
HR ANALYTICS IN POWER BI - ATLAS LABS

HUMAN RESOURCE ANALYTICS

- **Human Resource analytics** (HR Analytics) is defined as the area in the field of analytics that deals with people analysis and applying analytical process to the human capital within the organization to improve employee performance and improving employee retention.
- Goals
 - Monitor key HR metrics on employees
 - Understand what factors impact attrition

ATLAS LAB | OVERVIEW

Overview

Demographics

Performance Tracker

Attrition

1470

TotalEmployees

1233

ActiveEmployees

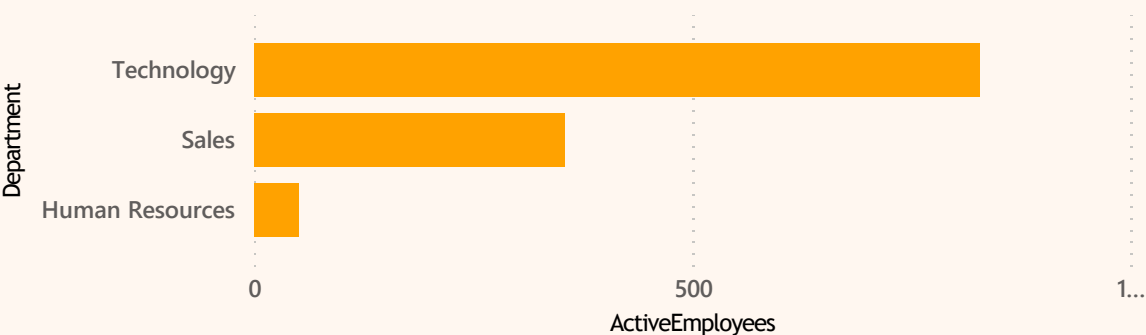
