Power Bi HR Analytics Project Dashboard

HR ANALYTICS DASHBOARD

| Human Resources | Research & Development | Sales |

Distribution by gender

| Male | Female |
| 150 | 87 |

COUNT OF EMPLOYEES	ATTRITION	ATTRITION RATE	AVG. AGE	AVG. SALARY	AVG. YEARS
1470	237	16.1%	36.92	6.50K	7.01

Attrition by education field

- Other 4.64%
- Technical Degree 13.5%
- Life Sciences 37.55%
- Marketing 14.77%
- Medical 26.58%

ATTRITION BY AGE

AgeGroup: 26-35, 36-45, 46-55, 18-25, 55+

JobRole	1	2	3	4	Total
Healthcare Representative	2	2	1	4	9
Human Resources	5	2	3	2	12
Laboratory Technician	20	8	21	13	62
Manager	1	2	1	1	5
Manufacturing Director	2	2	4	2	10
Research Director	0	1	1	0	2
Research Scientist	13	10	15	9	47
Sales Executive	16	9	18	14	57
Sales Representative	7	10	9	7	33
Total	66	46	73	52	237

ATTRITION BY SALARY

- Upto 5k
- 5k-10k
- 10k-15k
- 15k+

0 — 500

ATTRITION BY Years at Company

Values: 16, 59, 19, 21, 9, 8, 18, 2

YearsAtCompany: 0, 5, 10

ATTRITION BY JOB ROLE

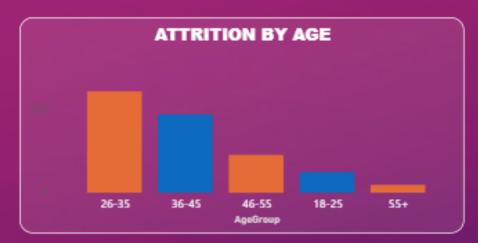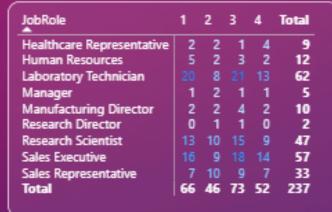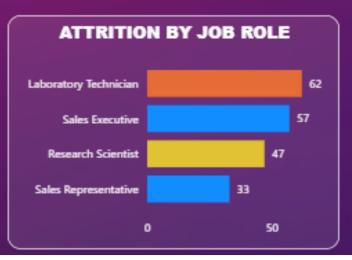| Laboratory Technician | 62 |
Sales Executive	57
Research Scientist	47
Sales Representative	33

0 — 50

- ❖ **I used Microsoft Power BI to build this HR analytics dashboard to explore employee attrition trends.**
- ❖ **Data Preparation: Cleaned and transformed the dataset in Power Query (handled missing values, renamed columns, fixed data types).**
- ❖ **Data Modeling: Built relationships and created calculated measures using DAX (e.g., attrition rate, average age, salary, tenure).**
- ❖ **Visualization: Designed an interactive dashboard with charts (bar, pie, matrix) and cards to display key insights.**
- ❖ **Analysis: Found high attrition among low-salary, early-career employees, especially in Sales and Lab Technician roles.**

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🔍 HR Analytics Dashboard – Summary & Highlights

This interactive dashboard provides a comprehensive view of employee attrition trends across key HR metrics, helping organizations identify patterns and improve retention strategies.

📌 Key Metrics Highlights

- **Total Employees:** 1470 — The entire workforce analyzed.
- **Attrition Count:** 237 employees have left.
- **Attrition Rate:** 16.1% — A relatively high turnover indicating potential issues in retention.
- **Average Age:** 36.92 years — A mid-career workforce.
- **Average Salary:** 6.5K — May indicate moderate compensation.
- **Average Tenure:** 7.01 years — Reasonably high loyalty among retained employees.

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📊 Chart Insights

1. Attrition by Education Field

Top attrition in Life Sciences (37.55%) and Medical (26.58%) fields.

Suggests that individuals from healthcare/science-related domains are more prone to job shifts.

2. Attrition by Age Group

Employees aged 26–35 show the highest attrition.

Indicates early-career professionals may seek better roles or lack engagement.

3. Attrition by Salary

Majority of attrition is in the 'Up to 5K' bracket.

Implies that low salary is a strong driver of employee exit.

4. Attrition by Years at Company

Peak attrition occurs at 1 year mark (59 people).

Suggests onboarding issues or poor early-career support.

5. Attrition by Job Role

Laboratory Technicians (62) and Sales Executives (57) show highest exits.

These roles may involve high stress, workload, or low satisfaction.

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☑ **Other Insights**

◈ **Gender Distribution**

Males (150) show higher attrition compared to **Females (87)**.

May reflect role imbalance or workplace satisfaction differences.

◈ **Job Role Heatmap**

Offers detailed attrition frequency across roles and time, helping HR target interventions per department.

- Check it on git-hub – https://github.com/Ganesh-Jodtale/Hr_analytics_powerbi_project

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THANK YOU

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