HR ANALYTICS DASHBOARD

1] Attrition
2] Business_Travel
3] CF_age band
4] CF_attrition label
5] Department
6] Education Field
7] Emp No
8] Employee Number
9] Gender
10] Job Role
11] Marital Status
12] Over Time
13] Over18
14] Training Times Last year
15] Age
16] CF_current Employee
17] Daily Rate
18] Distance from home
19] Education
20] Employee Count
21] Environment Satisfaction
22] Hourly Rate
23] Job Involvement
24] Job Level
25] Job Satisfaction
26] Monthly Income
27] Monthly Rate
28] Num Companies Worked
29] Percent Salary Hike
30] Performance Rating
31] Relationship Satisfaction
32] Standard Hours
33] Stock Option Level
34] Total Working Years
35] Work Life Balance
36] Years At Company
37] Years In Current Role
38] Years Since Last Promotion
39] Years With Curr Manager

The dataset contains a total of 1,470 records.

1] Total Employees - There a total of 1470 Employees
Sum of the Employee Count column
2] Percentage Salary Hike
Average of the Percentage Salary Hike column
3] Attrition Rate
Attrition Rate = SUM('HR data'[Attrition Count])/SUM('HR data'[Employee Count])
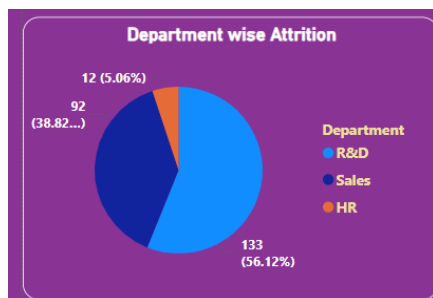**4] Active Employees**
Active Employees = SUM('HR data'[Employee Count])-SUM('HR data'[Attrition Count])
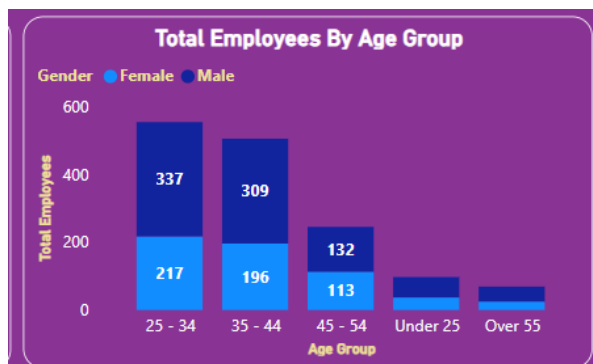**5] Average Age**
Average of the Age column

Charts Used:

1] Department wise Attrition

The Research and Development (R&D) department has the highest rate of employee turnover in the company (56.12%)
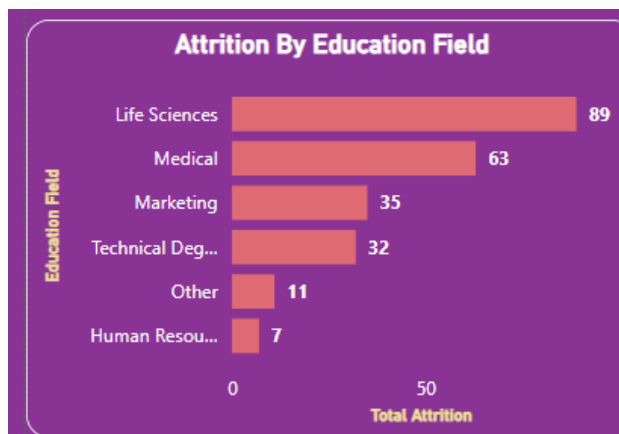
2] Total Employees By Age Group

The Age group 25-34 has the highest number of employees, followed by the age groups 35-44 and 45-54.

3] Job Satisfaction Rating

Job Satisfaction Rating

Job Role	1	2	3	4	Total
Healthcare Representative	26	19	43	43	131
Human Resources	10	16	13	13	52
Laboratory Technician	56	48	75	80	259
Manager	21	21	27	33	102
Manufacturing Director	26	32	49	38	145
Research Director	15	16	27	22	80
Research Scientist	54	53	90	95	292
Sales Executive	69	54	91	112	326
Sales Representative	12	21	27	23	83
Total	**289**	**280**	**442**	**459**	**1470**

The Sales Executive role boasts the highest number of employees with a perfect job satisfaction rating of 4 out of 4. Conversely, the Human Resources role has the fewest employees with the lowest job satisfaction rating of 1 out of 4.

