



**ATLAS  
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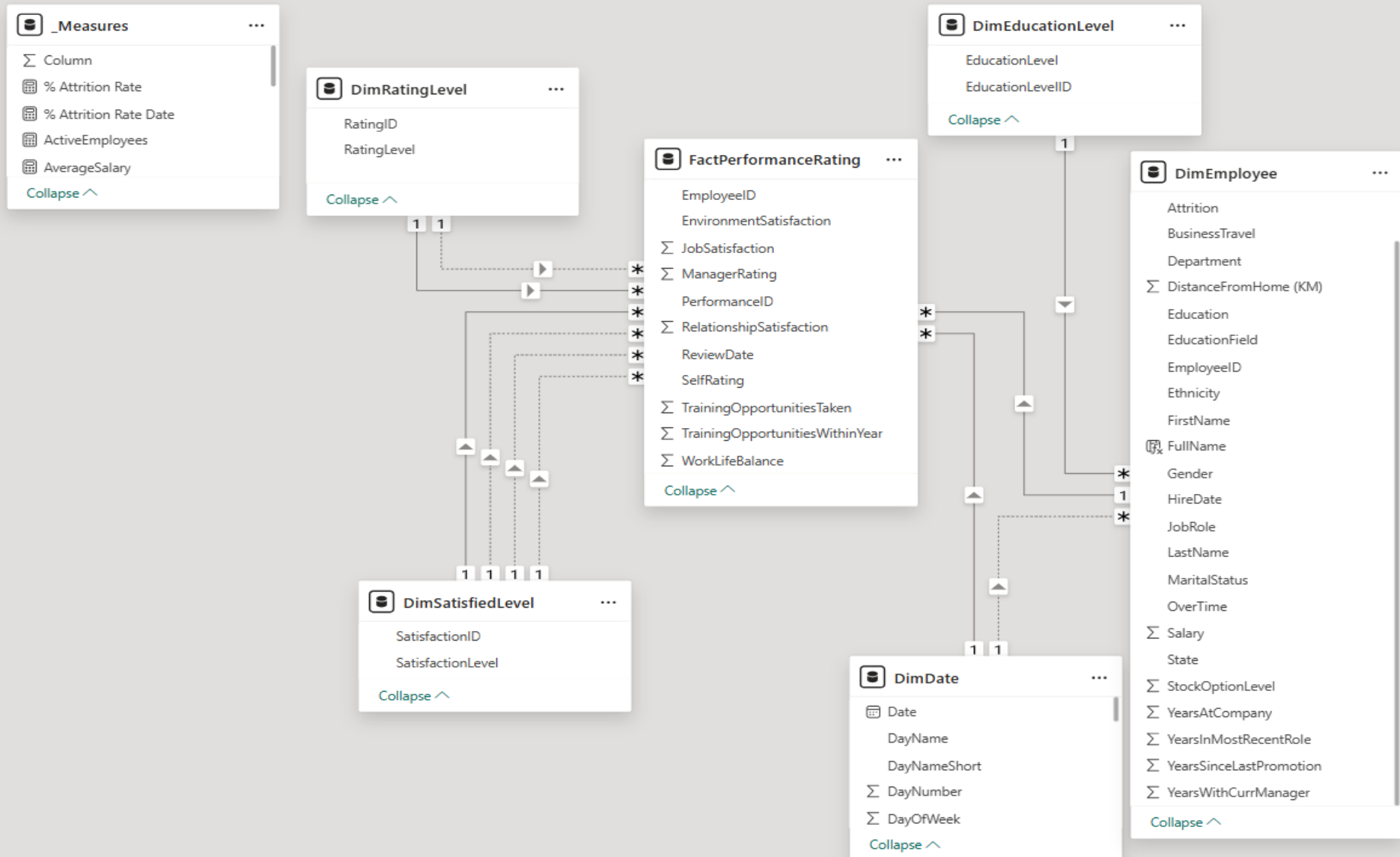
# **HR Analytics in Power BI**

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# Project Objectives

- Monitor key HR metrics on employees
- Understand what factors impact attrition
- Evaluate department-wise hiring trends
- Analyze workforce demographics and employee attrition trends
- Study employee satisfaction and rating levels
- Provide actionable recommendations to improve HR strategies

