

Project Title: HR Data Analysis with Power BI

Project Overview:

This project involves analyzing HR data using Power BI to gain insights into employee attrition, demographics, job roles, and salary distribution. The analysis aims to identify key factors influencing employee turnover and provide data-driven insights for improving retention strategies.

Key Insights and Metrics:

Overall Attrition Rate: 16.1% (237 employees out of 1.47K)

Attrition by Education Field: Highest attrition in Life Sciences (38%), followed by Medical (27%)

Attrition by Age Group: The highest attrition is observed in the 26-35 age group (116 employees)

Attrition by Salary Range: Most attrition occurs in employees earning up to 5K (163 employees)

Attrition by Gender: Male employees have a higher attrition count (150) than females (87)

Job Role Analysis: Laboratory Technicians and Sales Executives exhibit the highest attrition rates

Years of Experience & Attrition: The highest attrition is observed in employees with 2 years of experience

Tools & Technologies Used:

Power BI for data visualization

HR datasets for analysis

Data modeling and DAX calculations

Conclusion:

This analysis provides a comprehensive view of employee attrition trends and helps HR teams make informed decisions about retention strategies. Insights from this dashboard can be leveraged to reduce attrition, improve employee satisfaction, and optimize workforce planning.