

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:

Attrition Count = CALCULATE(COUNT('Table'[EmployeeID]), 'Table'[Attrition] = "Yes")

Attrition Rate:

Attrition Rate = DIVIDE([Attrition Count], [Employee Count], 0)

Active Employees:

Active Employees = CALCULATE(COUNT('Table'[EmployeeID]), 'Table'[Attrition] = "No")

Average Age:

Average Age = AVERAGE('Table'[Age])

3. Create a KPI Card Visual:

Drag and drop each of the above measures onto a card visual for a clear overview.

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."

2. Set Data:

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."

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.

Drag Attrition Count to the Values field.

3. Style the Chart:

Add data labels and adjust colors for clarity.

Step 8: Multiple Donut Charts (Attrition Rate by Gender and Age Group)

1. Create Donut Charts:

Create separate charts for each Age Group:

Filter data for each age group (using the Filters pane or slicers).

Set Gender as the Legend and Attrition Rate as the Value.

Format each donut chart for a consistent look.

2. Combine:

Place all donut charts on the canvas for a side-by-side comparison.

Final 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 .