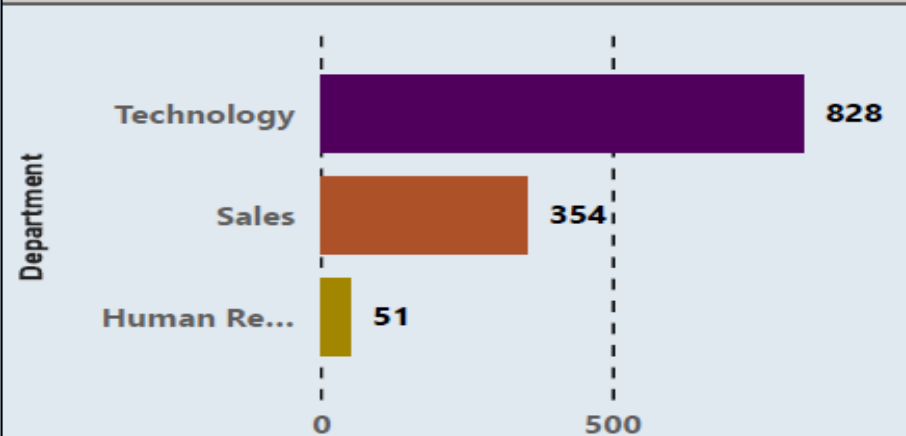
# Dataset



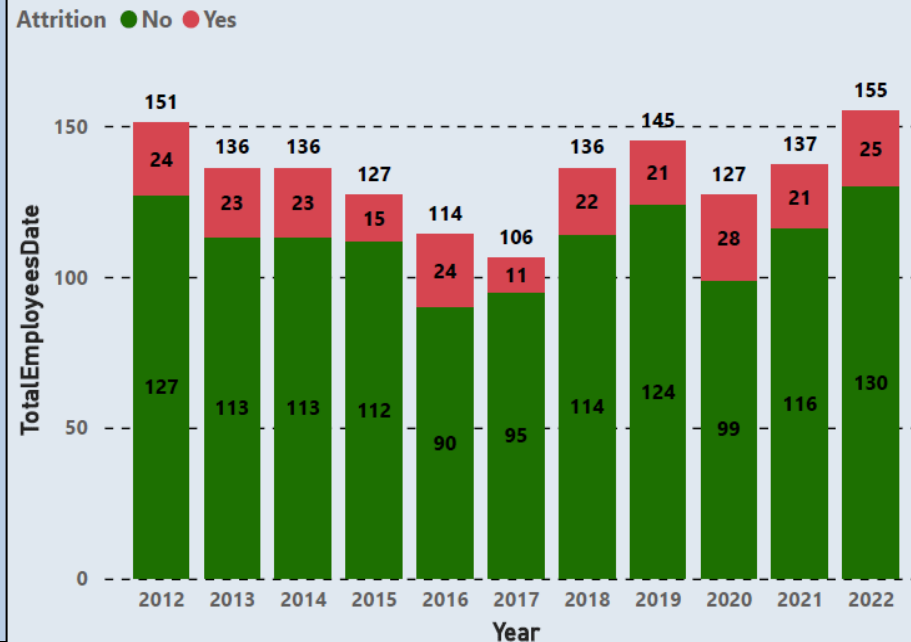
# Overview

- Total Employees = 1470
- Number of active employees = 1233
- Technology – largest dept with 828 active employees
- Fluctuations in attrition – deeper analysis for reasons & insights

## Active Employees by Department



## Employee Hiring Trends



# Impact of Demographics on Attrition

Youngest Employee

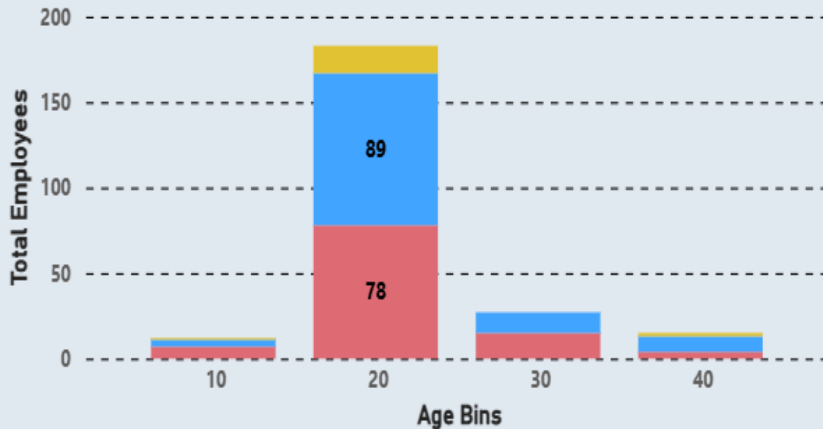
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Oldest Employee

