HR Analytics Dashboard

A MERISKILL Virtual Internship Project

Presented By

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The Dataset

The dataset for this project was provided by Meriskill in CSV file format.
I imported this data into the Power Query Editor and performed the necessary cleaning operations to generate project insights and facilitate the creation of the dashboard.

Objective

The primary goal of this project is to analyze data to uncover key trends, patterns, and insights that can inform strategic business decisions.

Tools Used

Excel

For Data Cleaning and Data Preparation

Power BI

For DashBoard Creation

Copilot

For Research and also works like Second Brain
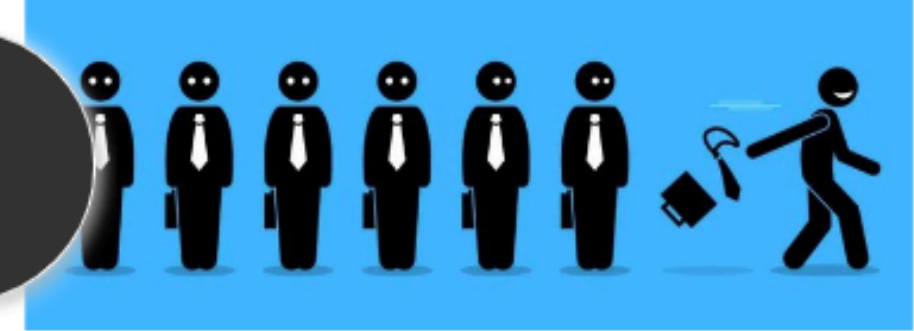
Canva

For Preparation of Presentation

Slides of Dashboard

HR ATTRITION DASHBOARD

DEMOGRAPHICS

A demographic report provides a summary of employee statistics, such as age groups, gender, distance from home, and marital status. This report offers valuable insights into the diversity of the workforce and commuting patterns, aiding in informed decision-making.

TURNOVER ANALYSIS I

The Turnover Analysis I report offers insights into employee attrition, including departures by department, job roles affected, the impact of business travel, and the total years in the current role. This aids in workforce management and retention strategies.

TURNOVER ANALYSIS II

The Turnover Analysis II report consolidates employee data, featuring attrition by job level, overtime, performance ratings, monthly income, and attrition increase levels, offering critical insights for effective HR strategies and decision-making.

EMPLOYEE WELLNESS

This report delves into the core aspects of employee wellness, focusing on environment satisfaction, relationship satisfaction, job satisfaction, and work-life harmony. It aims to provide insights that help foster a supportive and fulfilling workplace.
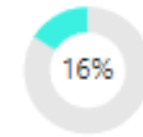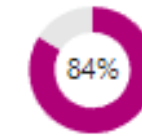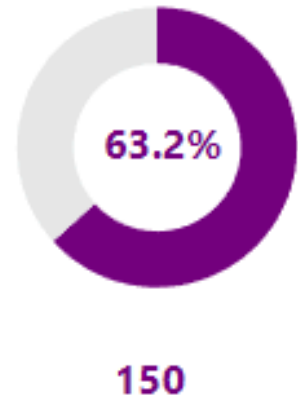
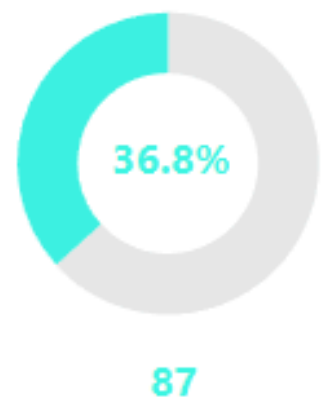# DEMOGRAPHICS

Total Employees
1470

Attrition
237   16%

Active
1233   84%

Male Employees Attrition
63.2%
150

Female Employees Attrition
36.8%
87

Attrition by Education Field

Field	Value
Life Sciences	89
Medical	63
Marketing	35
Technical Degree	32
Other	11
Human Resources	7

