**HR Analytics Dashboard**

**Power BI Project**

**Objective:**

Develop an HR Analytics Dashboard to track and analyse employee attrition data. The dashboard aims to provide detailed insights into attrition rates by education, age, salary slab, years at the company, gender, and job role, enabling targeted retention strategies and improved employee satisfaction.

**Key Result Areas (KRAs):**

1. Overall Attrition Rate
2. Retention by Age Group
3. Retention by Salary Slab
4. Retention by Job Role
5. Retention by Years at Company
6. Retention by Gender

**Key Performance Indicators (KPIs):**

1. Overall Attrition Rate: 16.1%
2. Attrition Rate by Age Group: (e.g., 26-35: 116, 18-25: 44, etc.)
3. Attrition Rate by Salary Slab: (e.g., Up to 5k: 163, 5k-10k: 49, etc.)
4. Attrition Rate by Job Role: (e.g., Laboratory Technician: 62, Sales Executive: 57, etc.)
5. Attrition Rate by Years at Company: (e.g., 0 years: 59, 1 year: 16, etc.)
6. Attrition Rate by Gender: Male: 140, Female: 79

Detailed Outcomes and Insights:

1**. Overall Attrition Rate**

* Decrease the attrition rate from 16.1% to below 10% through targeted retention strategies.

**2. Retention by Age Group**

* Implement age-specific retention strategies to reduce attrition rates, particularly in the 26-35 age group, which shows the highest attrition.

**3. Retention by Salary Slab**

* Identify salary slabs with high attrition rates and implement compensation adjustments or benefits to retain employees in those brackets.

**4. Retention by Job Role**

* Develop role-specific retention programs, particularly for roles with high attrition such as Laboratory Technicians and Sales Executives.

**5. Retention by Years at Company**

* Create targeted retention strategies for employees in their first year, as they show the highest attrition rate.

**6. Retention by Gender**

* Implement gender-specific retention initiatives to address the higher attrition rate among males.

**Conclusion:**

This HR Analytics Dashboard provides a comprehensive view of employee attrition data, enabling targeted retention strategies and improved employee satisfaction. The KRAs and KPIs help stakeholders make data-driven decisions to reduce attrition rates and enhance overall workforce stability.