Project Summary: HR Analytics Dashboard

Project Title: HR Analytics Dashboard using Power BI

Objective:
To analyze employee data and identify key factors contributing to attrition, performance, and workforce distribution within the organization.

Tools Used:

- Microsoft Excel (for data cleaning and preprocessing)

- Power BI (for data visualization and dashboard creation)

Key Steps:

1. Imported HR dataset from Kaggle.

2. Cleaned and formatted data in Excel.

3. Loaded the data into Power BI.

4. Created DAX measures such as:

    o Total Employees

    o Total Attrition

    o Attrition Rate

    o Average Age

5. Built visuals to analyze:

    o Attrition by Department

    o Attrition by Gender

    o Attrition by Job Role

    o Attrition by Education Field

    o Attrition by Age Group

    o Attrition by Experience Level

    o Attrition by Overtime

Key Insights:

- Higher attrition observed among younger employees and entry-level positions.

- Sales and HR departments have relatively higher turnover.

- Employees doing overtime show a higher attrition rate.

- Mid-level experienced employees tend to stay longer compared to freshers.

Outcome:

The dashboard helps HR professionals monitor attrition trends, understand workforce demographics, and take data-driven decisions to improve employee retention.