4] Attrition By Education Field

Attrition By Education Field

Education Field	Total Attrition
Life Sciences	89
Medical	63
Marketing	35
Technical Deg...	32
Other	11
Human Resou...	7

Employees with a background in Life Sciences education have the highest attrition rates in the company, followed closely by those with Medical and Marketing education backgrounds.

5] Attrition Rate By Gender for different age groups
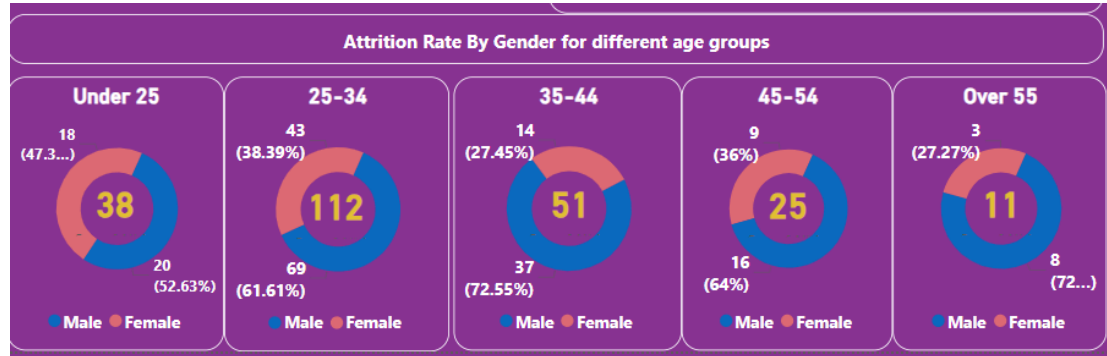
Attrition is most prevalent among employees aged 25-34. Here's a breakdown of attrition by age group and gender:

- **Under 25: Males make up 52.63% of the attrition, while females account for 47.37%.**
- **Ages 25-34: Males constitute 61.61% of the attrition, compared to 38.39% for females.**
- **Ages 35-44: Males represent 72.55% of the attrition, with females at 27.45%.**
- **Ages 45-54: Males account for 64% of the attrition, while females make up 36%.**
- **Over 55: Males are 72.73% of the attrition, with females at 27.27%.**

The data highlights that the 25-34 age group has the highest attrition, with males experiencing higher attrition rates across all age groups.

6] Global filter
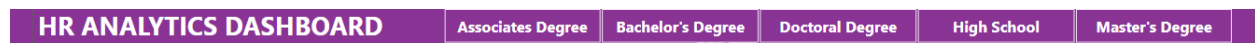
Using the Education column as a global filter, the attrition rates for each educational background are as follows:

1. **Associate's Degree: 15.60%**
2. **Bachelor's Degree: 17.31%**
3. **Doctoral Degree: 10.42%**
4. **High School: 18.24%**
5. **Master's Degree: 14.57%**

