# HR Analytics Dashboard

A visually interactive Power BI dashboard designed to analyze and understand employee attrition trends across various dimensions like age, salary, job role, education, and department.

## ✨ Overview

This project aims to empower HR departments with data-driven insights to reduce attrition and improve employee retention. It displays key performance indicators (KPIs) and breakdowns of attrition statistics to assist in strategic decision-making.

## ✅ Key Metrics

| Metric | Value |
| --- | --- |
|  |  |

| **Total Employees** | 1,470 |
| --- | --- |
| **Total Attrition** | 237 |
| **Attrition Rate** | 16.12% |
| **Average Age** | 37 years |
| **Average Salary** | 6.5K |
| **Average Years at Company** | 7 years |

## 🧑‍🎓 Attrition by Education

* Life Sciences: 38%
* Medical: 27%
* Marketing: 15%
* Technical Degree: 14%
* Other: 5%

Life Sciences and Medical fields see the highest attrition.

## 👥 Attrition by Age

| Age Group | Attrition Count |
| --- | --- |
| 26–35 | 116 |
| 18–25 | 44 |
| 36–45 | 43 |
| 46–55 | 26 |
| 55+ | 8 |

Mid-career professionals (26–35) are the most likely to leave.

## 💰 Attrition by Salary Slab

| Salary Slab | Attrition |
| --- | --- |
| Up to 5K | 163 |
| 5K–10K | 49 |
| 10K–15K | 20 |
| 15K+ | 5 |

Majority of attrition occurs at the lower salary brackets.

## ⏳ Attrition by Years at Company

* Peak attrition at **1 year** (58 employees)
* Drop in attrition after 2–3 years
* Very low attrition after 7+ years

Retention strategies are most needed within the first two years.

## 🧑‍💼 Attrition by Job Role

| Job Role | Attrition |
| --- | --- |
| Laboratory Technician | 62 |
| Sales Executive | 57 |
| Research Scientist | 47 |
| Sales Representative | 33 |

Focus is needed on high-churn roles like Lab Technicians and Sales Executives.

## 👩‍🤝‍👨 Attrition by Gender

| Gender | Count |
| --- | --- |
| Male | 140 |
| Female | 79 |

Male employees have a higher attrition count.

## 📄 Attrition by Department (Interactive Filter)

* Human Resources
* Research & Development
* Sales

Use slicers to explore department-specific attrition trends.

## 📊 Attrition by Role & Tenure Matrix

Displays a job role-wise and tenure-wise matrix for in-depth attrition mapping. Useful for identifying critical exit points in specific roles.

## 🧐 Insights Summary

* Highest attrition occurs among 26–35-year-olds
* Most attrition happens within the first 2 years
* Low salary correlates with higher attrition
* Target roles for improvement: Lab Technician, Sales Executive

## 🚀 Usage Ideas

This dashboard is ideal for:

* HR analytics and workforce planning
* Power BI project portfolios
* Attrition prediction models
* Strategic HR decision-making

## 📚 Technologies Used

* Power BI
* DAX for calculated measures
* Data modeling & visualization

## 📁 Repository Structure (Sample)

HR-Analytics-Dashboard/  
│  
├── Dashboard.pbix # Power BI dashboard file  
├── README.md # Project documentation  
├── data/  
│ └── employee\_attrition.csv # Cleaned dataset (sample)  
└── images/  
 └── dashboard\_preview.png # Screenshot of the dashboard

## ✍️ Contribution

Feel free to fork, clone, or suggest improvements via pull requests. This project welcomes collaboration.

## 🚀 License

This project is licensed under the MIT License.