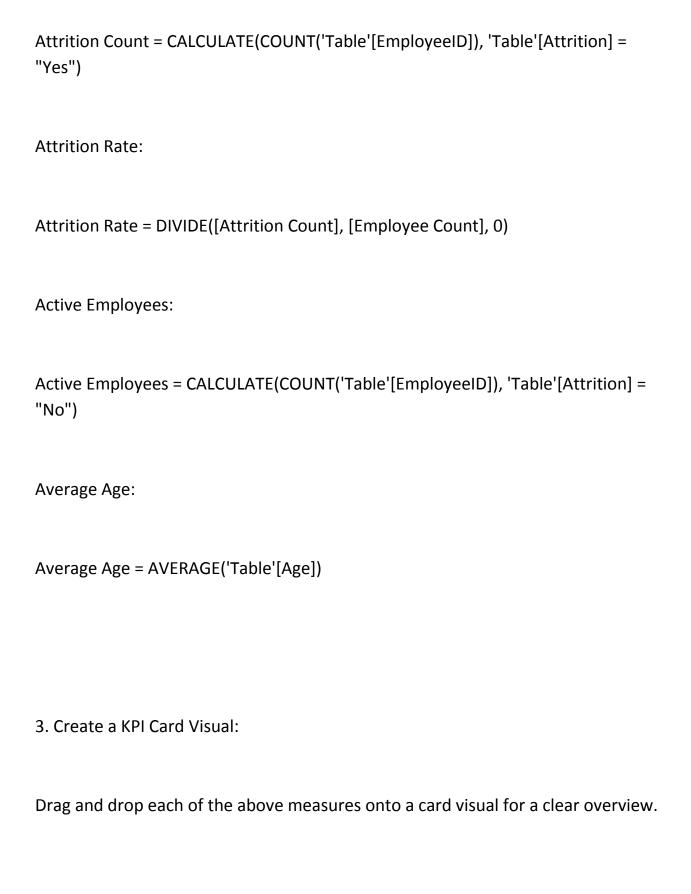
Step 1: Load Data into Power BI
1. Open Power BI Desktop.
2. Import Data:
Click on "Home" > "Get Data" > "Text/CSV."
Select the file HR Analytics Data_Exp11.csv.
Click "Load" after previewing the data.
3. Check Data Types:
Go to "Data View" and verify the column data types (e.g., numeric, text). Adjust if needed.

Step 2: Create Calculated Columns and Measures
For your KPIs, we will need to create the following calculations:
i) KPI for Employee Metrics
1. Go to the Modeling tab and click on "New Measure."
2. Create the following measures:
Employee Count:
Employee Count = COUNT('Table'[EmployeeID])
Attrition Count:



Step 3: Create a Lollipop Chart (Attrition Rate by Gender)
1. Insert a Bar and Line Chart:
From the Visualizations pane, add a "Stacked Column Chart."
2. Set Data:
Drag Gender to the Axis field.
Drag Attrition Rate to the Values field.
Add Attrition Rate again to the "Line Values" field.

3. Style the Chart:
Format the chart to include data labels for both bars and lines.
Customize the colors and spacing to resemble a lollipop chart.
Step 4: Create a Pie Chart (Attrition % by Department)
1. Add a Pie Chart:
From the Visualizations pane, select a "Pie Chart."

Drag Department to the Legend field.
Drag Attrition Count to the Values field.
3. Format the Chart:
Click on the pie chart and adjust:
Convert values to percentage format.
Add total values in labels.
Change colors for better distinction.
Ensure the chart is set to "Entire View."

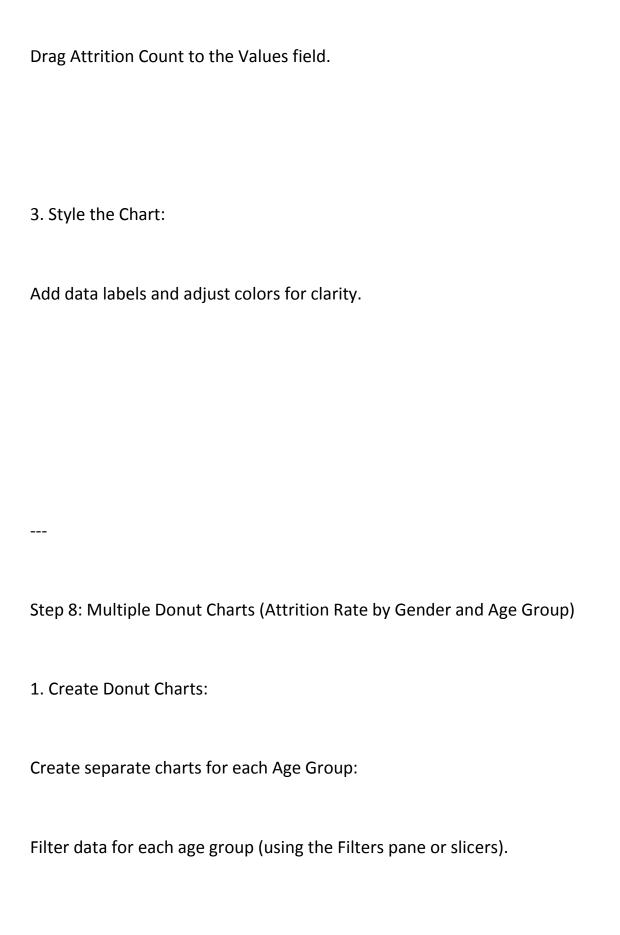
2. Set Data:

Step 5: Bar Chart for Employee Count by Age Group
1. Create Age Groups:
Create a bin for age group and set the bin size to 10 or 20
2. Add a Bar Chart:
Drag Age Group to the Axis field.
Drag Employee Count to the Values field.

Step 6: Highlight Table (Job Satisfaction by Job Role)
1. Create a Highlight Table:
Add a "Matrix" visual.
2. Set Data:
Drag Job Role to the Rows field.
Drag Job Satisfaction to the Columns field.
Drag Employee Count to the Values field.

3. Format:

Use conditional formatting for highlighting.
Adjust colors to emphasize differences in satisfaction levels.
Step 7: Horizontal Bar Chart (Attrition by Education Field)
1. Add a Bar Chart:
Select a horizontal bar chart visual.
2. Set Data:
Drag Education Field to the Axis field.



Set Gender as the Legend and Attrition Rate as the Value.
Format each donut chart for a consistent look.
2 Cambina.
2. Combine:
Place all donut charts on the canvas for a side-by-side comparison.
Final Steps
Tillal Steps
Dashboard Layout:
Arrange visuals logically on the report canvas.

Add slicers for interactivity (e.g., filter by Department or Age Group).
Save and Publish:
Save your report and publish it .