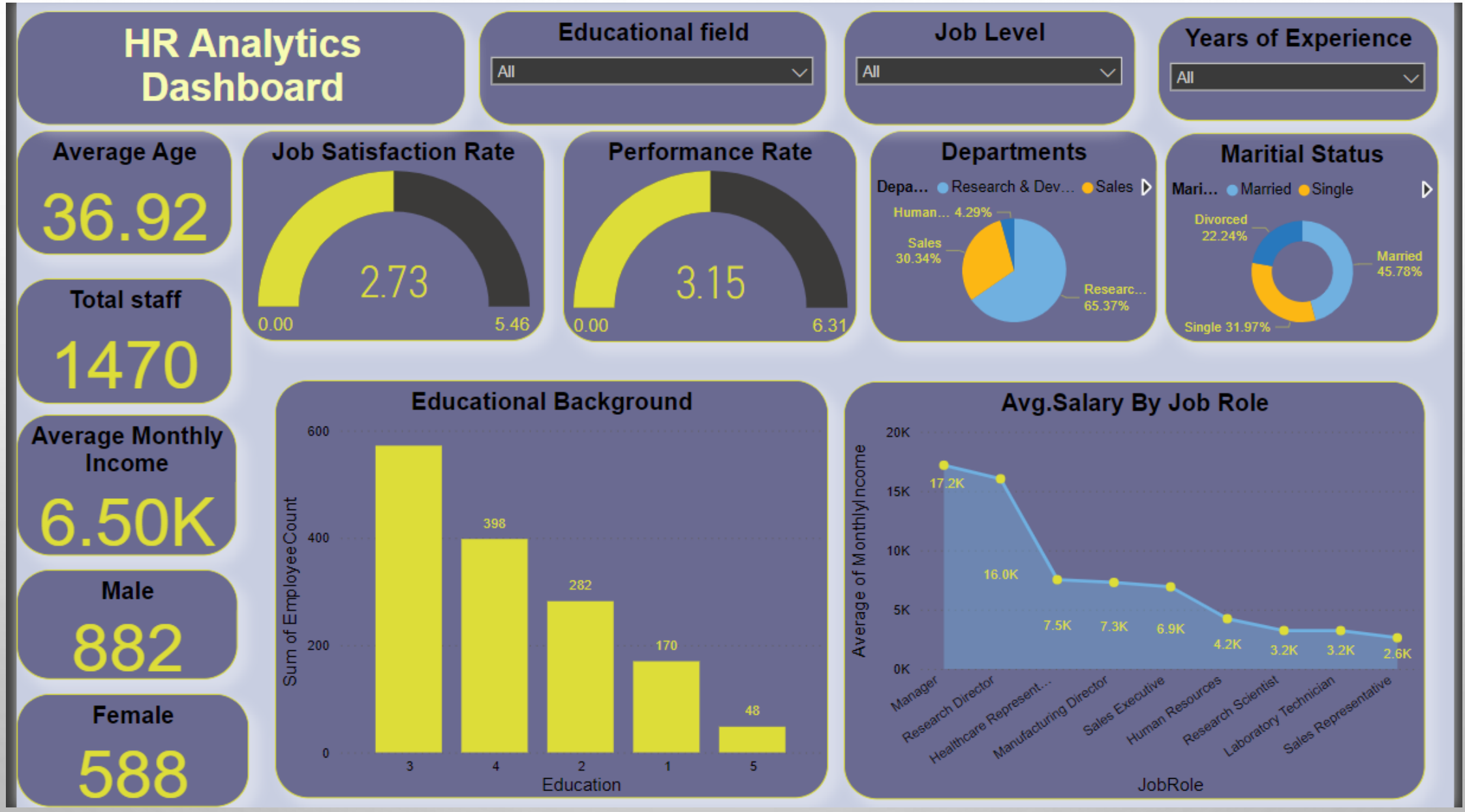
PURPOSE OF THE GLOBAL SUPERSTORE DASHBOARD

- THE PURPOSE OF AN HR ANALYTICS DASHBOARD IS TO PROVIDE HR PROFESSIONALS WITH INSIGHTS INTO THEIR WORKFORCE AND HELP THEM MAKE DATA-DRIVEN DECISIONS.
- THE HR TEAM CAN USE THE DASHBOARD TO IDENTIFY DEPARTMENTS WITH HIGH TURNOVER RATES, OR TO SEE IF THERE IS A CORRELATION BETWEEN EMPLOYEE ENGAGEMENT AND PERFORMANCE.

