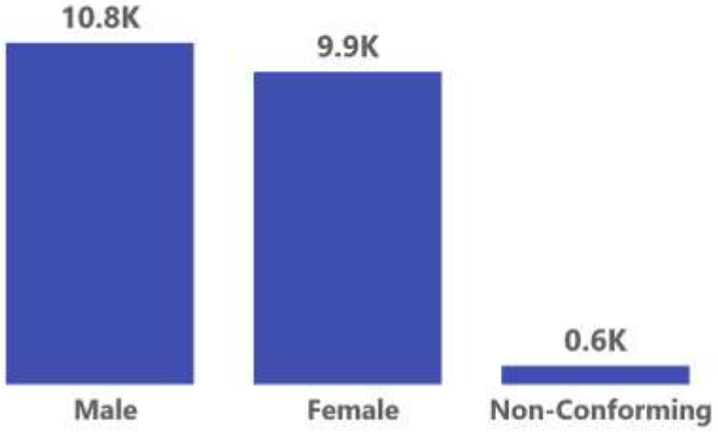
HR EMPLOYEE DISTRIBUTION DASHBOARD

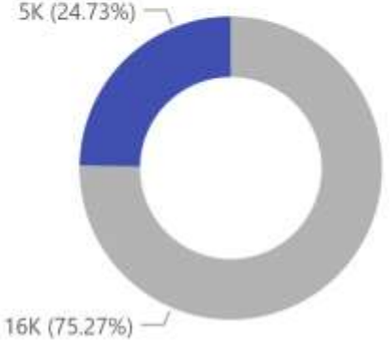
Average Length of Employment(Years)

