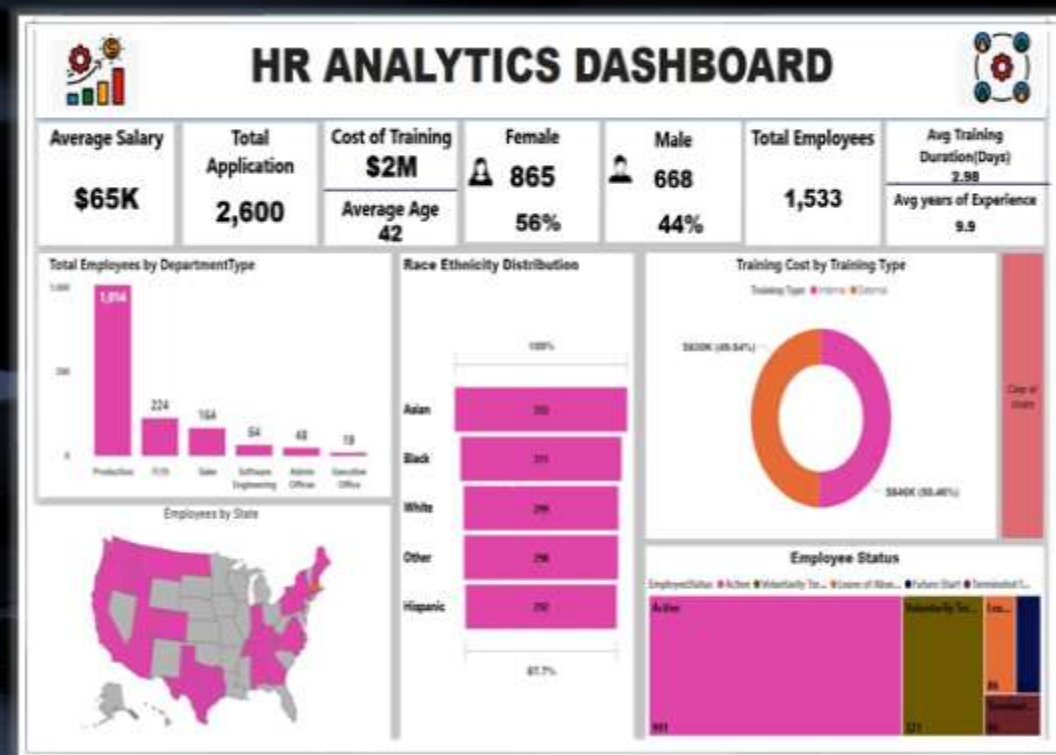


HR DASHBOARD REPORT 2025





PROJECT SUMMARY

Conducted in-depth data cleaning and transformation to ensure consistency and reliability across datasets

•Applied DAX formulas to develop calculated measures and track KPIs for business performance analysis.

Compensation & Workforce

•Visualized average salary and active employee headcount across key dimensions.

Demographic Insights

•Displayed gender distribution and marital status breakdown to assess workforce diversity.

Training Analytics

•Analyzed training expenses alongside training outcome success rates.

Recruitment Performance

•Tracked application status distribution to evaluate recruitment effectiveness.

Workforce Composition

- Mapped employee distribution by:**
- **State**
 - **Department**
 - **Race**



Data Cleaning / Preparation

In the initial stage of this project, I performed key data structuring to ensure the dataset was clean, consistent, and analysis-ready. This phase included:

1. Loading and inspecting raw data to understand its structure and quality
2. Handling missing values to maintain data integrity
3. Removing blank rows and irrelevant columns to streamline the dataset
4. Cleaning and formatting data for consistency across all fields

Exploratory Data Analysis

Eda Involved Exploring HR data to answer key question, such as :

10 Key Questions This Power BI HR Project Answers:

- 1.What is the average salary across departments?
- 2.How many employees are currently active?
- 3.What is the gender breakdown of the workforce?
- 4.What is the total cost spent on training?
- 5.How many offer and rejection letters were issued?
- 6.What is the race and ethnicity distribution?
- 7.How does racial diversity vary across the company?
- 8.How do employee ratings differ by department?
- 9.What is the employee count by state?
- 10.How are applications distributed by recruitment status?



Results/Findings

This HR Analytics Dashboard delivers actionable insights into the organization's workforce. Key findings include:

- Average Salary: \$65K across 991 active employees, with an average age of 42.
- Gender Distribution: 668 males (56%) and 865 females (44%), totaling 1,533 employees.
- Training Investment: \$2M total training cost, with \$1.67M attributed to training outcomes.
- Applications Overview: 1,997 applications processed.
- Additional Insights:
 - Exit trends by department
 - Average employee contract types
 - Application status distribution
 - Workforce spread across states and departments



Recommendation

1. Based on the HR analysis, we recommend investigating gender disparities within the recruitment pipeline to ensure equal opportunity hiring.
2. Special attention should be given to employees exiting under the “Needs Improvement” category, as this may indicate deeper issues with performance management or onboarding.
3. Additionally, evaluating the cost-effectiveness of training programs can help optimize learning investments and improve outcomes.
4. Finally, a closer look at employee distribution across departments can support more strategic workforce planning and better resource allocation.