OBJECTIVE

THE DASHBOARD CAN BE USED TO TRACK KEY METRICS SUCH AS:

- EMPLOYEE TURNOVER RATES
- EMPLOYEE ENGAGEMENT LEVELS
- TIME TO HIRE
- TRAINING COSTS
- COMPENSATION AND BENEFITS TRENDS
- DIVERSITY AND INCLUSION METRICS
- THE DASHBOARD CAN ALSO BE USED TO DRILL DOWN INTO SPECIFIC DATA POINTS TO IDENTIFY TRENDS AND PATTERNS.


HR Analytics Dashboard
Educational field
All
Job Level
All
Years of Experience
All
Average Age
36.92
Total staff
1470
Average Monthly Income
6.50K
Male
882
Female
588
Job Satisfaction Rate
2.73
0.00
5.46
Performance Rate
3.15
0.00
6.31
Departments
Depa... Research & Dev... Sales
Human... 4.29%
Sales 30.34%
Researc... 65.37%
Maritial Status
Mari... Married Single
Divorced 22.24%
Married 45.78%
Single 31.97%
Educational Background
Sum of EmployeeCount
600
400
200
0
398
282
170
48
3
4
2
1
5
Education
Avg.Salary By Job Role
Average of MonthlyIncome
20K
15K
10K
5K
0K
17.2K
16.0K
7.5K
7.3K
6.9K
4.2K
3.2K
3.2K
2.6K
Manager
Research Director
Healthcare Represent...
Manufacturing Director
Sales Executive
Human Resources
Research Scientist
Laboratory Technician
Sales Representative
JobRole

