

CREATING A PEOPLE ANALYTICS DASHBOARD FOR MANAGERS (INDIVIDUAL PROJECT)



Overview

With the increasing digitisation of HR analytics, HR professionals need to be able to communicate HR-related information about their organisations (e.g., headcount, absenteeism, turnover) quickly to managers. Traditionally, this information would have been presented in a report. However, people analysts are now expected to provide this information in real time.

Your role as a People Analyst is to find solutions to problems that can be backed up by the data and to present this to the CEO of your organisation in an interactive analytics dashboard. Your organisation can be real, one you are working in, or a fictitious organisation for which you will estimate the data. The data you collect, or estimate will be about any HR issues, for example staff turnover, job satisfaction, absenteeism etc. You will need to analyse the data to identify any HR problems that exist and solutions to those problems. Then you need to calculate costs and benefits, and Return on Investment (ROI) for the proposed solution/s. Finally, you need to visualise the entire project including results of the data analysis in a dashboard using Adobe XD.

The purpose of preparing the dashboard is to provide a blueprint for how the dashboard should be built for an organisation which has not previously seen their HR analytics communicated in this format.

By working on this dashboard, you will develop your ability to appropriately analyse data and communicate findings in an innovative and interactive format. These skills (managing, analysing and presenting data in visually engaging and representative dashboards) will be increasingly important to professionals in HR.

Please note that the dashboard will be accessible and potentially shared by anyone with the link.

Supporting tools and resources

- Assessment Criteria
- Examples of [People Analytics Dashboards](#) (from Tableau)
- [Adobe XD tutorial](#)

Student steps

- 1 Gain an understanding of different types of HR data visualisations and evaluate their effectiveness in representing particular data, i.e., job satisfaction.

Gather primary data regarding any HR issues (e.g., staff turnover, job satisfaction, absenteeism etc) from your own organisation (or a fictitious organisation for which you estimate data).

Analyse the data to identify any problems for the organisation and work on solutions to those problems (provide at least one solution).
- 2 Learn the basics of how to use Adobe XD through [Adobe's online tutorials](#).
- 3 Prepare visualisations of the identified issue/s and of the proposed solution/s using a program such as Excel.

Then, calculate costs and benefits, and Return on Investment (ROI) of your proposed solution to check that it is viable – also include these into the visualisations.

Receive feedback about your visualisations in Excel from your teachers.

Implement the feedback to your project.
- 4 Finally, you need to move the results of the data analysis and visualisations into an interactive analytics dashboard created with Adobe XD. Then upload your dashboard to the Adobe Cloud and make the dashboard shareable.
- 5 Submit and share your dashboard with your teacher for marking.

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