

HR Dashboard Report

Executive Summary:

This HR dashboard provides a comprehensive overview of employee distribution, hiring trends, attrition rates, and departmental performance. It supports HR teams in making informed, data-driven decisions for strategic workforce planning.

Dashboard Overview:

The dashboard includes visualizations for:

- Total employees
 - Gender diversity
 - Departmental distribution
 - Experience and age segmentation
 - Salary insights
 - Monthly hiring and attrition trends
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Key Insights:

Employee Overview

- **Total Employees:** Reflects the current workforce size.
- **Gender Ratio:** Displays gender diversity across the organization.
- **Department Distribution:** Shows how employees are spread across different departments.

Hiring & Attrition Trends

- **Monthly Hires:** Highlights months with high recruitment activity.
- **Attrition Rate:** Indicates employee exit patterns over time.
- **Net Growth:** Comparison of hires and attritions to show workforce expansion or decline.

Experience & Age Breakdown

- **Average Experience:** Reveals the seniority level of employees.
- **Age Groups:** Useful for succession planning and training strategies.

Department-Level Performance

- **Headcount by Department:** Helps identify staffing levels across departments.
- **Performance Indicators:** Pinpoints strengths or issues within specific teams.

Salary Distribution

- **Average Salary by Role:** Assesses pay competitiveness.
- **Salary Gaps:** Checks for consistency and fairness in compensation.

Conclusion:

This HR dashboard empowers HR professionals to:

- Monitor employee lifecycle trends
- Improve hiring and retention strategies
- Ensure equitable compensation
- Support organizational planning

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