237

InactiveEmployees

16.1%

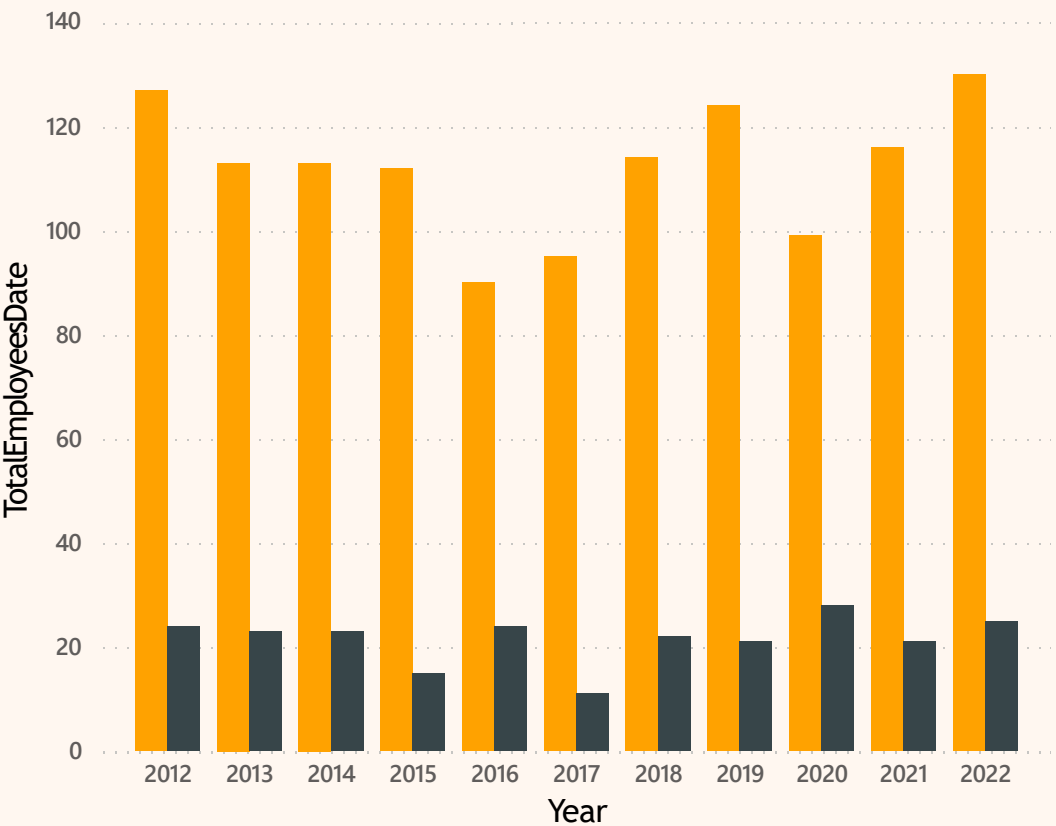
% Attrition Rate

Active Employees by Department

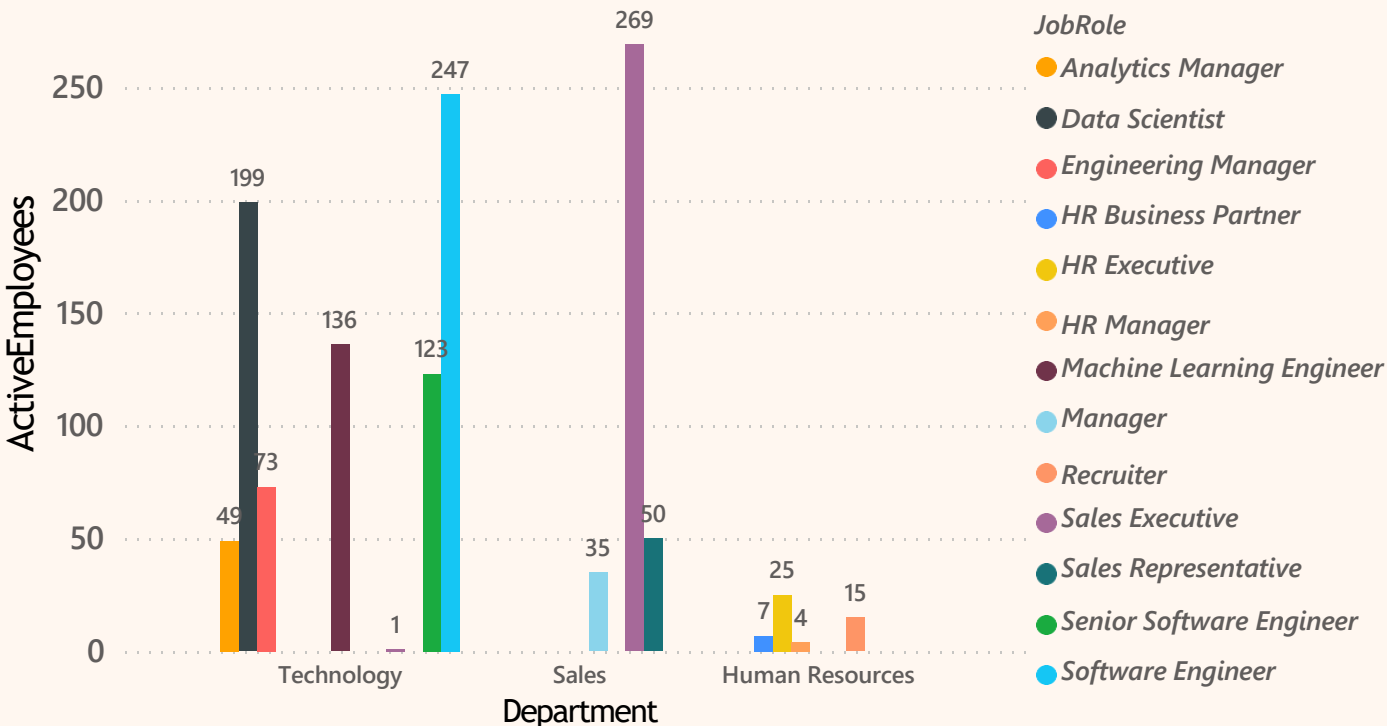


Employee Hiring Trends

Attrition ● No ● Yes



ActiveEmployees by Department and JobRole



INSIGHTS

- Atlas labs had 1470 employees, and 237 of them are inactive which lead to the attrition rate of 16.1%.
- Human resource have the least employees and technology have the highest.
- Most employees from technology are sales executive, software engineer and data scientist respectively