Attrition by Work Life Balance

Category	Value
Good	127
Average	58
Excellent	27
Bad	25

Attrition by Age

Age	Value
31-45	103
18-30	100
46-60	34

Attrition by Distance

Distance	Value
NearBy	144
Far	48
Very Far	45
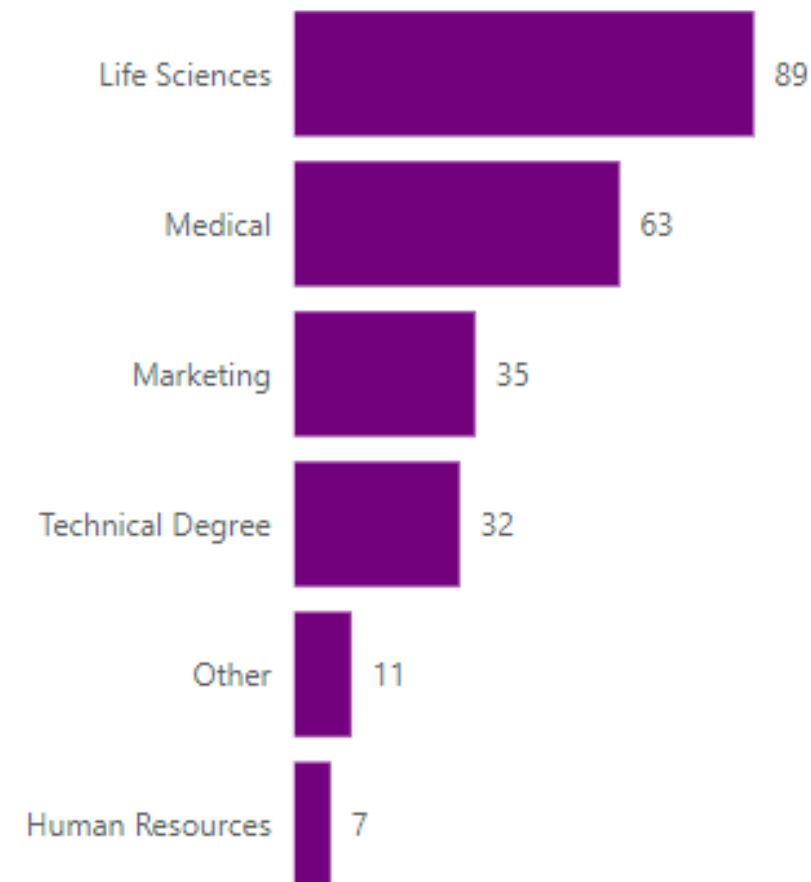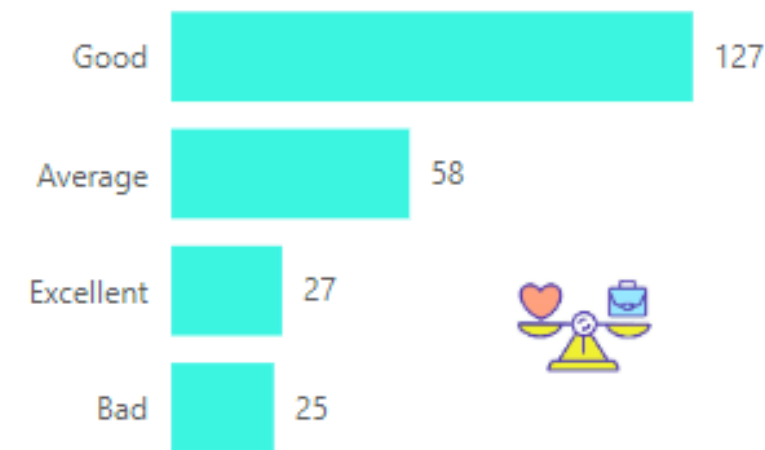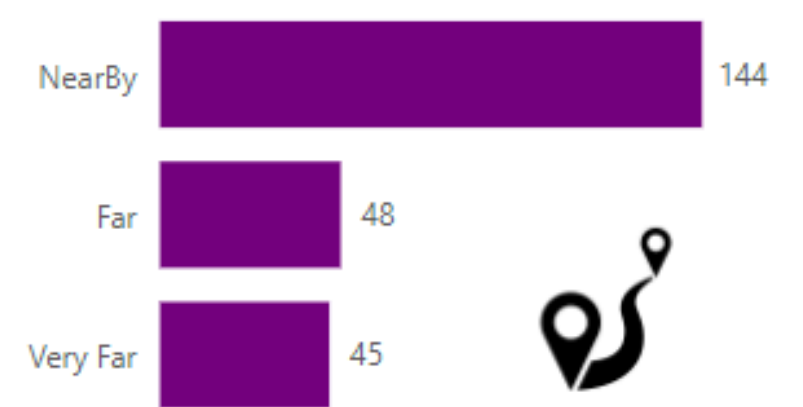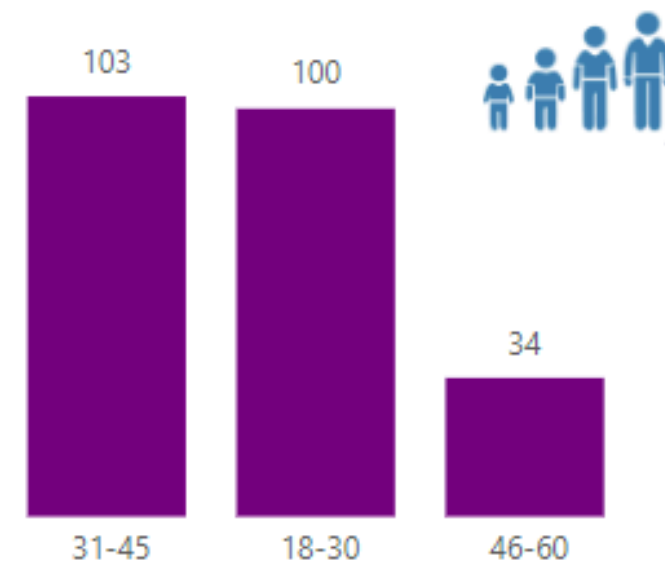
Attrition by MaritalStatus

