

The HR Analytics Power BI report provides a comprehensive overview of key HR metrics to optimize human resources strategies and enhance employee management. Key sections of the report include:

**Attrition Ratio:**

Description: Measures the proportion of employees leaving the organization over a specific period.

Purpose: To identify trends in employee turnover and potential areas of concern.

**Work-Life Balance in Departments:**

Description: Evaluates the work-life balance across different departments.

Purpose: To identify departments where employees may be experiencing high stress or burnout, enabling targeted interventions.

**Attrition Count by Age Group and Department:**

Description: Breaks down attrition numbers by age group and department.

Purpose: To highlight demographic and departmental trends in employee turnover, facilitating more tailored retention strategies.

**Total Employees:**

Description: Provides the total number of employees within the organization.

Purpose: To Offer a baseline for other metrics and helps in understanding overall workforce size.

**Monthly Salary:**

Description: Displays the average monthly salary across the organization.

Purpose: To assist in understanding compensation patterns and identifying potential disparities.

**Number of Departments:**

Description: Shows the total number of departments within the organization.

Purpose: Helps in analyzing departmental structure and distribution.

**Salary Hike vs. Years in Company:**

Description: Examines the correlation between salary increases and the number of years employees have been with the company

Purpose: Provides insights into reward and recognition practices, helping to assess the effectiveness of retention and promotion strategies.