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EMPLOYEE DASHBOARD LANDSCAPE

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Abstract: This paper presents a task and attendance monitoring system for HR that was created with Power BI. The technology gives HR staff members an extensive dashboard to efficiently view and monitor employee activity. The dashboard has important components such Participation HR can spot trends, patterns, and possible attendance issues with the help of the monitoring system, which operates on real-time or historical attendance data that is shown. Employee Skills & Roles: This part provides a clear picture of the skill sets and roles assigned to employees, which aids in properly allocating projects and managing resources. Project Assignments: By monitoring each employee's current project assignments, the dashboard enables HR to comprehend task distribution.

Customization: Stress the value of the dashboard's customization features, which let staff members adjust their experiences to suit their requirements, roles, and preferences. Notifications, widget customization, and interaction with other organizational software tools are a few examples of this.

Security: Talk about the security protocols put in place to safeguard sensitive employee data within the dashboard, including role-based access control, encryption, and adherence to data protection laws like HIPAA and GDPR.

Scalability: Discuss how the employee dashboard may be scaled to meet the organization's rising requirements, including adding more users, integrating with other software programs, or adjusting to modifications in business procedures.

User Experience: Talk about how crucial it is to have an easy-to-use interface and simple navigation to make sure that staff members

Index Terms **– Chatgpt, AI tool, Java script**

1. INTRODUCTION

An integrated method of staff monitoring called a dashboard facilitates better decision-making for organizational objectives. The power bi dashboard facilitates speedy analysis by reducing the amount of time and labor required to analyse the data. The majority of firms lack a critical eye when it comes to staffing levels and task assignments. Consequences could include assigning tasks to someone with the wrong skill set. For a company to properly utilize its resources, attendance monitoring is essential. Organizations use spreadsheets to track attendance; in order to extract insights and analyze the data according to requirements, this involves a variety of computations and tools. Creating dashboards and reports is the most engaging and straightforward approach to problem-solving in order to meet organizational objectives.

The dual-power dashboard Employee attendance, skill set, and working projects can be tracked via the HR-connected Power Bi dashboard and utilized for additional analysis. The dashboard presents the data in an easily comprehensible manner, facilitating faster monitoring and decision-making for the HR department. Monitoring attendance makes it easier to keep track of who is there, and presenting it as a dashboard makes it easier to filter the data and get the necessary insights. The skillset dashboard facilitates the upkeep of personnel records based on a variety of criteria, including job function, skill set, and experience level. Employees have the ability to personalize their accounts by adding personal information, a job title, a department, and contact data.

Task Management: A centralized system where workers may view tasks that have been allocated, as well as their deadlines, priorities, and current statuses.

Performance measures: Employees can monitor their development and pinpoint areas for improvement by having access to performance measures and KPIs that are pertinent to their roles.

News and Updates from the Company: Employees can get company news, policy updates, and critical notifications via a news feed or announcement area.Integration with email and messaging apps, for example, makes it easier for teams, managers, and staff to communicate with each other.

Training and Development: To assist staff members in their professional development, access to training materials, learning tools, and development opportunities is provided.

II. RESEARCH METHODOLOGY:

User-Friendly Interface: It should be simple to use and straightforward to traverse the dashboard's interface. Employees shouldn't have to go through a lot of screens or menus to discover what they need; instead, it should be built with ease.

Layout Customization: Employees should be able to alter the dashboard's layout to display the data that matters most to them. This could involve having the option to reposition, resize, or even completely conceal modules.

Clear and Concise Data: The dashboard's data should be easy for staff members to quickly understand by being clear and concise. Refrain from overcrowding the dashboard with data or utilizing difficult-to-read charts and graphs.

Real-Time Data: To enable employees to view current information and make wise decisions, the dashboard should offer real-time data. This is particularly crucial for time-sensitive indicators like website traffic or sales figures.

Mobile Accessibility: It's critical that the dashboard be usable from a range of devices, including smartphones and tablets, since an increasing number of employees are working remotely or while on the go. This entails making certain that the dashboard

Training and assistance: To guarantee dashboard usability, it is imperative to offer staff with training and assistance on its usage. This might be user manuals, training workshops, or even a specialized support staff that staff members can get in touch with with any questions.

sample Strategy : Talk about the sample plan used to make sure the information gathered is representative. Whether by random sampling, stratified sampling based on departmental or demographic factors, or convenience sampling owing to logistical limitations, describe the selection process used to choose participants.