Gender: ● Female ● Male

Status	Female	Male
Single	47	73
Married	31	53
Divorced	9	24
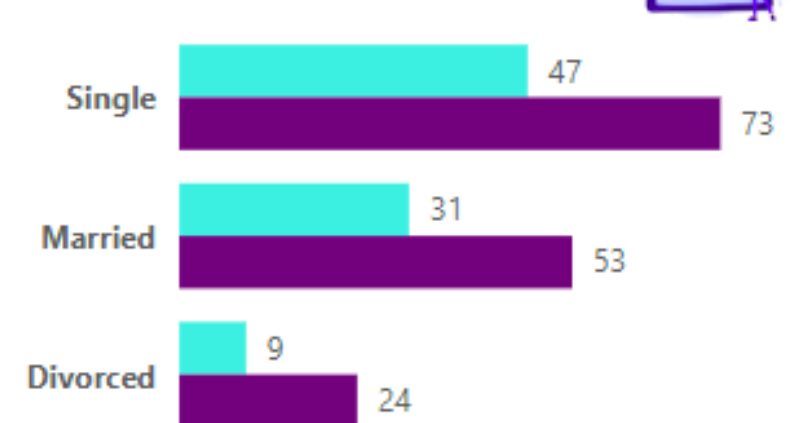
TURNOVER ANALYSIS I

