

HR Analytics Dashboard (Inferences and Findings)

Dashboard 1: Workforce Demographics Analysis



Figure 1: Dashboard 1

Inferences

1. The organisation employs a total of 400 employees, indicating a moderately sized workforce.
2. The average employee age is 37.3 years, suggesting that the workforce consists predominantly of experienced professionals in their productive career stages.
3. Male employees account for 250 employees (62.5%), while female employees account for 150 employees (37.5%), indicating a male-dominated workforce.
4. Married employees represent the largest marital-status category with 167 employees (41.75%).
5. Single employees account for 147 employees (36.75%), forming the second-largest marital-status group.
6. Divorced employees represent 86 employees (21.5%), making them the smallest marital-status category.
7. The department coded as "M" has the highest workforce strength with 130 employees, accounting for approximately one-third of the organisation.
8. The Finance department (F) employs 79 employees, making it the second-largest department.

9. Research and Development (RND) employs 70 employees, indicating significant organisational focus on innovation and development.
10. Human Resources (HR) employs 48 employees, providing adequate support for workforce management activities.
11. Strategy (STRAT) and Information Technology (IT) are the smallest departments with 37 and 36 employees respectively.
12. Executive Engineers constitute the largest designation category with 166 employees (41.5%).
13. Assistant Managers account for 89 employees, representing the second-largest designation group.
14. Senior Managers account for 76 employees, indicating a relatively lean senior leadership structure.
15. Managers represent the smallest designation category with 69 employees.
16. Employees aged between 20 and 30 years form the largest age group with 166 employees.
17. The 31–40, 41–50, and 51+ age groups are relatively balanced, indicating workforce diversity across experience levels.
18. Caucasian employees constitute the largest racial group with 146 employees.
19. Asian employees account for 116 employees, making them the second-largest racial category.
20. Black employees represent 108 employees within the workforce.
21. Hispanic employees constitute only 30 employees, making them the smallest racial group.
22. The workforce demonstrates reasonable demographic diversity across race, age, and marital-status categories.
23. The organisational structure follows a pyramid hierarchy, with a large number of Executive Engineers and progressively fewer employees at higher managerial levels.
24. Younger employees dominate the workforce, which may contribute to organisational adaptability and future leadership development opportunities.
25. Departmental employee distribution is uneven, indicating that certain business functions require significantly larger workforce allocations than others.

Dashboard 2: Performance Analytics



Figure 2: Dashboard 2

Inferences

26. The average employee appraisal score is 2.11, indicating that most employees generally meet organisational performance expectations.
27. The average employee satisfaction score is 3.03 out of 5, suggesting moderate overall workforce satisfaction.
28. Employees record an average of 3.26 absences, indicating manageable absenteeism levels across the organisation.
29. Employee satisfaction levels are relatively similar across departments, ranging from 2.81 to 3.15.
30. The Finance department records the highest employee satisfaction score (3.15).
31. Research and Development employees demonstrate high satisfaction levels (3.09), indicating a positive work environment.
32. The IT department records the lowest employee satisfaction score (2.81), suggesting potential opportunities for employee engagement improvement.
33. The department coded as "M" records one of the highest average absence rates (5.48 days).
34. Human Resources records an average absence level of 5.25 days.
35. The Finance department records an average absence rate of 5.13 days.

36. The Strategy department records the lowest average absence level (3.95 days), indicating stronger attendance behaviour.
37. Executive Engineers exhibit the highest average lateness level (2.70 days).
38. Managers record an average lateness level of 2.46 days.
39. Assistant Managers and Senior Managers demonstrate lower lateness rates compared with junior employees.
40. The results suggest that attendance discipline improves with increasing organisational responsibility.
41. Employees without disabilities report an average satisfaction score of 3.05.
42. Employees with disabilities report an average satisfaction score of 2.91.
43. Although the difference is relatively small, employees without disabilities appear slightly more satisfied than employees with disabilities.
44. Departmental appraisal scores are highly consistent, ranging from 2.0 to 2.1.
45. The consistency of appraisal scores suggests that performance evaluation practices are applied uniformly across departments.
46. The Finance, Marketing, HR, IT, and RND departments all maintain similar average performance levels.
47. The Strategy department records a slightly lower appraisal score than other departments.
48. Quarterly appraisal performance improves gradually throughout the year.
49. Average appraisal scores increase from 2.07 in Q1 to 2.15 in Q4.
50. Q4 records the highest average appraisal score, indicating improved employee performance during the latter part of the year.
51. The gradual increase in quarterly appraisal scores suggests that employees adapt effectively to performance expectations over time.
52. No major fluctuations are observed between quarters, indicating stable organisational performance.