

Educational Level:

Higher Education – Post graduate level

Subject Area (s)

Human Resource Management

Time required

14 hours



## CREATING A PEOPLE ANALYTICS DASHBOARD FOR MANAGERS (INDIVIDUAL PROJECT)

### Overview

In this individual student project, students produce a prototype of an analytics dashboard that visualises HR data relating to HR issues and its solutions which could be used by managers of an organisation. To create the dashboard, students must first manage, analyse and prepare primary data to identify cost-effective solutions to HR issues found in the data.

Students must gather their primary data from an organisation they work in, know of, or a fictitious organisation for which they estimate the primary data.

Through this individual project, students develop critical thinking skills regarding the best way to present and communicate data that they have analysed. The dashboard assignment also helps students to develop increasingly relevant digital skills in presenting data innovatively and interactively using AdobeXD. AdobeXD provides a way for HR students to demonstrate their digital skills to other professionals, such as software developers, data scientists and information technology professionals.

Students should be advised that their dashboard assignments, which are submitted by sharing a hyperlink, can be accessed by anyone with the URL.

## Supporting tools and resources

- Project Instructions. Individual Project
- Assessment Criteria. Individual Project
- Examples of [People Analytics dashboards](#) (from Tableau)
- [Adobe XD](#) tutorial

## Outline

Step	Time	Description
1 Learn	3 hr	<p>Provide instructions about the project requirements (see Project Instructions Overview). Next, provide examples of different types of visualisations (see <a href="#">People Analytics dashboards</a> from Tableau) so that students can identify the most useful visualisations that apply to their own project.</p>
2 Practise and Evaluate	3 hr	<p>Students must gather data based on an organisation they work in, know of, or a fictitious organisation and bring to class.</p> <p>Using this primary data, guide students in:</p> <ol style="list-style-type: none"><li>1. analysing the data to identify problems</li><li>2. generating secondary data to provide evidence-based solutions (provide at least one solution) to the problem</li><li>3. justifying the solution/s in terms of projected costs and profits and Return on Investment (ROI)</li></ol> <p>Make time for students to visualise their data in a program like Excel. As an extra class activity, you could encourage students to share their visualisations with each other or peer review.</p>
3 Evaluate	2 hr	<p>Provide teacher feedback to each student on the appropriateness of the visualisations in Excel (or similar program).</p>

4	Learn	2 hr	Share any resources and tutorials of how to use <a href="#">Adobe XD</a> with the students.
5	Create	3 hr	Allow time for students to implement feedback to review or improve their visualisations in Excel before they create the interactive analytics dashboard prototype using Adobe XD (Suggest to students to use the <a href="#">VizzyCharts</a> application to export data from Excel to XD)
6	Share	15 mins	Provide instructions to each student regarding how to share their dashboards with other students and their teacher/s.

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