Job Role Count
9

Average Working Years
11.28

Attrition by JobRole

Gender ● Female ● Male

- Laboratory...
- Sales Execu...
- Research S...
- Sales Repr...
- Human Res...
- Manufactu...
- Healthcare ...
- Manager
- Research D...
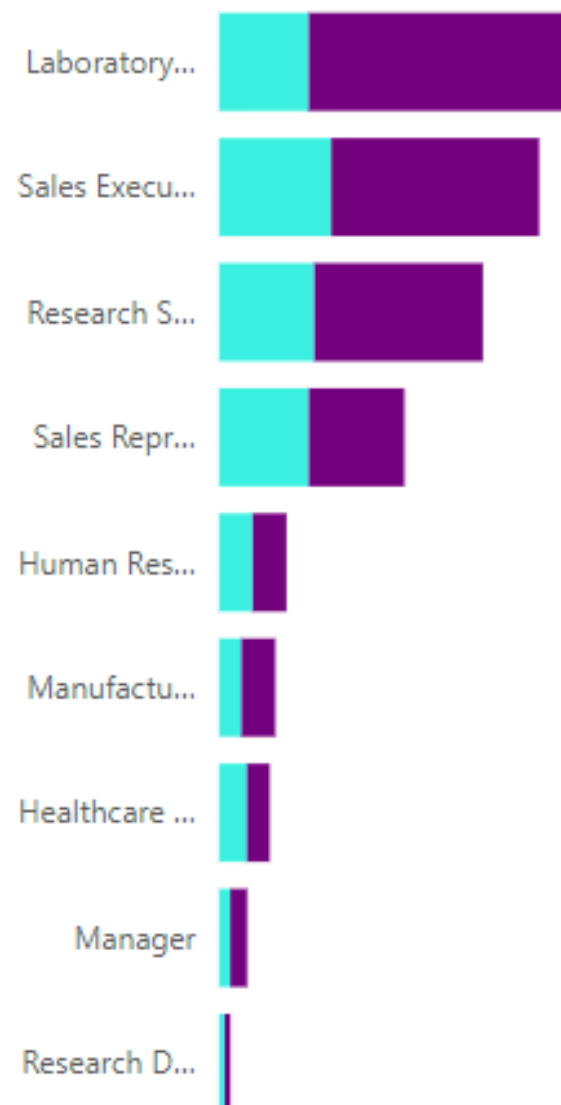
Attrition by Department

12 (5.06%)
92 (38.82%)
133 (56.12%)
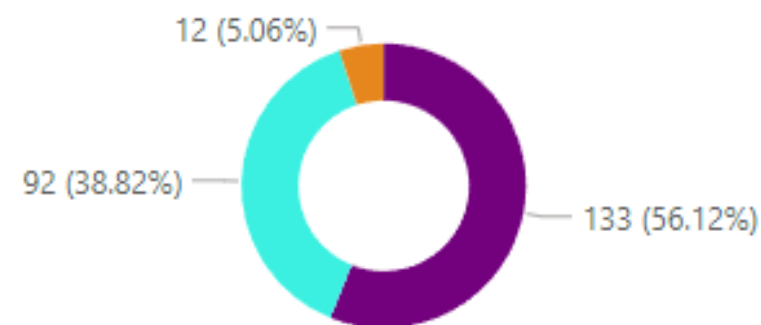
Department ● Research & Develop... ● Sales ● Human Resources

Attrition by BusinessTravel

Gender ● Female ● Male

Travel	Female	Male
Travel_Rarely	54	102
Travel_Frequently	30	39
Non-Travel	3	9
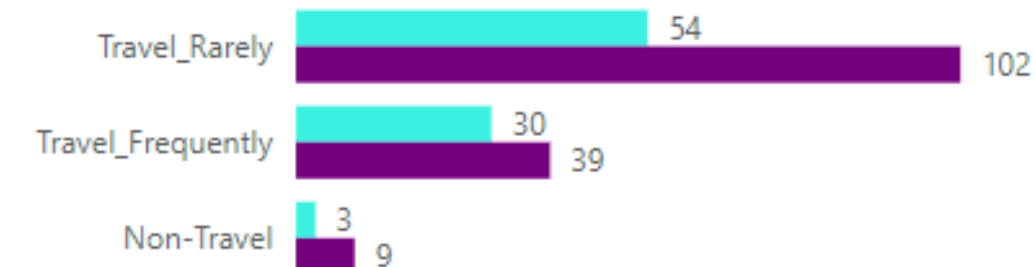
JobRole	Attrition
Laboratory Technician	62
Sales Executive	57
Research Scientist	47
Sales Representative	33
Human Resources	12
Manufacturing Director	10
Healthcare Representative	9
Manager	5
Research Director	2
Total	**237**