Data Collection Instruments : Describe how survey questions, interview guides, or scenarios for usability testing are developed and validated. Explain the methodology used to create these instruments, which were intended to measure things like perceived usefulness, task efficiency, user happiness, and system usability.

Data Collection Procedures : Describe the steps taken to gather data, such as participant recruiting, survey or interview administration, and usability test execution. Take care of any moral issues, such informed consent, privacy, and data anonymization, to safe guard

Analysis and Consequences: Discuss the findings' implications for theory, practice, and future study while interpreting the data in the context of the body of current literature and theoretical frameworks. Discuss the study's shortcomings, such as sample bias or methodological restrictions, and make suggestions for improving the layout and use of employee dashboards in businesses.

User Needs Assessment: Start by carrying out an extensive evaluation of the requirements and preferences of the staff members in your company. Surveys, focus groups, interviews, and workshops may be used to acquire information about the difficulties they encounter, the duties they do on a regular basis, and the data they need to carry out their jobs well. Determine which current procedures or systems have pain points that an employee dashboard could address, then rank the features according to user feedback.

III. EASE OF USE

Intuitive Navigation*:* Create a simple and easy-to-use navigation structure for the dashboard. Make use of well-known layouts like clickable icons, breadcrumbs, and top or side menus to make it easier for visitors to navigate the dashboard. In order to reduce cognitive burden and make sure that key elements are easily accessible, keep the navigation

Personalization Options: Give consumers the ability to alter the dashboard experience to suit their requirements and tastes. Give users the ability to rearrange widgets, select their favorite color schemes or themes, and order the information presentation according to personal priorities. Adding personal touches to the dashboard increases user engagement and gives each employee's process a more customized feel.

Clear Information Hierarchy: Arrange data and content on the dashboard logically, giving priority to the most significant and frequently accessed things. Use visual signals to direct users' attention to important regions and distinguish between different types of material, such as headings, subheadings, and color coding. By breaking up the information into manageable parts, you can prevent clutter and information overload.

Responsive Design: Make sure the dashboard is fully adjustable and customized for several screen sizes and devices, such as tablets, smartphones, laptops, and desktop computers. To offer a smooth user experience across many devices, put responsive design principles—such as flexible layouts, scalable visuals, and touch-friendly interactions—into practice. To ensure the dashboard is functional and performs well, test it across a range of devices and screen resolutions.

Consistent Design Patterns: To improve usability and lessen user confusion, keep design components, layout, and interactions consistent across the dashboard. Utilize standardized button styles, color schemes, and fonts throughout all of the dashboard's sections and modules. To guarantee consistency and familiarity for users, standardize interaction patterns such as button locations, form fields, and navigation controls.

Contextual Help and Guidance: To help users complete tasks and find solutions, offer contextual help and guidance within the dashboard. Include guided tours, inline suggestions, and tooltips to help users understand the functions and goals of various features. To enable users to independently locate answers to their questions, provide links to pertinent documentation, frequently asked questions, or help resources.

Search Functionality : Provide a powerful search feature that enables users to find particular data or resources within the dashboard with ease. To fine-tune search results according to parameters like date, category, or relevancy, offer sophisticated search filters and sorting choices. Include error-tolerant search algorithms and autocomplete recommendations to help users create effective search queries and quickly locate pertinent content.

Performance Optimization: Enhance the dashboard's functionality to guarantee quick loads and seamless user interactions, especially in the face of heavy data loads or multiple users interacting at once. Reduce latency and enhance responsiveness by minimizing server-side processing and utilizing client-side caching and lazy loading strategies. To find and fix possible bottlenecks or performance problems early on, do optimization iterations and performance testing

Accessibility Compliance : To guarantee inclusivity and accommodate people with disabilities, the dashboard was designed with accessibility in mind. Follow online accessibility guidelines like WCAG (online Content Accessibility Guidelines) to ensure that everyone can see, use, and comprehend the dashboard, regardless of their level of ability or usage of assistive technologies. To improve accessibility and compliance, include keyboard navigation capabilities, semantic HTML markup, and alternate text for images.

