# HR-Analytics-Dashboard-using-Power-BI

- This project highlights my ability to use data visualization and analytics tools to identify key insights and provide actionable recommendations.

- HR analytics aim to provide insight into how best to manage employees and reach business goals. The objective is to monitor key HR metrics on employees and identify what factors impact attrition. Created several reports with information on following factors which will help the organization determine what action they will need to take to retain more employees. Taken some necessary steps to get insights.

**Tools Used:**

- Power BI
- Power Query
- Dax Query

**Cleaning and Analyzing using Power Query:**

- Open Excel and connect to HR data
- Use Power Query to clean and transform the data
- Create a copy template for one sheet in Power Query transformations and apply the same transformations to all sheets
- Apply all necessary cleaning steps, such as removing duplicates, renaming columns, and changing data types
- Create a parameter to select the desired data based on a specific condition
- Encapsulate all steps into a function to be reused for future sheets and data
- Load and Apply the cleaned data into Power BI

Exploring and Manipulate Some Data Using DAX Query:

- With DAX Query, we can effectively manipulate and analyze the data to provide insights for visualization and identify areas for improvement for HR.

- Create Measures and columns Using DAX functions such as count, sum function for exploring some clean data for improve dashboard KPI in Power BI.

**Power BI Dashboard Visualization:**

- Design the dashboard layout

- Create a measure table to aggregate and display the data using Dax functions

- Use Visualizations for charts and filters for filter dashboard

- Add Month column as Slicer and add some informative KPI.

- Add Bar chart, Pie chart, Column chart, Cards, Matrix chart, Donut chart etc.

**Conclusion:**

Analyzed employee data to identify trends and insights using Power Query and DAX in Power BI. Created an interactive dashboard to track employee turnover and reasons for attrition. Discovered that salespeople are leaving the company in greater numbers due to a lower salary and stagnant hike rates. Provided visualizations and actionable insights to the HR team to address the issue and retain employees