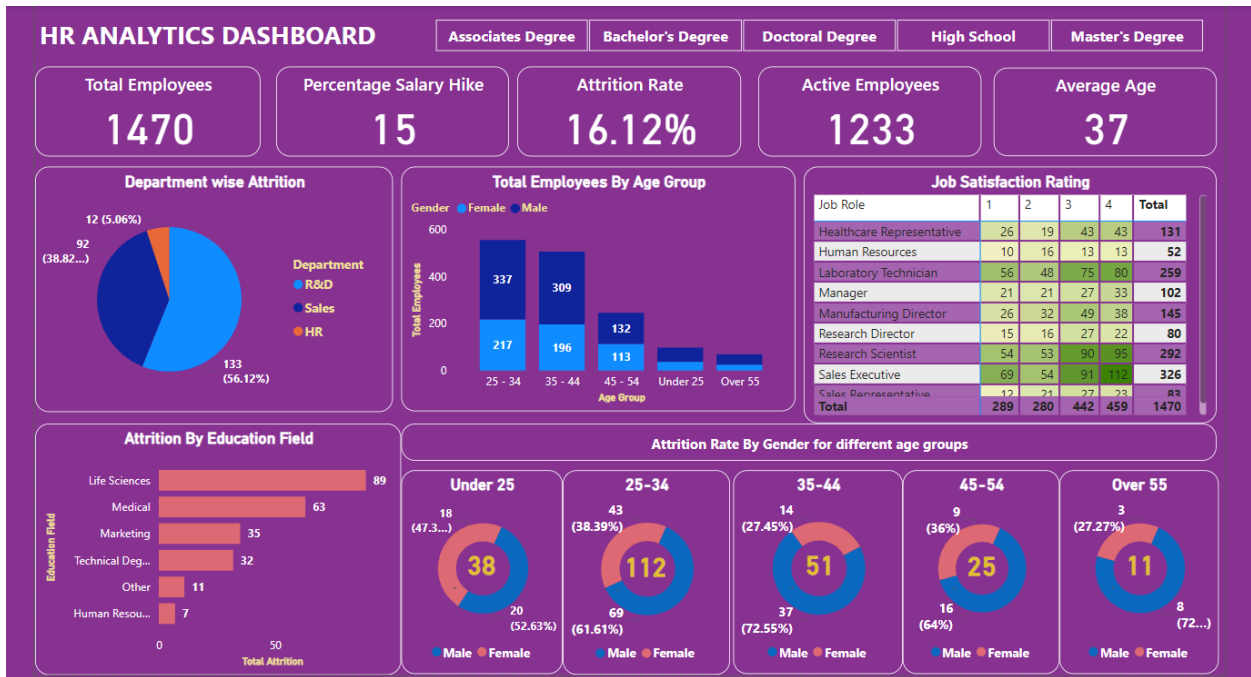**Dashboard:**

HR ANALYTICS DASHBOARD

| Associates Degree | Bachelor's Degree | Doctoral Degree | High School | Master's Degree |

Total Employees	Percentage Salary Hike	Attrition Rate	Active Employees	Average Age
1470	15	16.12%	1233	37

Department wise Attrition
- 12 (5.06%)
- 92 (38.82...)
- 133 (56.12%)

Department
- R&D
- Sales
- HR

Total Employees By Age Group

Gender: Female, Male

Age Group	Values
25 - 34	337 / 217
35 - 44	309 / 196
45 - 54	132 / 113
Under 25	
Over 55	

Job Satisfaction Rating

Job Role	1	2	3	4	Total
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Attrition By Education Field

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Attrition Rate By Gender for different age groups

Under 25	25-34	35-44	45-54	Over 55
18 (47.3...)	43 (38.39%)	14 (27.45%)	9 (36%)	3 (27.27%)
38	112	51	25	11
20 (52.63%)	69 (61.61%)	37 (72.55%)	16 (64%)	8 (72...)

Male, Female

Insights and Recommendations:

R&D Department Attrition:

Insight: R&D has the highest attrition (56.12%).
Action: Improve employee engagement, provide career advancement opportunities, and review compensation.

Age Group 25-34:

Insight: Highest number and rate of attrition.
Action: Offer career development, mentorship, and work-life balance programs tailored to this group.

Job Satisfaction in Roles:

Insight: Sales Executives have the highest job satisfaction; HR has the lowest.
Action: Analyze factors driving satisfaction in Sales and apply lessons to HR roles; address low satisfaction causes in HR.

Attrition by Education:

Insight: Highest attrition in Life Sciences, Medical, and Marketing backgrounds.
Action: Develop retention programs aligned with career goals for these educational backgrounds.

Gender Disparity in Attrition:

Insight: Males have higher attrition, especially in the 35-44 and over 55 age groups.
Action: Identify and address specific male attrition causes with targeted support and flexible policies.

Education and Attrition Rates:

Insight: High attrition for High School graduates (18.24%); low for Doctoral degrees (10.42%).
Action: Enhance training and development for lower educational backgrounds and align roles with educational skills.