Continuous Feedback Loop: Provide a means for users to provide feedback so that information about their dashboard experience may be gathered. Encourage people to use feedback forms, surveys, or special contact channels to provide comments, recommendations, or bug reports. Review and evaluate user feedback frequently to pinpoint areas that need work. Then, rank feature and usability improvements according to user performance

Minimal Learning Curve: To reduce the learning curve for new users, design the dashboard with simplicity and ease of use in mind. To assist users in exploring the features and functionalities of the dashboard, make use of well-known user interface patterns and terminology together with concise instructions or onboarding materials. Use interactive walkthroughs or tutorials to progressively expose users to essential elements so they can become familiar with the dashboard at their own pace.

Error Handling and Feedback: Put in place strong error handling procedures to give users helpful advice and feedback when mistakes or validation problems arise. mistake messages should be communicated concisely and clearly, outlining the nature of the mistake and offering possible solutions. Add contextual error indicators to aid, such as inline validation messages or color-coded notifications.

IV. DOCUMENTATION AND REPORTING:

Documentation Repository: Create a central dashboard repository where staff members can obtain thorough documentation, such as FAQs, user manuals, and video lessons, to help them use the platform efficiently.

Search Functionality: Provide a thorough search feature in the documentation area so that users can quickly locate the answers to their questions without having to read through large amounts of content.

Version Control: To preserve accuracy and dependability, make sure that documentation is version-controlled and has obvious signs of updates and revisions.

Interactive Help elements: Include interactive help elements in the dashboard interface, such tooltips, pop-up guides, and contextual help buttons, so users can get help when they need it.

Report Generation Tools: Include tools for creating reports that enable staff members to create personalized reports depending on according to their particular needs, which may include project statuses, attendance records, or performance indicators.

Permission control: Use permission controls to limit who has access to sensitive reports and documentation. This will help to ensure that only people with the proper authority can see or alter private data.

Audit Trails: To help with accountability and regulatory compliance, keep track of all activity pertaining to documents and reports, including user interactions, updates, and access histories.

