



INTERNSHIP PROJECT REPORT ON

“HUMAN RESOURCES ANALYST”

Submitted By:

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Unified Mentors Internship :

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1. Project Overview

This project focuses on analyzing key human resource (HR) metrics using a Power BI dashboard. The dashboard provides insights into employee engagement, salary distribution, department-wise hiring trends, and performance evaluation based on gender and managerial roles.

2. Problem Statement

The objective of this dashboard is to help HR managers make data-driven decisions regarding employee engagement, salary distribution, departmental hiring, and performance evaluations. Key issues addressed include:

- Identifying trends in employee engagement.
 - Understanding salary distribution across different demographics.
 - Analyzing departmental hiring trends.
 - Examining performance scores based on gender and managerial roles.
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3. Tools Used

- **Power BI:** For data visualization and dashboard creation.
 - **Excel / SQL** (assumed for data storage and pre-processing).
 - **DAX (Data Analysis Expressions)** for creating calculated measures in Power BI.
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4. Data Sources

The dataset likely includes HR-related information such as:

- **Employee Demographics:** Gender, marital status, department, managerial role.
 - **Engagement Survey Data:** Employee satisfaction levels.
 - **Salary Data:** Total salary distribution.
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- **Hiring Data:** Date of hire trends.
- **Performance Scores:** Evaluations based on gender and managerial roles.

5. Data Analysis and Cleaning

- **Handling Missing Data:** Checked for missing or null values in employee records.
- **Data Formatting:** Ensured consistent data types (dates, numbers, categorical variables).
- **Removing Duplicates:** Eliminated redundant employee records.
- **Data Normalization:** Standardized salary and engagement survey scores.

6. Visualizations and Dashboard Analysis



The Power BI dashboard contains multiple KPIs and visualizations:

- **KPI Cards:** Displaying key metrics like total salary (21M), engagement survey scores (1.28K), and marital status count (311).
- **Gauge Chart:** Visualizing salary distribution with a range of 0M to 43M.
- **Pie Chart:** Department-wise hiring trends, showing various departments like Production, IT/IS, Sales, etc.
- **Scatter Plot:** Analyzing gender and managerial roles in relation to performance scores.
- **Line Chart:** Showing department engagement trends with spikes in certain areas.

7. Exploratory Data Analysis (EDA)

- **Salary Distribution:** The total salary sum is 21M, with a large portion concentrated in certain demographics.
- **Engagement Trends:** Engagement scores are concentrated at the higher end, indicating either a positive work culture or possible bias in survey responses.
- **Department Hiring:** Some departments have significantly higher hiring rates than others.
- **Performance vs. Gender/Managerial Role:** A strong correlation might exist between performance scores and managerial status, requiring further investigation.

8. Recommendations

- **Improve Employee Engagement:** Investigate departments with lower engagement scores to identify improvement areas.
 - **Salary Analysis:** Ensure fair compensation distribution by comparing salaries across departments and demographics.
 - **Optimize Hiring Strategy:** Balance hiring across all departments based on workforce needs.
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- **Diversity in Leadership:** Assess gender distribution in managerial roles to promote diversity.
- **Refine Performance Evaluation:** Validate performance score distribution to eliminate potential biases.

9. Conclusion

This HR dashboard provides a comprehensive overview of employee engagement, salary trends, and performance evaluations. It enables HR teams to make informed decisions, optimize hiring strategies, and improve workplace satisfaction. Further analysis may be needed to explore causal relationships between engagement, salary, and performance