HR Analytics Dashboard

Age band: All

Department: All

Experience With Current Managers: All

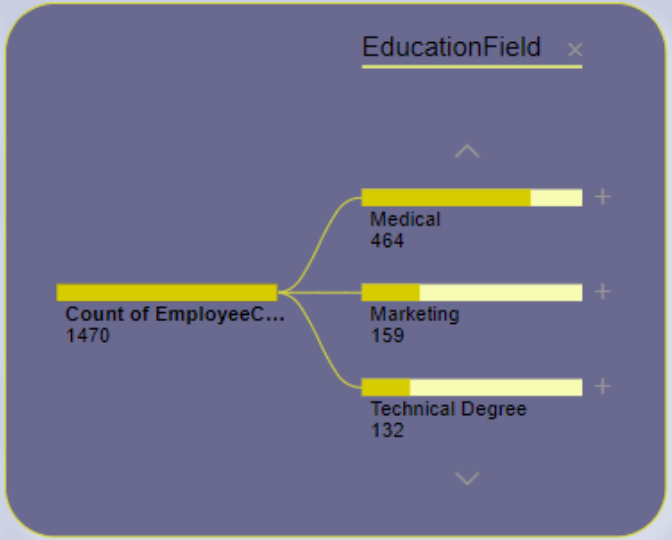
Work Life Balance
2.76

Environment Satisfaction
2.72

Hourly Rate
65.89

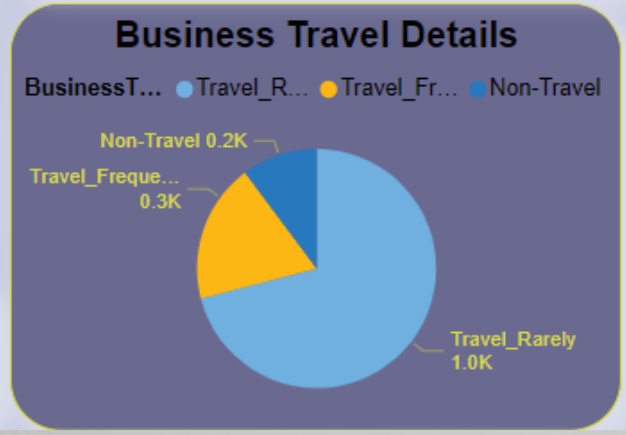
Daily Rate
802.49

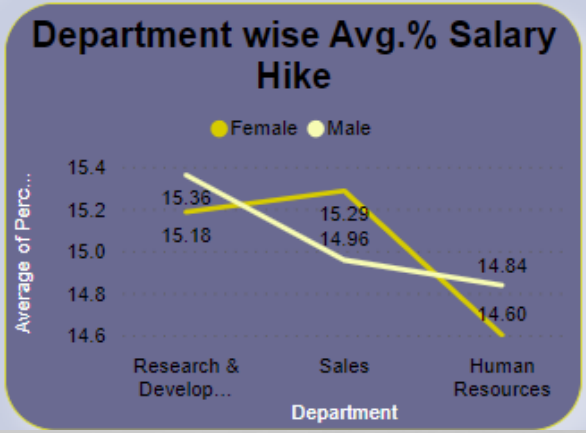
Monthly Rate
14.31K

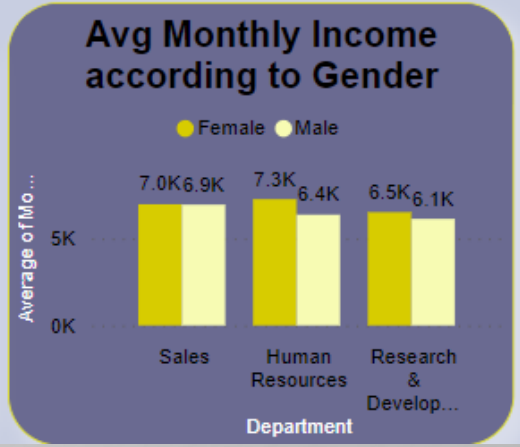


Department wise Trainings

TrainingTimesLastYear	Human Resources	Research & Development	Sales	Total
0	3	38	13	54
1	5	46	20	71
2	25	368	154	547
3	20	302	169	491
4	5	86	32	123
5	4	74	41	119
6	1	47	17	65
Total	63	961	446	1470







PROJECT LEARNINGS

A POWER BI HR ANALYTICS DASHBOARD CAN PROVIDE A VARIETY OF INSIGHTS INTO THE WORKFORCE, SUCH AS:

- **EMPLOYEE TURNOVER RATES**: THE DASHBOARD CAN SHOW HOW TURNOVER RATES VARY BY DEPARTMENT, JOB TITLE, AGE GROUP, AND OTHER FACTORS. THIS INFORMATION CAN BE USED TO IDENTIFY AREAS WHERE THE COMPANY IS LOSING EMPLOYEES AND TO DEVELOP STRATEGIES TO REDUCE TURNOVER.
- **EMPLOYEE ENGAGEMENT LEVELS:** THE DASHBOARD CAN SHOW HOW EMPLOYEE ENGAGEMENT LEVELS VARY BY DEPARTMENT, JOB TITLE, AND OTHER FACTORS. THIS INFORMATION CAN BE USED TO IDENTIFY AREAS WHERE EMPLOYEES ARE LESS ENGAGED AND TO DEVELOP STRATEGIES TO IMPROVE EMPLOYEE MORALE AND SATISFACTION.
- **TIME TO HIRE:** THE DASHBOARD CAN SHOW HOW LONG IT TAKES TO HIRE FOR DIFFERENT POSITIONS. THIS INFORMATION CAN BE USED TO IDENTIFY AREAS WHERE THE HIRING PROCESS CAN BE STREAMLINED.
- **TRAINING COSTS:** THE DASHBOARD CAN SHOW HOW MUCH THE COMPANY SPENDS ON TRAINING FOR DIFFERENT DEPARTMENTS AND JOB TITLES. THIS INFORMATION CAN BE USED TO ENSURE THAT TRAINING RESOURCES ARE BEING USED EFFECTIVELY.
- **COMPENSATION AND BENEFITS TRENDS**: THE DASHBOARD CAN SHOW HOW THE COMPANY'S COMPENSATION AND BENEFITS PACKAGES COMPARE TO OTHER COMPANIES IN THE INDUSTRY. THIS INFORMATION CAN BE USED TO ENSURE THAT THE COMPANY IS OFFERING COMPETITIVE COMPENSATION AND BENEFITS.
- **DIVERSITY AND INCLUSION METRICS:** THE DASHBOARD CAN SHOW THE COMPANY'S DIVERSITY AND INCLUSION METRICS, SUCH AS THE PERCENTAGE OF WOMEN AND MINORITIES IN THE WORKFORCE. THIS INFORMATION CAN BE USED TO SET DIVERSITY AND INCLUSION GOALS AND TO TRACK THE COMPANY'S PROGRESS TOWARDS MEETING THOSE GOALS.

