

CREATE A PEOPLE ANALYTICS DASHBOARD FOR MANAGERS (TEAM PROJECT)



Overview

With the increasing digitisation of the HR function as well as the widespread use of analytics, HR professionals need to be able to communicate HR-related information about their organisation (e.g., headcount, absenteeism, turnover) quickly to managers. Traditionally, this information would have been presented in a report. However, HR is now expected to provide this information in real time. In this task you work with class members to simulate a 'People Analytics' team that is working with an imagined external team of software developers to build a live analytics dashboard using Adobe XD. Your task is to design a prototype dashboard for the software developers to implement. The dashboard should provide an indication of: (1) current levels of employee wellbeing, and (2) the leading indicators of wellbeing.

The software developers have the expertise to build the dashboard, but they have no knowledge about HR and the most appropriate way to communicate the patterns in the data. They also do not know how the dashboard should be laid out in a way that is useful to managers. Thus, the purpose of the prototype is to provide a blueprint for how the dashboard should be built.

By working on this dashboard, you will develop your ability to appropriately analyse data, communicate findings, apply digital skills, and demonstrate teamwork skills. These skills are likely to become increasingly important for Human Resource Management professionals.

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

Supporting tools and resources

- Student examples from previous semesters [Student Analytics Dashboard examples]
- Rubric/marking guide
- Dataset and description of the dataset
- Examples of [People Analytics dashboards](#) (from Tableau)
- [Adobe XD](#) tutorial

Student steps

- 1 Read through the project instructions with your group and gain an understanding of different types of data visualisations based on the 'Dataset and description of dataset' document. Work with your group to identify the strongest indicators of employee wellbeing and then determine the most appropriate types of visualisations based on this dataset.
- 2 Learn the basics of how to use Adobe XD through Adobe's online tutorials.
- 3 With your team, (a) use the employee dataset relating to employee wellbeing as well as several leading indicators of wellbeing to create the data visualisations within Excel. (b) share these visualisations with your teacher for feedback. These visualisations will eventually be included in your team's dashboard prototype.
- 4 Implement any teacher feedback to improve your data visualisations. After this, you and your team will need to collaborate and produce an interactive analytics dashboard prototype using Adobe XD.
- 5 Upload your team's dashboard to the Adobe Cloud, ensuring it is shared with your teacher and other teams.

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