



Marital Status of Employees with more than 10yrs of Service

Single

120

Divorced

Total Number of Emp

1.470



Male

882 40.0%



Female

588 60.0%

18 to 30 Years

386 26.3%

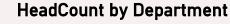
42.1%

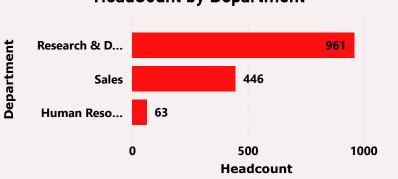
31 to 50 Years

51 to 60 Years

465

31.6%





Retention by Department

446

Sales

Department

Human

Resources

961

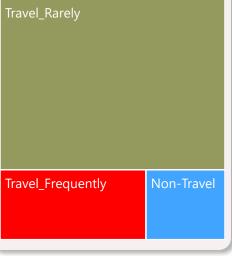
Research &

Development

Attrition by JobRole







Married

Retention

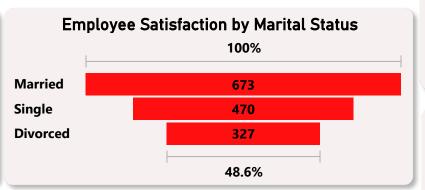
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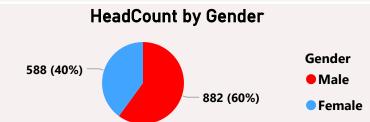
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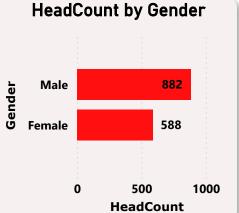
0











HR Analytics Dashboard 2

HR Main

Non_Travel

150

Travel_Rarely

1.043

Travel_Frequently

277

Attrition - No

1,233

Attrition - Yes

237

DailyRate

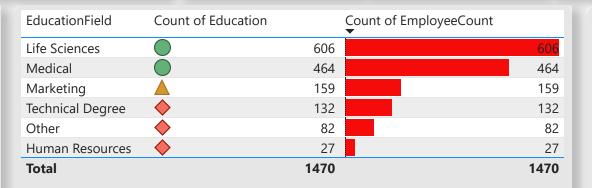
0 to 500 405

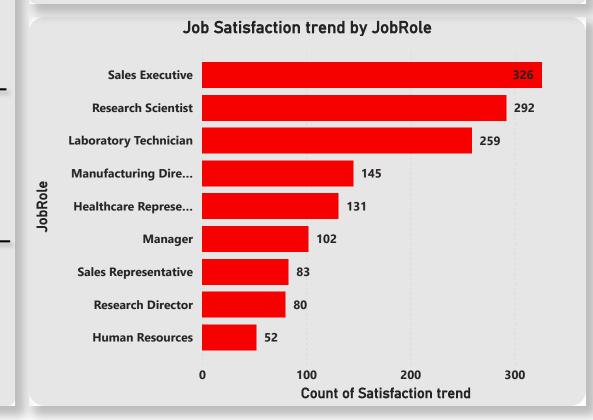
501 to 100

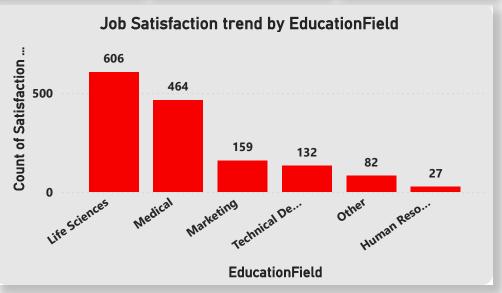
542

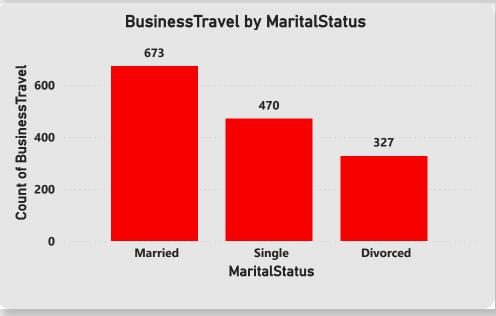
1001 to 1500

523









Dashboard summary Report: HR Analytics Insight dashboard

Project Overview

This dashboard was developed to provide data driven insights into employee demographics, their satisfaction, and job role.

Objectives

- Understand the employee demographics.
- Analyze employee performance over the years.
- Determine the job role of employee.
- Identify growth for development and improvement.

Demographics insights

Age Group Analysis:

619 people are on the age range of 31 to 50 years, 465 people are in the range of 51 to 60 years and 386 people are in the range of 18 to 30 years.

The age range suggest that middle or elderly age dominated the organization.

Gender insights:

- Male 882 employee
- female 588 employee

Analysis showed that male dominated the organization.

Visualization

- Bar chart showing Employee count by department Research and development having highest number of employee(961) followed by sales(446) and Human Resources(63).
- Retention by Department Research and department possess the highest number of employee followed by sales and then Human Resources.
- Attrition by job role Sales executive, Research role and Lab Technician had top attrition rate, which could possibly caused by lack of satisfaction while human resources, research director and sales representative had the lowest rate.
- Employee satisfaction by marital status Married employee are more satisfied than single and divorced employee

Design Choices

Dark-white color contrast - A dark white background paired with white light visual containers, improves readability and direct attention to KPIs.

Consistent Card layout - The top row of KPI cards [age range, total number of employee, gender] Provides at a glance, Operational Metrics

Two-Page layout:

- Page 1: Overview dashboard Presents high level KPI and Employee demographics
- page 2: Sub-HR Dashboard daily rate, Attrition, Job satisfaction

Strategic Visual selection

- Treemap: for business travel, ranks head count by location.
- Donut chart: for salary performance, offers a clean distribution view without overcrowding spaces.
- Interactive slicers: for education field, Education and Employee count enables personalized deep derive and insights.
- **Clustered bars**: for Head count by gender, balances gender feedback.
- Clustered bar chart: for head count by department, allows easy comparison across employ demographics

Challenges and solutions

- Challenge: Blank filtering output.
- Solution: Addition of "if" and "isblank" function to my measure.
- . Challange: Difficulty in Change of Die chart color