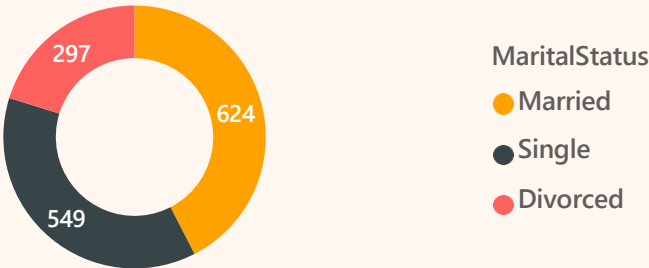
Youngest Employee

18

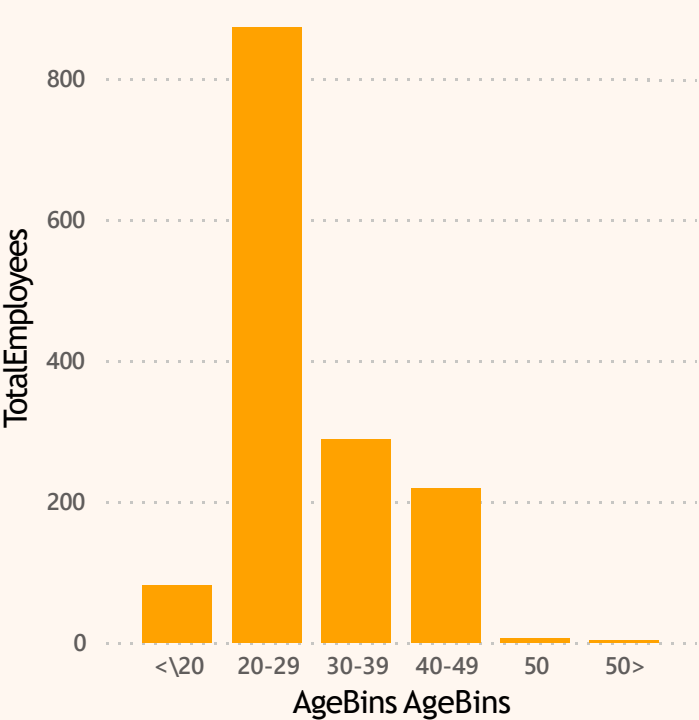
Oldest Employee

51

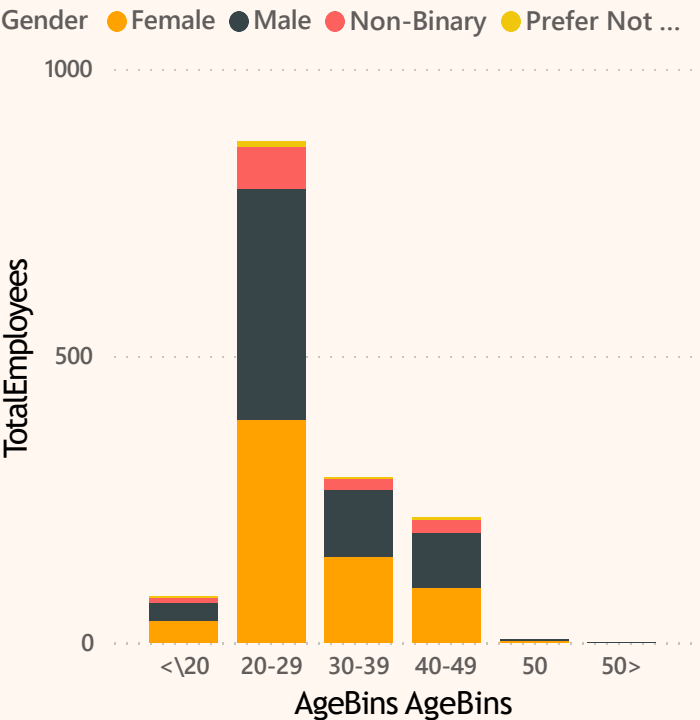
Employees by Marital status



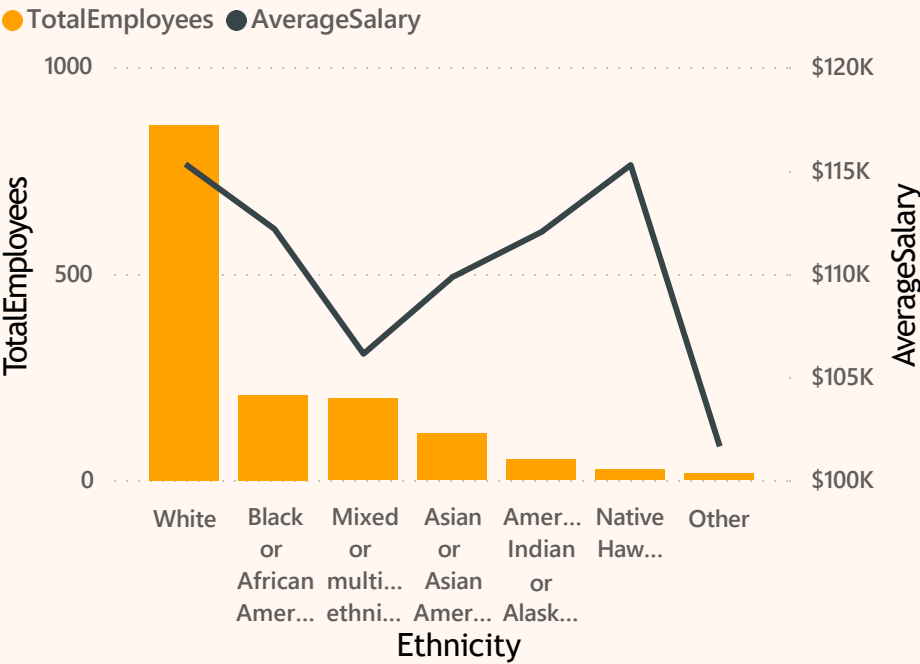
Employees by Age



Employees by Age



Employees by ethnicity and Average Salary



INSIGHTS

- Majority of employees are between 20 – 29 years old
- Currently, Atlas labs employ 2.7% more women than men.
- Non- binary make up 8.5% of total employees.
- White have the highest average salary
- Mixed or multiple ethnic groups have one of the lowest average salaries

ATLAS LAB | Performance Tracker

Overview

Demographics

Performance Tracker

Attrition

- Select Employ...
- ☒ Search
- ☐ Abra MacGray
 - ☐ Ada Bynold
 - ☐ Adan Fradgley
 - ☐ Adan Sunderla...
 - ☐ Adara Sleeford
 - ☐ Addison Elfe
 - ☐ Addison McCo...
 - ☐ Addy Shambr...

