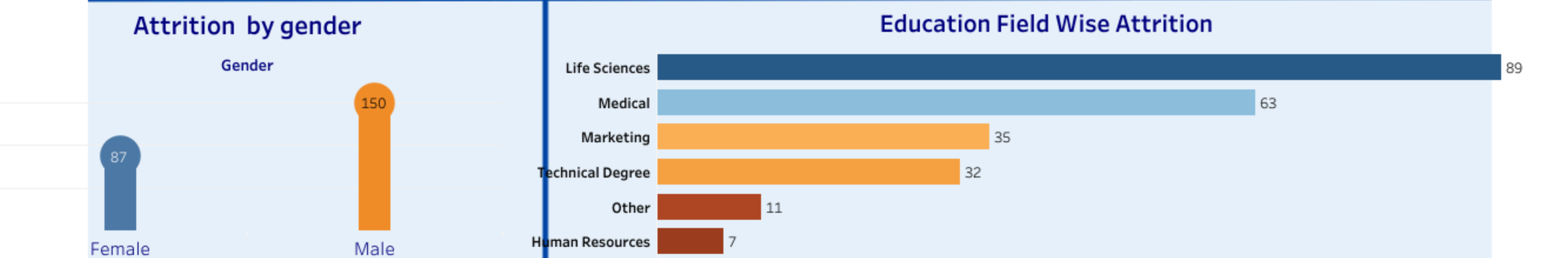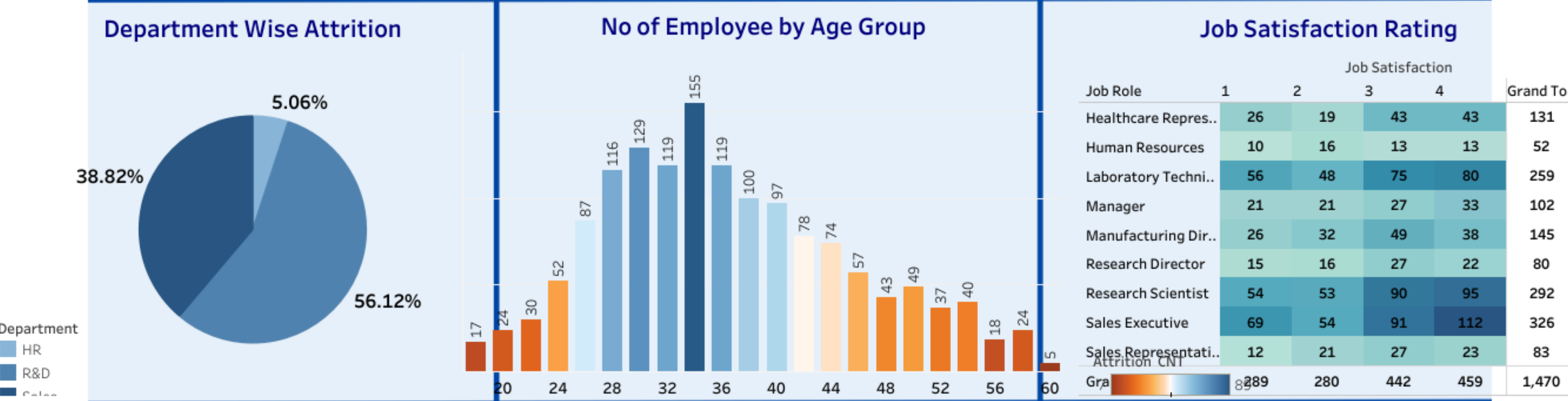# HR Analysis Tableau Project

**Mohammed Aasim
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HR ANALYTICS DASHBOARD

Employee Count	Active Employees	Attrition CNT	Attrition rate	Avg. Age	Gender All
1,470	**1,233**	**237**	**16.12%**	**37**	Education All

Department Wise Attrition

5.06%
38.82%
56.12%

Department
- HR
- R&D
- Sales

No of Employee by Age Group

17 24 30 52 87 116 129 119 155 119 100 97 78 74 57 43 49 37 40 18 24 5

20 24 28 32 36 40 44 48 52 56 60

Job Satisfaction Rating

	Job Satisfaction				
Job Role	1	2	3	4	Grand To..
Healthcare Repres..	26	19	43	43	131
Human Resources	10	16	13	13	52
Laboratory Techni..	56	48	75	80	259
Manager	21	21	27	33	102
Manufacturing Dir..	26	32	49	38	145
Research Director	15	16	27	22	80
Research Scientist	54	53	90	95	292
Sales Executive	69	54	91	112	326
Sales Representati..	12	21	27	23	83
Gra..	289	280	442	459	1,470

Attrition CNT
89

Attrition by gender

Gender

87 Female
150 Male

Education Field Wise Attrition

Life Sciences	89
Medical	63
Marketing	35
Technical Degree	32
Other	11
Human Resources	7

Objective

- The HR Analytics Dashboard provides insights into workforce trends, attrition rates, and job satisfaction, helping HR teams make data-driven decisions.

Key Performance Indicators (KPIs)

- **Total Employee Count: 1,470**

- **Active Employees: 1,233**

- **Attrition Count: 237**

- **Attrition Rate: 16.12%**

- **Average Employee Age: 37**

Attrition Insights

- Sales department has the highest attrition rate (56.12%).

- Male employees show a significantly higher attrition count (150) than females (87).

- Life Sciences and Medical fields see the highest attrition among education categories.

Job Satisfaction Analysis

- Sales Executives have the highest number of highly satisfied employees.

- Research Scientists also show strong satisfaction levels.

- HR and Healthcare roles show lower satisfaction scores.

Conclusion & Recommendations

- Address high attrition in Sales and male employees.

- Improve job satisfaction for HR and healthcare roles.

- Develop retention strategies for Life Sciences and Medical professionals.

- Focus on employee engagement programs for younger workforce.

Thank You!

Tableau Public Link :
https://public.tableau.com/app/profile/mohammed.aasim.sayyed/viz/HRAnalyticsDashboard_17394048517700/Dashboard