7

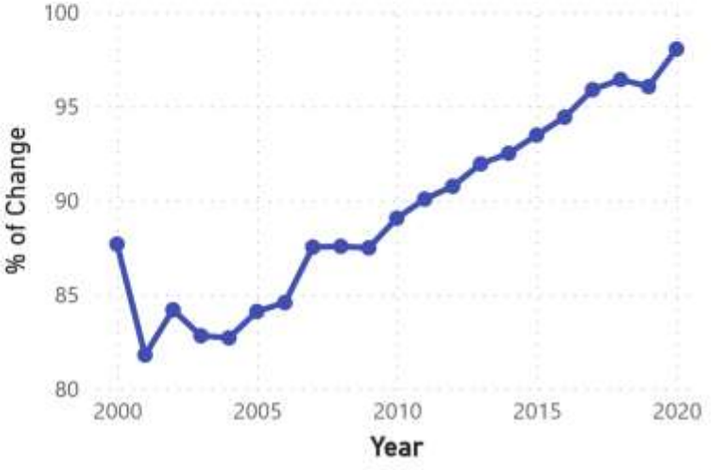
Gender Distribution



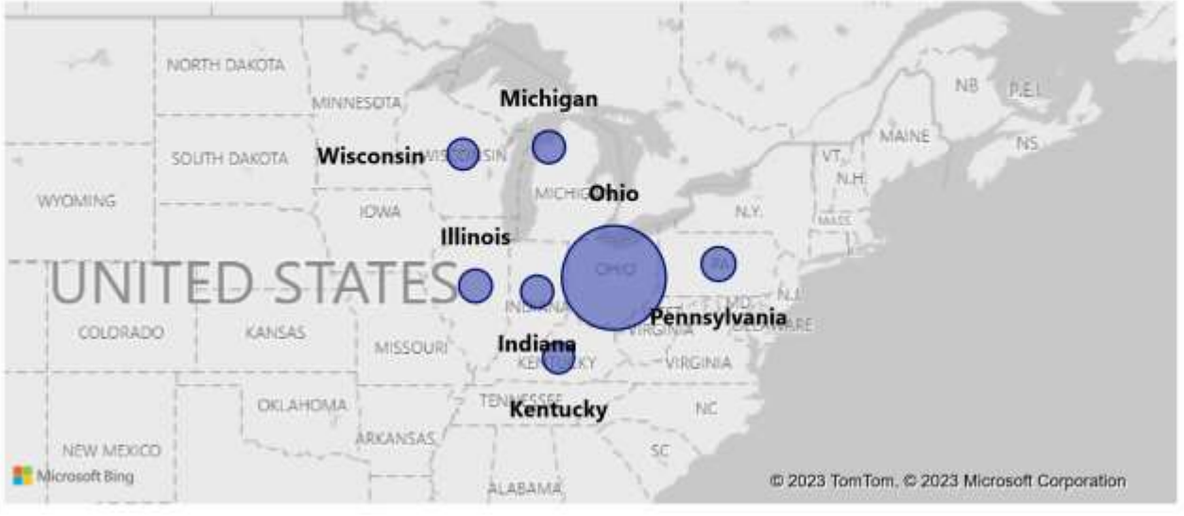
Distribution by Location



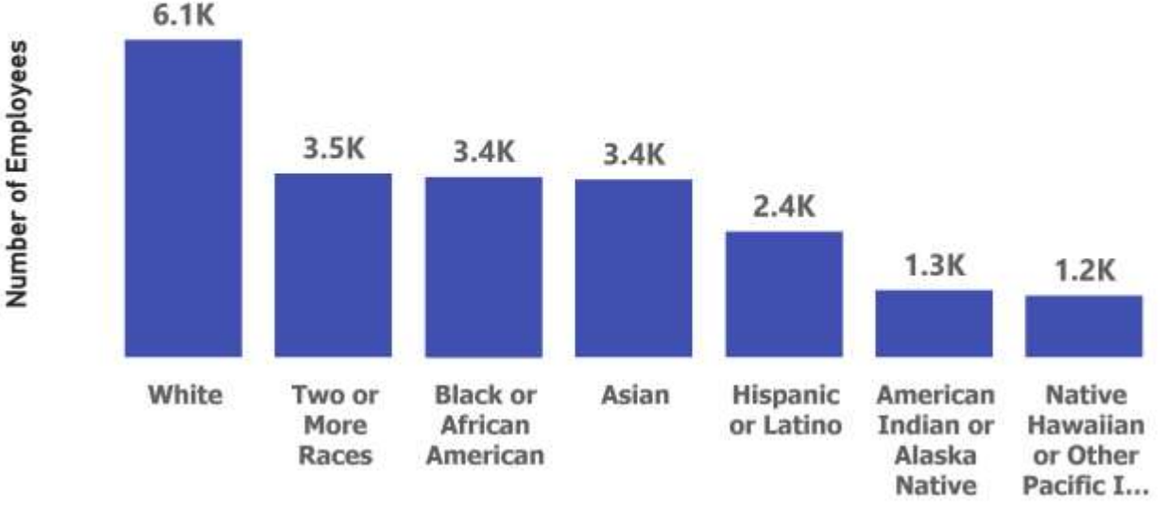
Change in Employees(2000-2020)