48

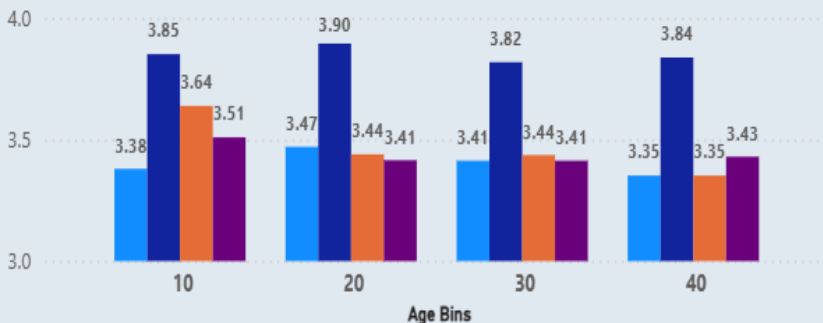
Employees by Age and Gender

Gender ● Female ● Male ● Non-Binary

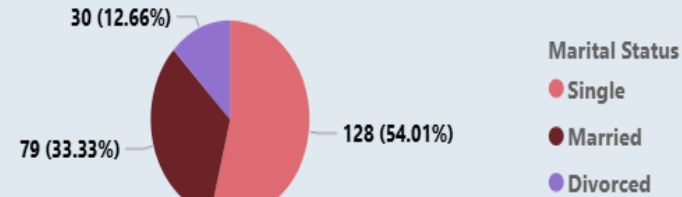


Average Satisfaction Levels

● Job ● Environment ● Relationship ● Work Life Balance



Employees by Marital Status

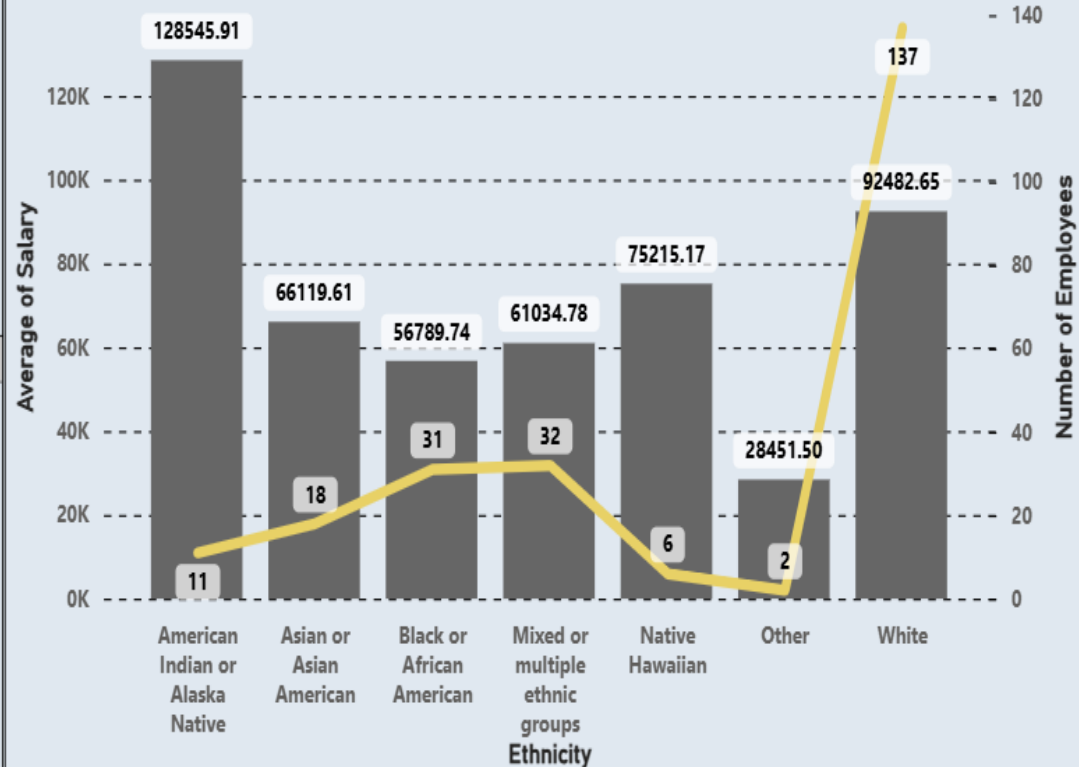


Attrition

□ No  
■ Yes

Employees by Ethnicity and Average Salary

● Average of Salary ● Count of EmployeeID



# Impact of Demographics on Attrition

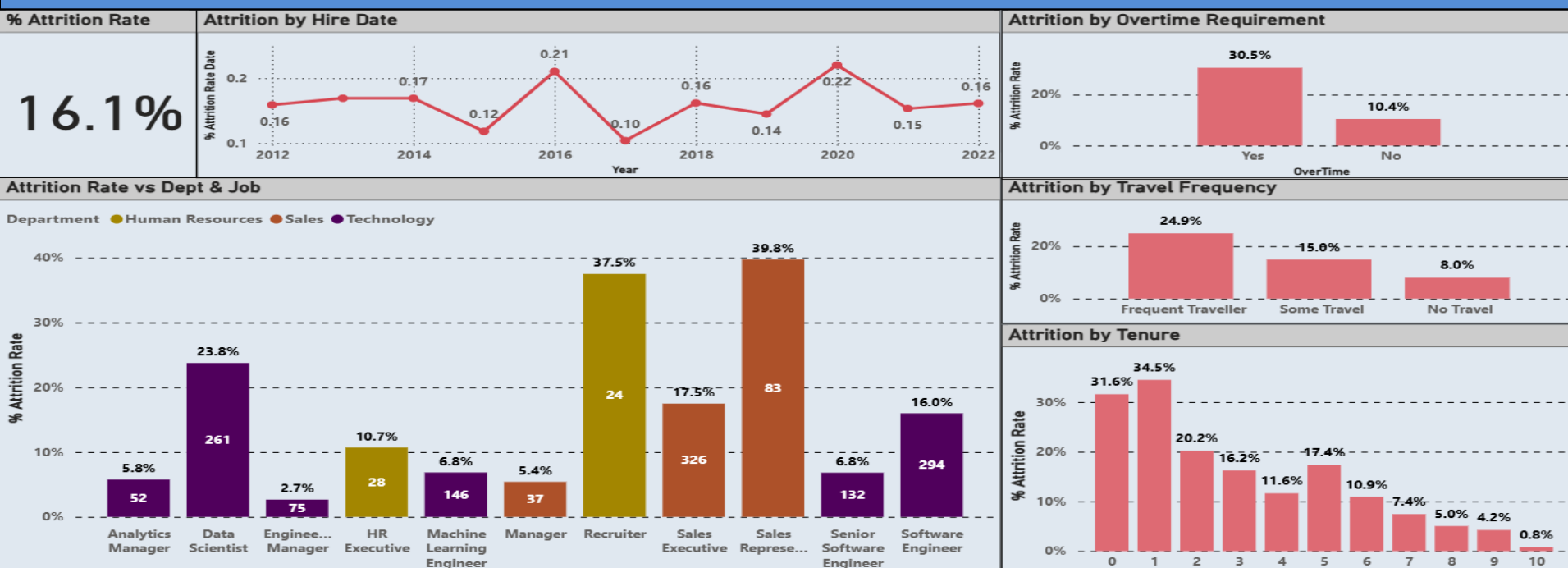
- Highest percentage of employees who left are in age-group of 20s – lost younger workforce
  - Environment dis-satisfaction
- Whites – highest number of employees who left
  - Require further analysis
- Black-African American, Mixed ethnic - employees who left had
  - Lower average salary
- Single employees are leaving at a higher rate
  - Overall low environment and job satisfaction
- Married - moderate attrition
  - Low work-life and relationship satisfaction

# Performance Trackers

- Dashboard tracks an individual employee's satisfaction levels and performance ratings over time



# Attrition Analysis



- Sales & HR – higher attrition rate
- Attrition rate increase with overtime requirement, travel frequency
- Attrition rate is higher among new employees



# Recommendations

- **Lost younger workforce in 20s** - Environment dis-satisfaction
  - Prioritize retaining younger employees by addressing environmental dissatisfaction and creating a more engaging workplace
- **Whites – highest number of employees who left**
  - Require further analysis to identify and rectify underlying issues
- **Black-African American, Mixed ethnic** - Lower average salary
  - Address potential pay disparities for Black-African American and Mixed ethnicity employees to ensure equitable compensation and improve retention
- **Single employees are leaving at a higher rate** - Overall low environment and job satisfaction
  - Conduct surveys to know how work-life balance and job satisfaction can be enhanced for single employees to combat their higher attrition rate

# Recommendations

- **Married – moderate attrition** - Low work-life and relationship satisfaction
  - Implement family-friendly initiatives to mitigate their moderate attrition
- **Sales & HR – higher attrition rate**
  - Consider tailored retention strategies for each - compensation, workload, development
- **Attrition rate increase with overtime requirement, travel frequency**
  - Manage workload, offer flexible work/travel options, and compensate fairly
- **Attrition rate is higher among new employees**
  - Enhance onboarding/development, recognize long-term employees, and foster a strong culture to capitalize on increased retention with tenure