HERE ARE SOME SPECIFIC EXAMPLES OF INSIGHTS THAT CAN BE GAINED FROM A POWER BI HR ANALYTICS DASHBOARD:

- THE DASHBOARD CAN SHOW WHICH DEPARTMENTS HAVE THE HIGHEST TURNOVER RATES. ONCE THE COMPANY HAS IDENTIFIED THESE DEPARTMENTS, THEY CAN INVESTIGATE THE ROOT CAUSES OF THE TURNOVER AND DEVELOP STRATEGIES TO REDUCE IT.
- THE DASHBOARD CAN SHOW WHICH EMPLOYEE DEMOGRAPHICS ARE MOST LIKELY TO LEAVE THE COMPANY. THIS INFORMATION CAN BE USED TO DEVELOP TARGETED RETENTION PROGRAMS.
- THE DASHBOARD CAN SHOW WHICH TRAINING PROGRAMS ARE MOST EFFECTIVE AT IMPROVING EMPLOYEE PERFORMANCE. THIS INFORMATION CAN BE USED TO ALLOCATE TRAINING RESOURCES MORE EFFECTIVELY.
- THE DASHBOARD CAN SHOW WHICH DEPARTMENTS HAVE THE HIGHEST COMPENSATION COSTS. THIS INFORMATION CAN BE USED TO IDENTIFY AREAS WHERE THE COMPANY CAN SAVE MONEY ON COMPENSATION.
- THE DASHBOARD CAN SHOW WHICH DEPARTMENTS HAVE THE LOWEST DIVERSITY SCORES. THIS INFORMATION CAN BE USED TO DEVELOP PROGRAMS AND INITIATIVES TO PROMOTE DIVERSITY AND INCLUSION IN THE WORKPLACE.

DASHBOARD INSIGHTS(1ST IMAGE)

HERE ARE SOME SPECIFIC EXAMPLES OF HOW THE COMPANY COULD USE THE INSIGHTS FROM THE DASHBOARD:

- **EMPLOYEE AGE DISTRIBUTION:** THE AVERAGE AGE OF EMPLOYEES IS 36.92 YEARS. THE MAJORITY OF EMPLOYEES (65.37%) ARE BETWEEN THE AGES OF 25 AND 34.
- **JOB SATISFACTION:** THE OVERALL JOB SATISFACTION RATE IS 89.3%. THE HIGHEST JOB SATISFACTION RATES ARE AMONG EMPLOYEES IN THE SALES AND RESEARCH & DEVELOPMENT DEPARTMENTS.
- **PERFORMANCE:** THE AVERAGE PERFORMANCE RATING IS 4.29 OUT OF 5. THE HIGHEST PERFORMANCE RATINGS ARE AMONG EMPLOYEES IN THE SALES AND RESEARCH & DEVELOPMENT DEPARTMENTS.
- **EDUCATIONAL BACKGROUND:** THE MAJORITY OF EMPLOYEES (58.8%) HAVE A BACHELOR'S DEGREE OR HIGHER. THE MOST COMMON EDUCATIONAL BACKGROUNDS ARE ENGINEERING (22.24%) AND BUSINESS (17.73%).
- THESE INSIGHTS CAN BE USED TO IMPROVE THE COMPANY'S WORKFORCE IN A NUMBER OF WAYS. FOR EXAMPLE, THE COMPANY COULD DEVELOP TARGETED PROGRAMS TO IMPROVE EMPLOYEE SATISFACTION AND PERFORMANCE IN THE DEPARTMENTS WITH THE LOWEST RATINGS. THE COMPANY COULD ALSO INVEST IN TRAINING AND DEVELOPMENT PROGRAMS TO HELP EMPLOYEES ADVANCE THEIR CAREERS.
- THE COMPANY COULD DEVELOP A MENTORSHIP PROGRAM TO PAIR NEW EMPLOYEES WITH EXPERIENCED EMPLOYEES IN THE SAME DEPARTMENT. THIS WOULD HELP NEW EMPLOYEES LEARN THE ROPES AND GET UP TO SPEED MORE QUICKLY.
- THE COMPANY COULD OFFER MORE TRAINING AND DEVELOPMENT OPPORTUNITIES TO EMPLOYEES IN THE DEPARTMENTS WITH THE LOWEST PERFORMANCE RATINGS. THIS WOULD HELP EMPLOYEES IMPROVE THEIR SKILLS AND KNOWLEDGE.
- THE COMPANY COULD OFFER MORE COMPETITIVE SALARIES AND BENEFITS TO EMPLOYEES IN THE DEPARTMENTS WITH THE HIGHEST TURNOVER RATES. THIS WOULD HELP THE COMPANY RETAIN ITS TOP TALENT.

