**STAKEHOLDERS FOR HR ANALYTICS DASHBOARD**

* Hr managers and executives
* Recruitment Teams
* Department Heads
* C-suite Headers
* Workforce Planning
* Analytics Team
* Training and Development team
* Finance Team
* Employee Relation Team

SUMMARY FOR HR ANALYTICS DASHBOARD

The HR Analytics Dashboard provides a comprehensive platform to monitor and analyse key workforce metrics, enabling data-driven decision-making for human resources management. The dashboard incorporates visualizations and insights to address employee attrition, satisfaction, and overall workforce demographics.

**Key Features**

* **Number Cards**: Provide quick insights into total employees, attrition count, attrition rate, active employees, and average employee age.
* **Pie Chart**: Visualizes department-wise attrition, helping identify departments with the highest attrition rates.
* **Column Chart**: Displays employee distribution across age groups, offering a demographic overview of the workforce.
* **Matrix Chart**: Presents job satisfaction ratings by department or role, enabling targeted engagement initiatives.
* **Bar Chart**: Highlights attrition trends across education fields, uncovering potential gaps in workforce alignment.
* **Donut Charts**: Illustrate gender-based attrition rates across different age groups for deeper demographic analysis.

**CONCLUSION FOR HR ANALYTICS DASHBOARD**

The HR Analytics Dashboard successfully delivers actionable insights into workforce dynamics, empowering organizations to make informed decisions about employee retention, satisfaction, and workforce planning. By integrating key metrics such as attrition rates, job satisfaction, and demographic breakdowns, the dashboard provides a comprehensive view of organizational health.

Through intuitive visualizations like number cards, pie charts, bar charts, and matrix charts, stakeholders can easily identify trends and areas needing attention. The analysis of attrition by department, education field, and age group, along with gender-specific insights, ensures targeted strategies can be developed to improve employee engagement and retention.

This project highlights the importance of data-driven approaches in HR management, offering a robust foundation for fostering a supportive work environment, minimizing attrition costs, and enhancing overall workforce productivity. The dashboard is a critical tool for aligning human resources with broader organizational goals and achieving sustainable growth.

**Outcomes and Benefits :**

* **Improved Retention Strategies**: Insights into attrition trends help HR teams address root causes and design effective retention plans.
* **Enhanced Workforce Planning**: Data on demographics and satisfaction scores support long-term workforce development strategies.
* **Targeted Interventions**: Visualizations of department-wise and role-based metrics enable tailored engagement programs.
* **Cost Optimization**: Monitoring attrition helps reduce turnover-related expenses, benefiting overall business performance.