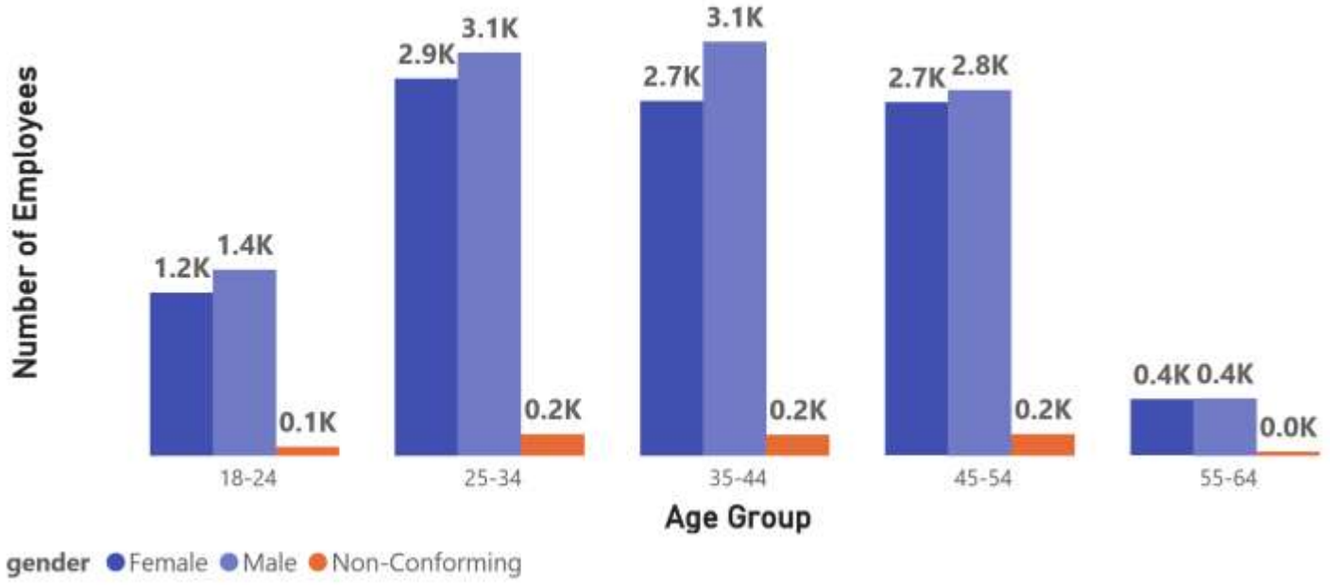
Distribution Across States



Race Distribution



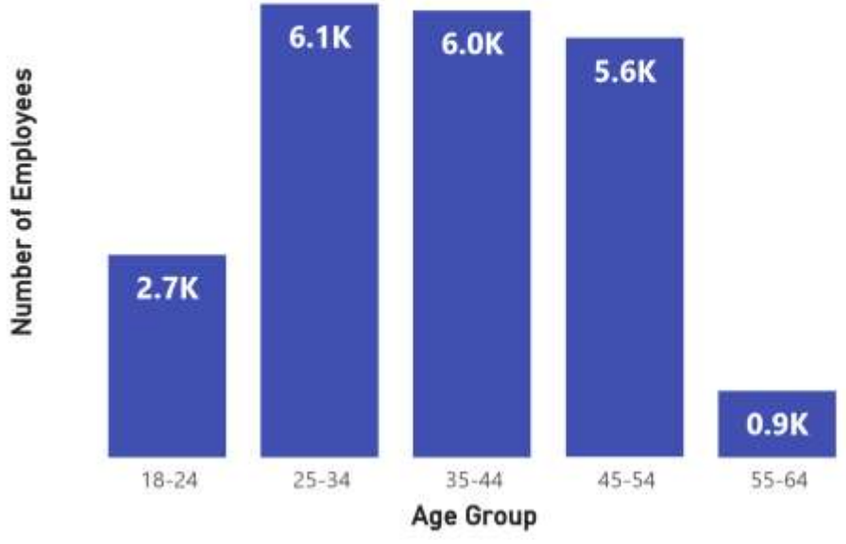
Age Group by Gender Distribution



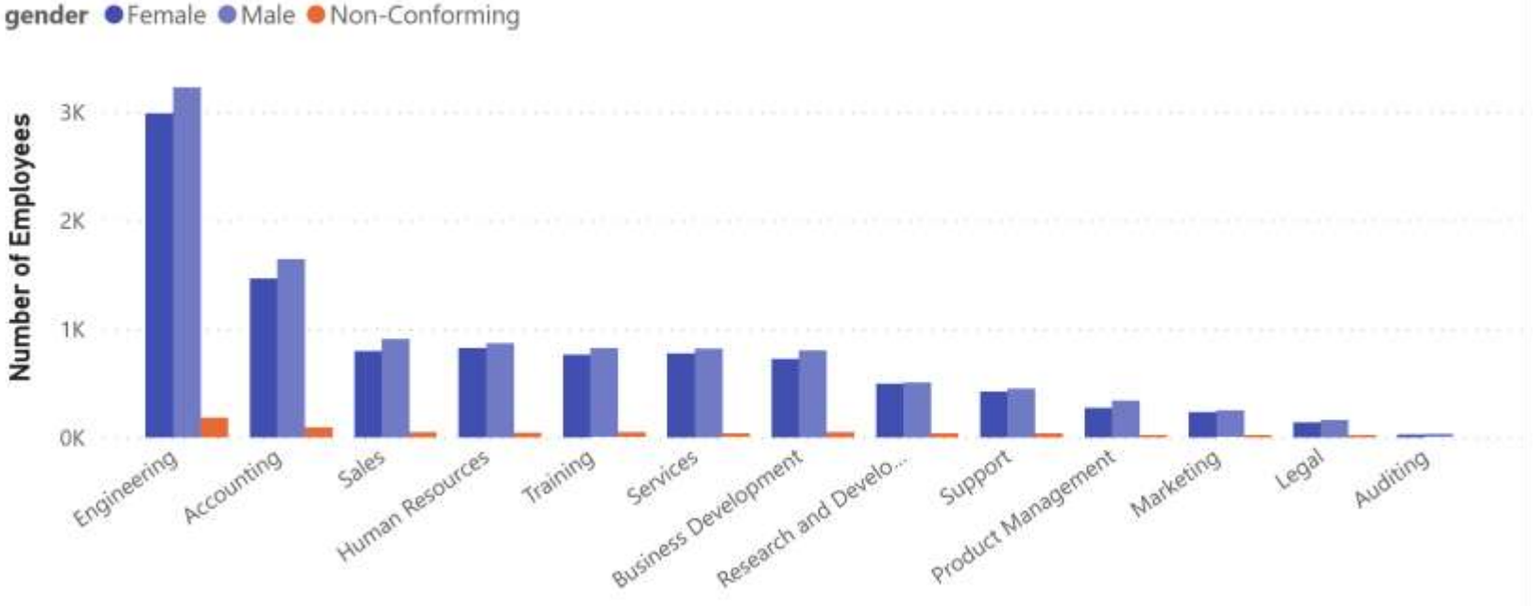
Departments by termination rates

department	termination_rate
Marketing	0.944
Training	0.938
Human Resources	0.937
Services	0.931
Accounting	0.929
Engineering	0.929

Age Group Distribution



Gender Distribution by Department



The HR Dashboard report presents a comprehensive analysis of employee demographics and distribution across various dimensions, utilizing visualizations created in Power BI. Below is the detailed breakdown:

1. **Gender Distribution**:
    - The workforce is predominantly male, with 10.8K male employees.
    - Female employees make up 9.9K of the workforce.
    - There is a smaller group of 0.6K employees who identify as non-conforming.
2. **Distribution by Location**:
    - The majority of employees (16K or 75.27%) are based at the headquarters.
    - A significant portion (5K or 24.73%) work remotely.
3. **Race Distribution**:

    The racial composition includes:

    - 6.1K White employees.
    - 3.5K employees identifying as Two or More Races.
    - 3.4K Black or African American employees.
    - 3.4K Asian employees.
    - 2.4K Hispanic or Latino employees.
    - 1.3K American Indian or Alaska Native employees.
    - 1.2K Native Hawaiian or Other Pacific Islander employees.
4. **Distribution Across States**:
    - Employees are distributed across states including Ohio, Pennsylvania, Illinois, Indiana, Michigan, Kentucky, and Wisconsin.
5. **Change in Employees (2000-2020)**:

