**Project Brief: Employee Analytics Dashboard with Power BI for DQ Inc.**

**Project Overview:**

The goal of this project is to develop an interactive employee analytics dashboard using Excel for

DQ Inc., a fictional company. The dashboard will provide stakeholders with valuable insights and

data-driven decision-making capabilities regarding various aspects of the workforce, including

demographics, salaries, attrition rates, performance indicators, and employee retention.

**Objectives:**

* Develop a visually appealing and user-friendly dashboard that presents key employee metrics

and insights specific to Splendor Inc.

* Enable stakeholders to explore and analyze employee data based on different dimensions, such

as department, job title, gender, ethnicity, and location.

* Provide an overview of employee demographics, including gender and ethnicity distribution, to

support diversity and inclusion initiatives.

* Analyze salary data to identify trends, patterns, and potential pay disparities across departments

and job titles.

* Calculate and visualize attrition rates, examining the reasons for employee exits and identifying

areas for improvement.

* Identify performance indicators and key performance indicators (KPIs) to assess employee

productivity, satisfaction, and engagement.

* Enable stakeholders to compare and benchmark employee metrics against industry standards

or internal targets to drive continuous improvement.

* Provide drill-down capabilities to analyze data at an individual employee level, allowing for

deeper insights and personalized actions.

Questions

* What is the distribution of employees by gender and ethnicity?
* What is the average annual salary by department or job title?
* How does the bonus percentage vary across different business units?
* How many employees have exited the company, and what is their distribution by department?
* What is the age distribution of employees by gender?
* What is the geographical distribution of employees by country and city?
* Which employees have the highest and lowest salaries?
* What is the employee attrition rate, and how does it vary by department and business unit?

Deliverables:

* Fully functional employee analytics dashboard developed in Excel, customized for DQ

Inc., and utilizing the provided dataset.

* Interactive visualizations and reports that allow stakeholders to explore and analyze employee data effectively.