Attrition by Years In Current Role

Department ● Human Resources ● Research & Development ● Sales

Attrition / Years In Current Role
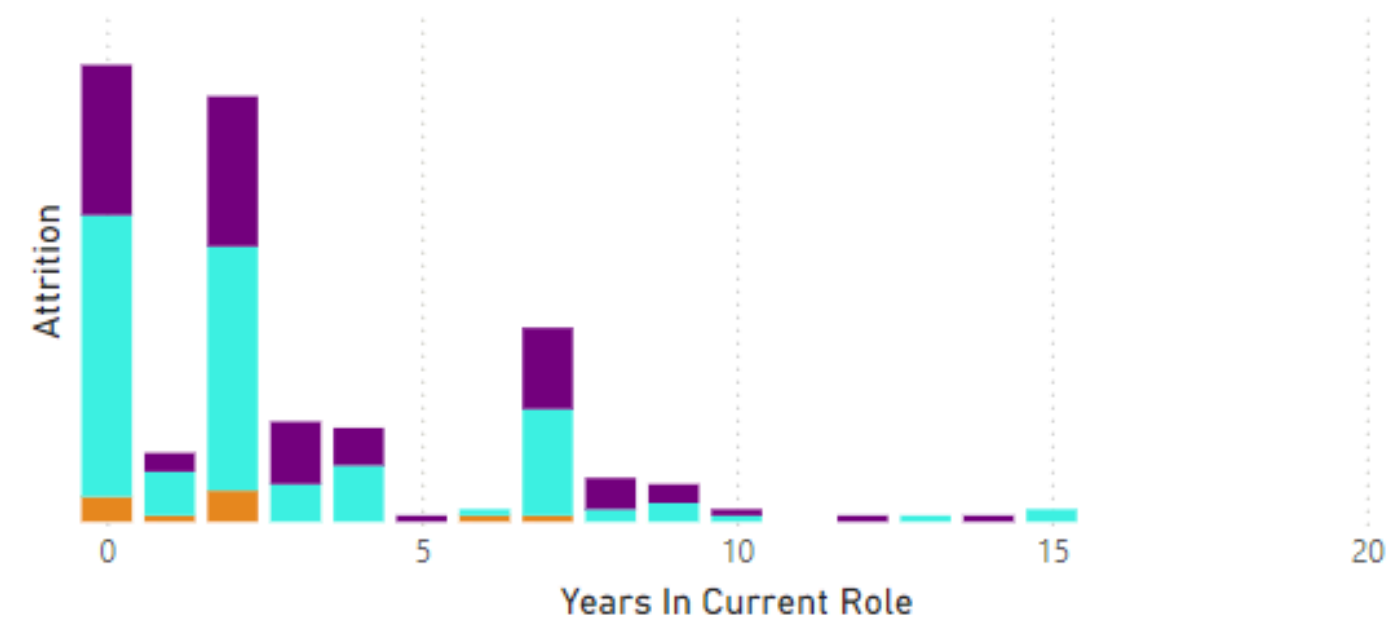
TURNOVER ANALYSIS II

Monthly Income and Attrition by Job Role

● Monthly Income ● Attrition Count

Monthly Income (left axis): 2.0M, 1.5M, 1.0M, 0.5M
Attrition Count (right axis): 70, 60, 50, 40, 30, 20, 10, 0

Job Roles: Sales Executive, Manager, Research Director, Manufacturing Director, Healthcare Representative, Research Scientist, Laboratory Technician, Human Resources, Sales Representative

Attrition by Over Time

- Yes: 127
- No: 110

Attrition Count

Attrition by Performance Rating

- 15.61% — High
- 84.39% — Low

Performance...
● Low
● High

Attrition by Job Level

- Entry Level: 143
- Junior Level: 52
- Mid Level: 32
- Executive: 5
- Senior Level: 5