- The dashboard tracks the percentage change in the number of employees over the years, from 2000 to 2020, showing trends and fluctuations in workforce size.

6. **Average Length of Employment**:

   - The average length of employment is reported as 7 years.

7. **Age Group by Gender Distribution**:

   The age distribution is analyzed by gender:

   - Employees aged 25-34 are the largest group, with 6.1K males and 2.9K females.
   - The age groups 35-44 and 45-54 have similar distributions.
   - The 18-24 age group has the smallest number of employees, with only 0.4K males and 1.2K females.

8. **Age Group Distribution**:

   - The overall age distribution shows the majority of employees are between 25-54 years old, with a peak in the 25-34 age range.

9. **Gender Distribution by Department**:

   - This section breaks down gender distribution across various departments such as Engineering, Accounting, Sales, Human Resources, Training, Services, Business Development, Research and Development, Support, Product Management, Marketing, Legal, and Auditing.

10. **Departments by Termination Rates**:

    The report identifies departments with the highest termination rates:

    - Marketing leads with a termination rate of 0.944.
    - Training follows with a rate of 0.938.

- Other departments with high termination rates include Human Resources (0.937), Services (0.931), Accounting (0.929), and Engineering (0.929).

This dashboard provides valuable insights into the workforce's structure, highlighting key demographics, departmental dynamics, and employment trends. It is a powerful tool for HR professionals to understand employee distribution, identify areas for improvement, and make informed decisions based on data-driven analysis.