

## HR Analytics Dashboard Report (Power BI)

### 1. Project Overview

This project focuses on building an interactive HR Analytics Dashboard using Power BI to analyze employee data across two regions, India and New Zealand. The dashboard provides insights into workforce distribution, salary structure, employee performance, and company growth to support data-driven HR decision-making.

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### 2. Objective

The objective of this project is to analyze employee headcount, salary trends, and performance metrics, compare regional workforce data, and present key HR insights through interactive visualizations and filters.

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### 3. Dataset Description

The dataset includes employee-level information such as employee name, department, region, salary, performance rating, and joining details. This data enables regional comparison, departmental analysis, and performance-based evaluation.

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### 4. Regional Workforce Overview

The dashboard presents a quick scorecard comparing India and New Zealand, showing total headcount and average salary. Both regions have nearly equal workforce size and similar salary levels, indicating balanced organizational planning.

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### 5. Department-wise Headcount Analysis

This section analyzes employee distribution across departments such as Procurement, Website, Finance, Sales, and HR. The analysis shows consistent department structures across regions, with Procurement and Website having the highest headcount and HR the lowest.

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### 6. Salary Analysis & Top Earners

Salary distribution is analyzed to understand compensation patterns across regions and departments. The dashboard highlights the top earners in each country, helping identify high-paying roles and key contributors.

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### 7. Performance Analysis

Employee performance is visualized using a performance spread, sorted by performance ratings to identify high performers and low performers. This helps management evaluate overall performance distribution within the organization.

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### 8. Performance vs. Salary Relationship

This analysis compares employee performance ratings with salary levels to determine whether higher compensation aligns with stronger performance, providing insights into pay effectiveness and fairness.

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### 9. Company Growth Trend

The company growth trend visual tracks changes in employee headcount and salary expenditure over time, offering insights into workforce expansion and organizational growth.

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#### 10. Employee-Level Filtering

An interactive employee filter allows users to search employees by the starting letter of their name, improving usability and enabling focused employee-level analysis.

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#### 11. Key Insights

- **Balanced workforce distribution between India and New Zealand**
  - **Consistent salary structure across regions**
  - **Clear identification of top earners and high performers**
  - **No strong salary-performance imbalance observed**
  - **Stable and structured organizational growth pattern**
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#### 12. Conclusion

This HR Analytics dashboard effectively transforms raw employee data into meaningful insights using Power BI. The project demonstrates strong capabilities in data modeling, visualization, and business analysis, and supports informed HR planning, performance management, and compensation strategy.