Attrition by Age and Gender

Gender ● Female ● Male

Age	Female	Male
31-45	36	67
18-30	41	59
46-60	10	24

Attrition
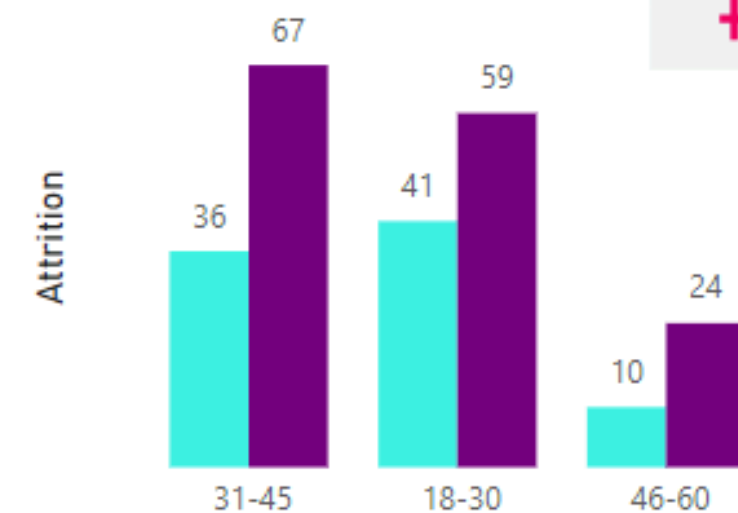
EMPLOYEE WELLNESS

Average Hourly Rate

65.89

Avg Monthly Income

6.50K

Attrition by Environment Satisfaction

Category	Value
Very Dissatisfied	72
Satisfied	62
Very Satisfied	60
Dissatisfied	43
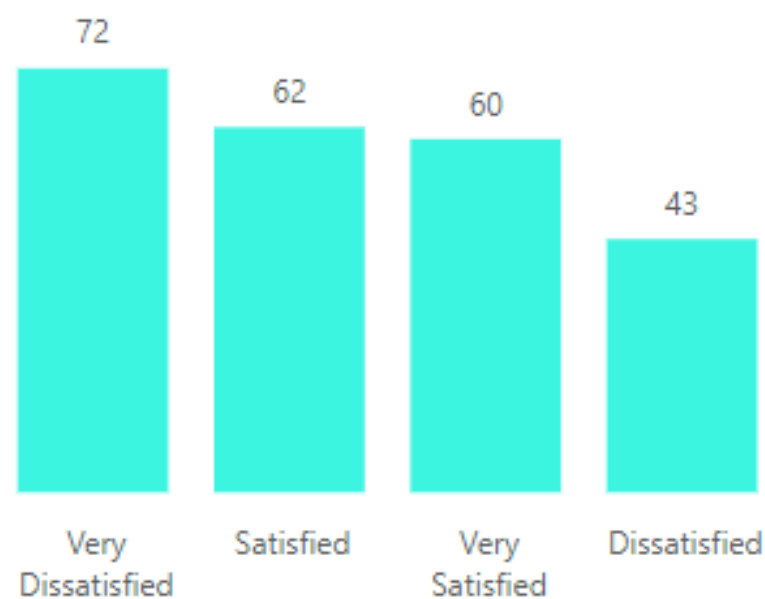
Attrition by Relationship Satisfaction

Category	Value
Satisfied	71
Very Satisfied	64
Very Dissatisfied	57
Dissatisfied	45
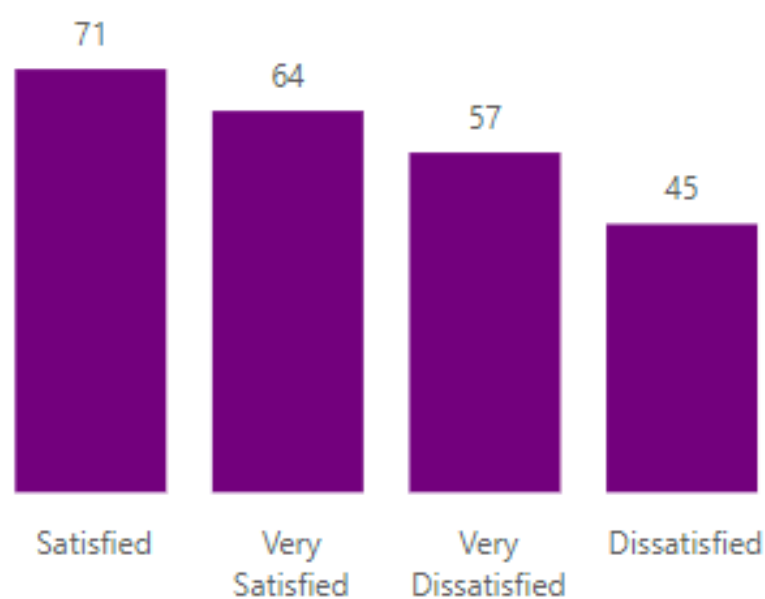
Attrition by Job Satisfaction