DASHBOARD INSIGHTS(2ND IMAGE)

- **EMPLOYEE TURNOVER:** THE OVERALL EMPLOYEE TURNOVER RATE IS 12.3%. THE HIGHEST TURNOVER RATES ARE IN THE SALES AND MARKETING DEPARTMENTS.
- **TIME TO HIRE:** THE AVERAGE TIME TO HIRE IS 30 DAYS. THE LONGEST TIME TO HIRE IS IN THE ENGINEERING DEPARTMENT.
- **EMPLOYEE ENGAGEMENT:** THE OVERALL EMPLOYEE ENGAGEMENT SCORE IS 85. THE HIGHEST ENGAGEMENT SCORES ARE IN THE RESEARCH & DEVELOPMENT AND HUMAN RESOURCES DEPARTMENTS.
- **TRAINING COSTS:** THE AVERAGE ANNUAL TRAINING COST PER EMPLOYEE IS $1,000. THE HIGHEST TRAINING COSTS ARE IN THE SALES AND ENGINEERING DEPARTMENTS.
- **COMPENSATION AND BENEFITS:** THE AVERAGE ANNUAL COMPENSATION PER EMPLOYEE IS $60,000. THE HIGHEST COMPENSATION IS IN THE SALES DEPARTMENT.
- THE COMPANY COULD OFFER EXIT SURVEYS TO DEPARTING EMPLOYEES TO LEARN MORE ABOUT WHY THEY ARE LEAVING. THE COMPANY COULD THEN USE THIS INFORMATION TO DEVELOP STRATEGIES TO REDUCE TURNOVER.
- THE COMPANY COULD OFFER MORE TRAINING OPPORTUNITIES TO EMPLOYEES IN THE ENGINEERING DEPARTMENT TO IMPROVE THEIR SKILLS AND KNOWLEDGE.
- THE COMPANY COULD INVEST IN EMPLOYEE ENGAGEMENT PROGRAMS TO IMPROVE THE ENGAGEMENT SCORES IN ALL DEPARTMENTS.
- THE COMPANY COULD CONDUCT A COMPENSATION AND BENEFITS REVIEW TO ENSURE THAT ITS COMPENSATION AND BENEFITS PACKAGES ARE COMPETITIVE.
- THE TURNOVER RATE IS HIGHEST AMONG EMPLOYEES WITH LESS THAN 1 YEAR OF EXPERIENCE. THIS SUGGESTS THAT THE COMPANY NEEDS TO FOCUS ON ONBOARDING AND RETAINING NEW EMPLOYEES.
- THE EMPLOYEE ENGAGEMENT SCORE IS LOWEST AMONG EMPLOYEES IN THE SALES DEPARTMENT. THIS SUGGESTS THAT THE COMPANY NEEDS TO FOCUS ON IMPROVING EMPLOYEE MORALE AND SATISFACTION IN THIS DEPARTMENT.
- THE TRAINING COSTS ARE HIGHEST FOR EMPLOYEES IN THE SALES AND ENGINEERING DEPARTMENTS. THIS SUGGESTS THAT THE COMPANY NEEDS TO ENSURE THAT THESE TRAINING PROGRAMS ARE EFFECTIVE AND THAT THEY ARE PROVIDING EMPLOYEES WITH THE SKILLS AND KNOWLEDGE THEY NEED TO BE SUCCESSFUL.
- THE COMPENSATION IS HIGHEST IN THE SALES DEPARTMENT. THIS SUGGESTS THAT THE COMPANY IS VALUING SALES PERFORMANCE MORE THAN PERFORMANCE IN OTHER DEPARTMENTS.
- THE COMPANY CAN USE THESE INSIGHTS TO MAKE INFORMED DECISIONS ABOUT HOW TO ALLOCATE RESOURCES, DEVELOP NEW PROGRAMS, AND IMPROVE ITS OVERALL WORKFORCE MANAGEMENT.

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