Start date

Saturday, March 31, 2012

Earliest HireDate

Last Review

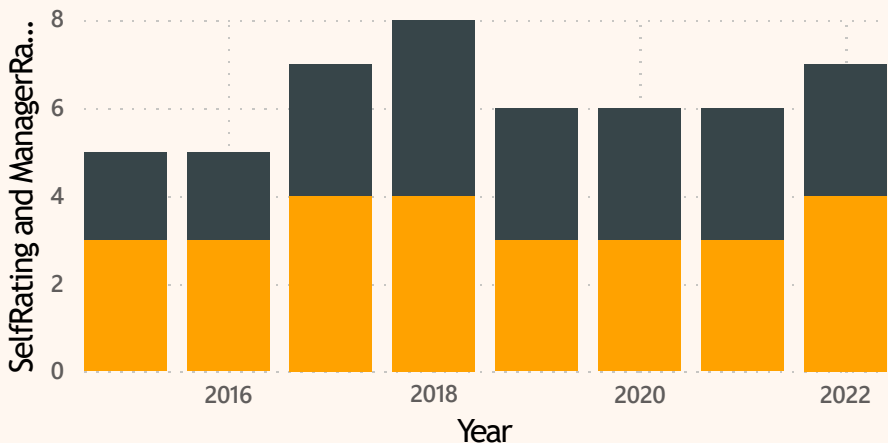
06/16/2022

Next Review

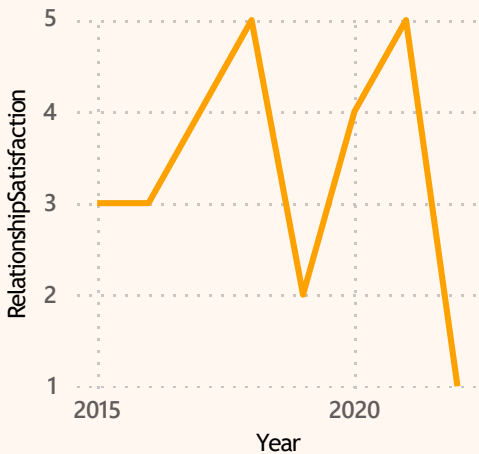
06/16/2023

SelfRating and ManagerRating by Year

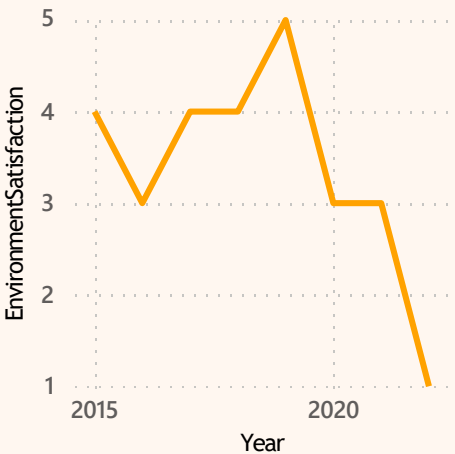
SelfRating ManagerRating



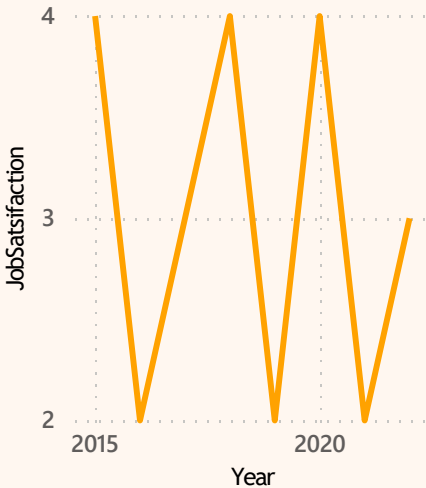
RelationshipSatisfaction by Year



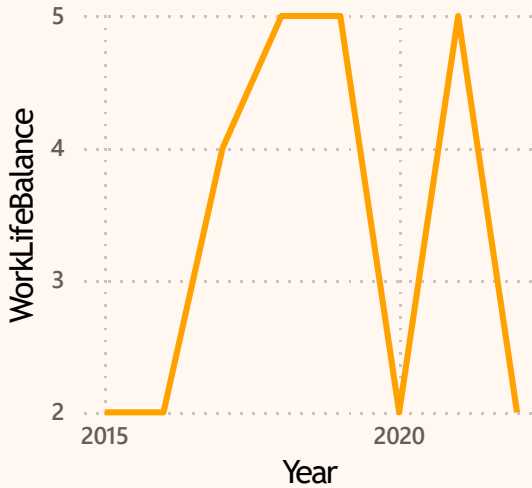
EnvironmentSatisfaction by Year



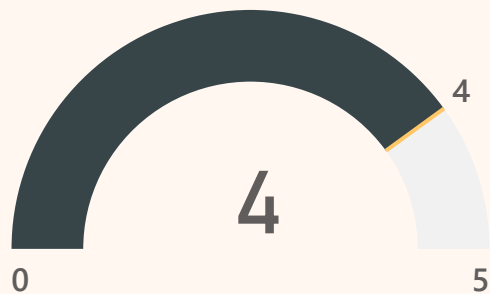
JobSatsifaction by Year



WorkLifeBalance by Year



Max Rating



ATLAS LAB | ATTRITION

Overview

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Performance Tracker

Attrition

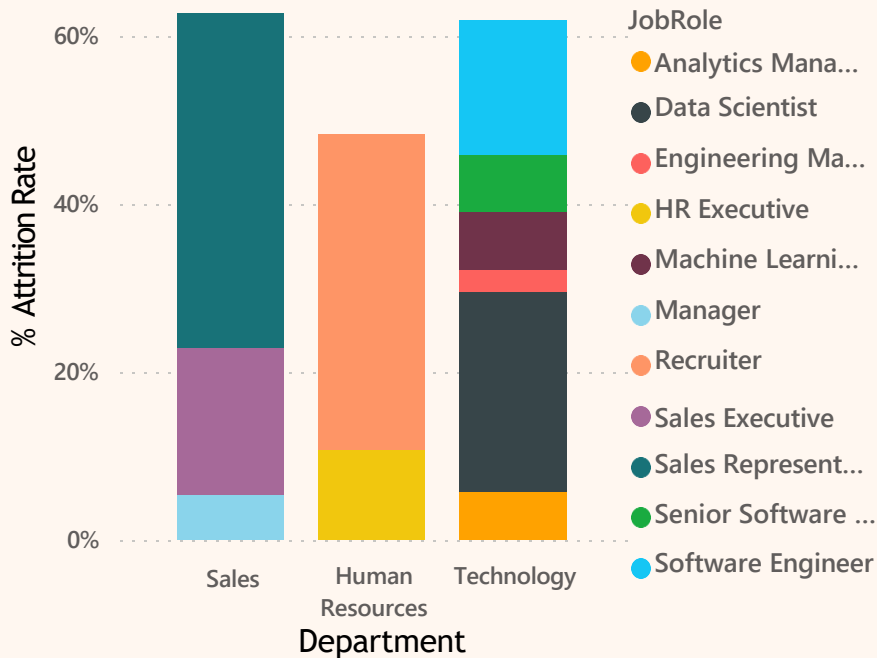
