Workforce Analytics Dataset Overview and KPIs

Dataset Description

This comprehensive HR dataset contains employee information for different domain organization. The dataset includes various demographic, professional, and performance-related metrics for employees across different departments, with particular emphasis on technology and sales roles.

Key Dataset Attributes

- Employee demographic information (age, gender, ethnicity)
- Professional details (department, job role, salary)
- Career progression metrics (years of service, promotions)
- Geographic and travel information
- Compensation and benefits data

Recommended KPIs for Power BI Dashboard

1. Workforce Demographics

- **Employee Age Distribution**
  - Average age by department
  - Age group breakdown (20-30, 31-40, 41+)
- **Gender Diversity Ratio**
  - Gender distribution by department
  - Gender distribution by management level
- **Ethnic Diversity Metrics**
  - Ethnicity distribution across departments
  - Representation in leadership positions

2. Attrition Analysis

- **Attrition Rate**
  - Overall attrition percentage
  - Department-wise attrition
  - Attrition by tenure groups
- **Risk Factors**
  - Correlation between travel frequency and attrition
  - Salary ranges and attrition rates
  - Distance from home impact

3. Compensation Metrics

- **Salary Distribution**
  - ° Average salary by department
  - ° Salary ranges by job role
  - ° Pay equity analysis (gender/ethnicity)
- **Stock Options**
  - ° Stock option level distribution
  - ° Correlation with years of service

4. Career Development

- **Tenure Metrics**
  - ° Average years at company
  - ° Time in current role
  - ° Time since last promotion
- **Management Effectiveness**
  - ° Average years with current manager
  - ° Manager span of control
  - ° Employee satisfaction correlation

5. Operational Metrics

- **Travel Patterns**
  - ° Percentage of frequent travelers
  - ° Travel frequency by department
- **Educational Background**
  - ° Education level distribution Field
  - ° of study impact on role/salary

Data Quality Notes

- Ensure date formats are consistent across all fields
- Validate salary ranges for outliers
- Monitor missing values in key fields
- Standardize educational field categories

This document serves as a foundation for creating a comprehensive HR analytics dashboard in Power BI, focusing on key metrics that drive business decisions and workforce management strategies.