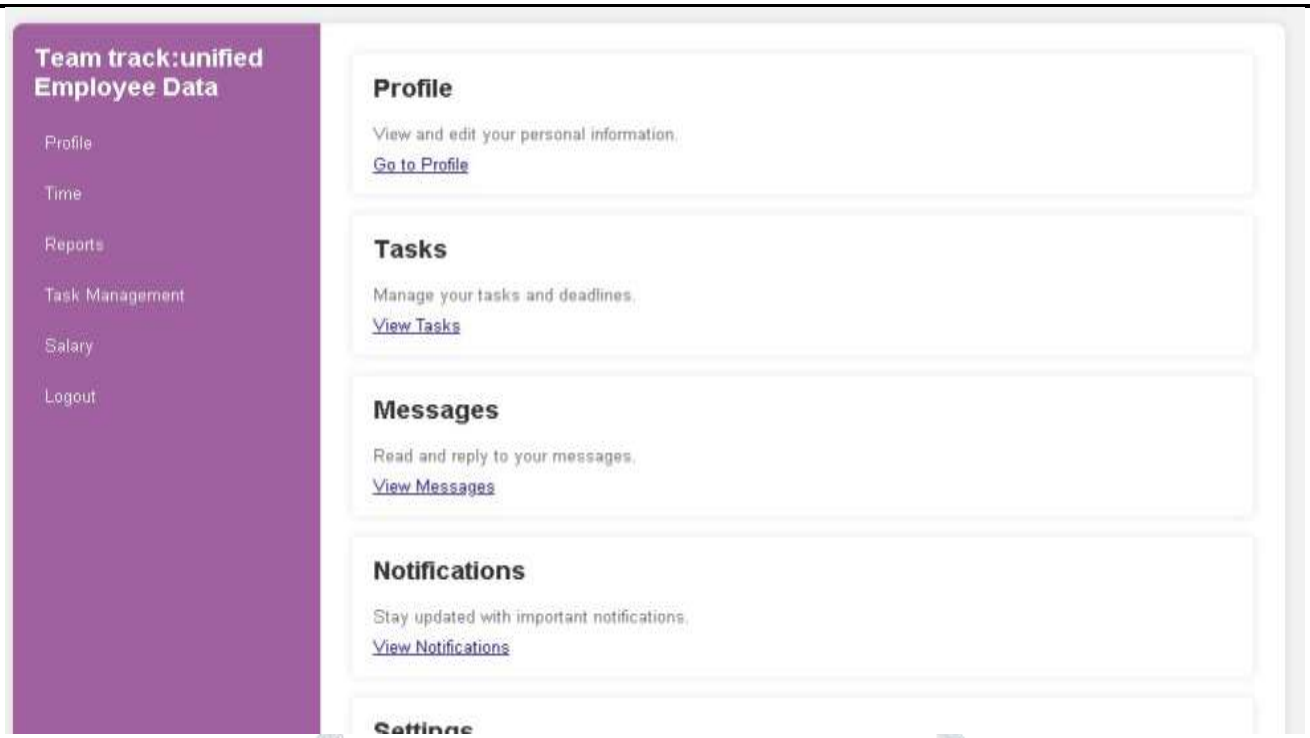

Fig.4.1 HOME PAGE

Fig.4.2.PERSONAL INFORMATION

Fig.4.3.TASK MANAGEMENT

V.CONCLUSION:

1. Improved Worker Experience: One of the most important first steps in improving the entire work environment for employees in the company is the installation of an employee dashboard. The dashboard gives workers a unified platform to manage activities, access information, and collaborate with coworkers, enabling them to work more productively and efficiently.

2.Streamlined Workflows: By combining necessary tools, resources, and channels of communication into a single, intuitive interface, the dashboard simplifies workflows. As a result of this consolidation, traversing several systems takes less time and effort, which boosts output and increases employee happiness.

3. Data-Driven Decision Making: The dashboard enables data-driven decision-making at all organizational levels with its extensive data visualization capabilities and adaptable reporting options.

4.Improved Communication and Collaboration: By giving staff members rapid access to messaging, file sharing, and project management capabilities, the dashboard promotes better communication and teamwork. This smooth integration fosters teamwork and cross-functional collaboration, which increases creativity and synergy inside the company.

5.Personalization and Customization: The employee dashboard's capacity to tailor and adjust the user experience is one of its main advantages. By choosing the tools, widgets, and notifications that are most pertinent to their jobs and responsibilities, employees may customize the dashboard to meet their unique tastes and requirements.

6.Continuous Improvement: The employee dashboard's creation and execution are iterative procedures that call for constant feedback and enhancement. Through active user and stakeholder feedback, businesses may iteratively improve the dashboard.

VI. FUTURE AREA:

Artificial Intelligence Integration: To offer individualized recommendations, predictive analytics, and clever automation of repetitive operations, integrate machine learning and artificial intelligence (AI) into the dashboard. AI-driven insights can streamline operational procedures and assist staff in making quicker, more informed decisions.

Voice-Activated Interfaces: To provide hands-free dashboard interaction, investigate the integration of voice-activated interfaces, such as voice commands or virtual assistants. Employees can obtain information and complete activities more quickly thanks to this feature, which improves accessibility and convenience—especially in hands-on work environments.

Integration of Augmented and Virtual Reality: Take into account utilizing AR and VR technology to develop virtual workspaces for co

Wearable technology and mobile optimization: Make sure that the employee dashboard is optimized for wearable technology and mobile devices to provide easy access to vital data and features while on the road. To enhance employee well-being and productivity, mobile apps and wearable technology can offer real-time notifications, task reminders, and health and wellness tracking tools.

Blockchain for Identity Management and Data Security: Examine how blockchain technology may improve identity management, privacy, and data security within the employee dashboard. Blockchain-based solutions can help protect private data, expedite identity verification procedures, and stop illegal access or data manipulation.

Connecting Devices to the Internet of Things (IoT): Connect wearable health trackers and smart sensors to the employee dashboard to collect data in real-time on productivity indicators, working conditions, and employee well-being. Decision-making, resource allocation, and employee health and safety programs can all benefit from this data.

Gamification Components: To improve employee engagement, motivation, and teamwork, add gamification components to the employee dashboard, such as leaderboards, badges, and awards.

Talent Management with Predictive Analytics: Forecast workforce trends, spot talent gaps, and proactively solve skill shortages within the company by utilizing predictive analytics and data modeling methodologies. HR practitioners can use predictive analytics to assist in making strategic decisions about talent development, succession planning, and hiring.

Social Collaboration Features: Improve the peer-to-peer recognition platforms, knowledge-sharing groups, and discussion forums that are part of the employee dashboard. These characteristics support staff involvement, informal learning, and idea sharing, which promotes an innovative and continuous improvement culture.

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