16.1%

% Attrition Rate

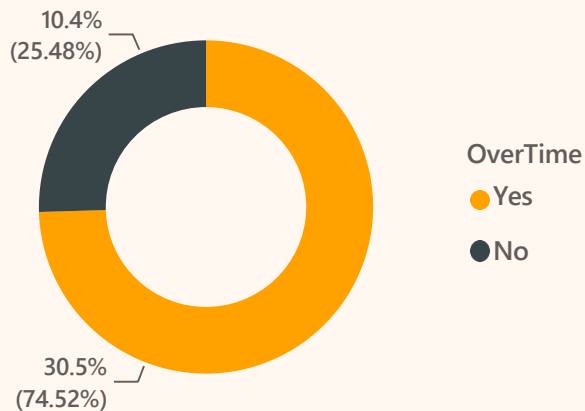
1233

ActiveEmployees

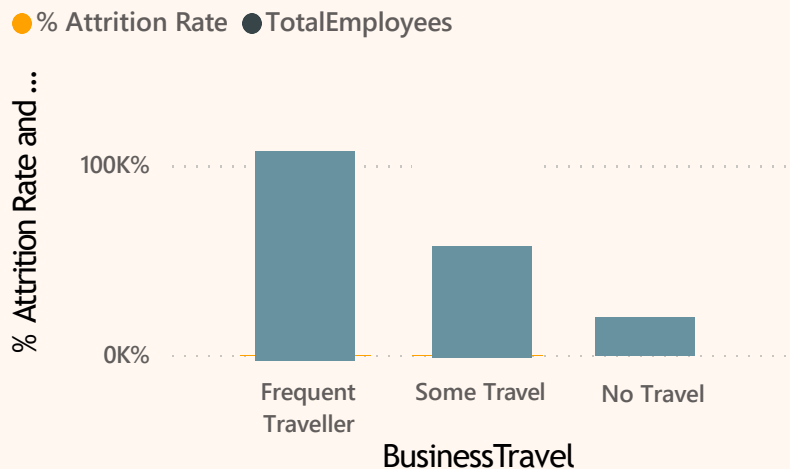
Attrition by Department and position



Attrition by Overtime Requirement



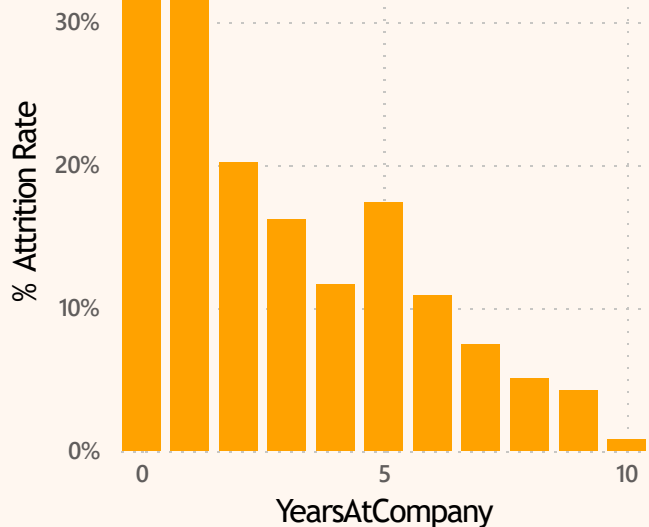
Attrition by Travel Frequency



Attrition By Hire Date



Attrition by Tenure



INSIGHTS

- Technology and Sales have highest Attrition rate
- Sales representative, Data scientists, Software engineers and recruiters have high attrition rate.
- Contract is inversely proportional to churn rate.
- Frequent travelers are likely to leave. Non travelers have the least attrition.
- Overtime leads to attrition, about $\frac{3}{4}$ of employees who left are over time workers.