Category	Value
Satisfied	73
Very Dissatisfied	66
Very Satisfied	52
Dissatisfied	46
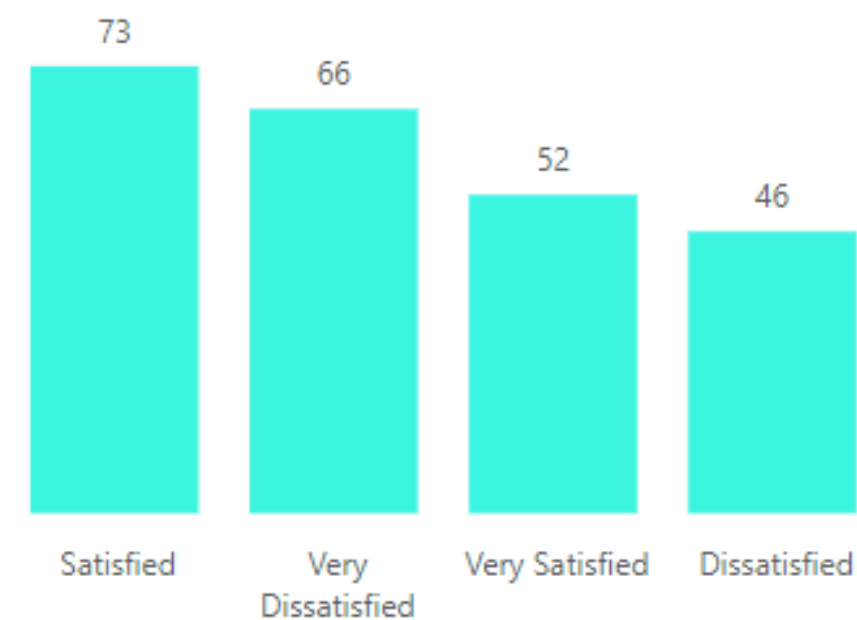
Attrition by Job Involvement

Category	Value
Moderate	125
Low	71
Very Low	28
High	13

Attrition by Performance Rating

Category	Value
Low	200
High	37

Attrition by Work Life Balance
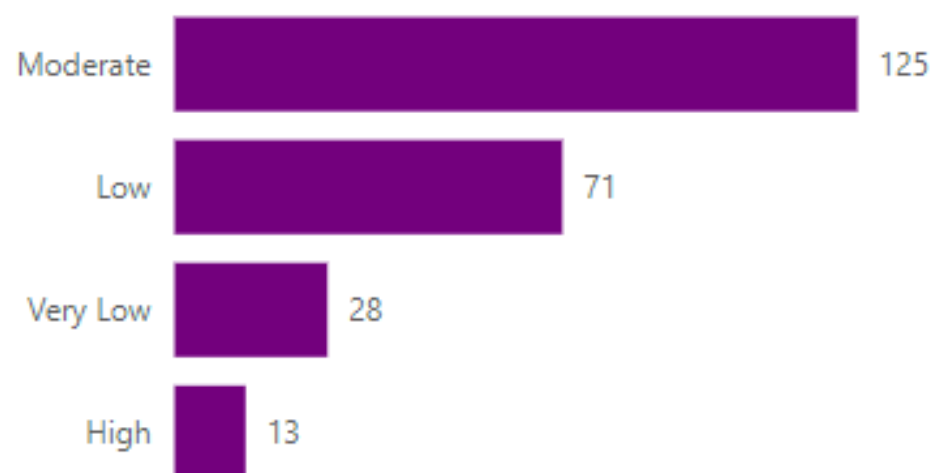
Work Life Balance
- Good — 53.59%
- Average — 24.47%
- Excellent — 11.39%
- Bad — 10.55%

I would like to thank **Meriskill** for providing me with this opportunity to demonstrate my skills.
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