



# HR Overview Dashboard


Track workforce distribution and monitor attrition trends across key demographics.



 **1470**  
Total Workforce

 **16.1%**  
Attrition Rate

 **3 / 5**  
Avg. Job Satisfaction

 **7 yrs**  
Avg. Tenure (Years)

 **₦6,503**  
Avg. Monthly Income

Department

All

MaritalStatus

All

Gender

All

EducationField

All

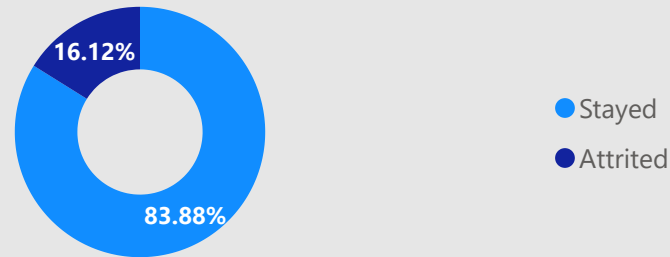
AgeGroup

All

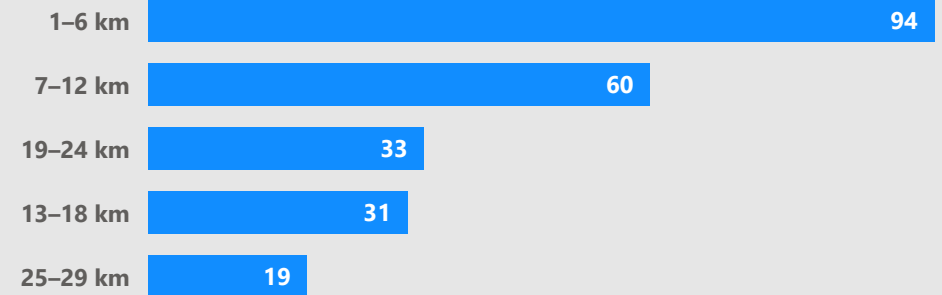
JobRole

All

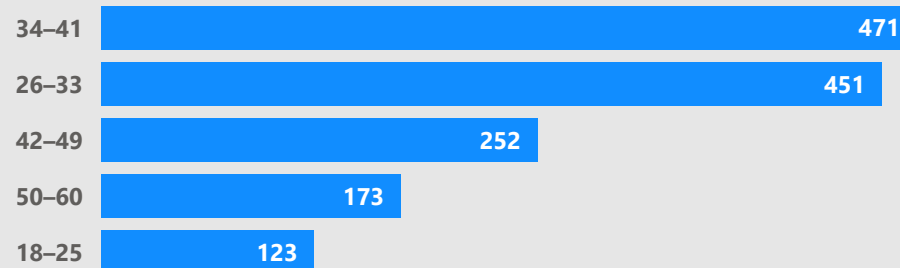
## Retention vs Exit: What's the Employee Split Telling Us?



## Does Distance Drive Resignations?

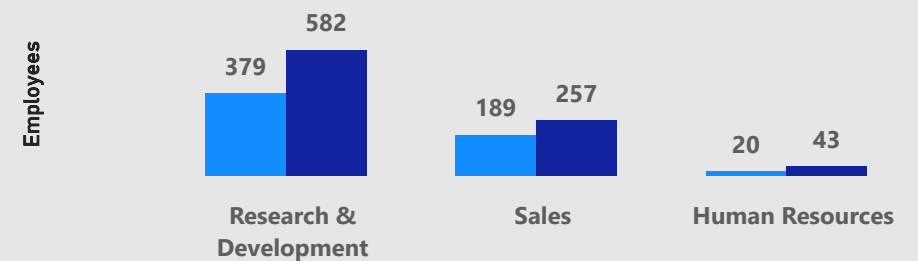


## Generational Spread: Which Age Brackets Dominate Our Workforce?



## Departmental Diversity: Are Teams Gender-Balanced?

Gender ● Female ● Male





# Understanding Exit Patterns: Demographics & Sentiment Signals

Analyze satisfaction metrics and identify who is leaving — and why.



237

Attrited Employee



3 / 5

Avg. Work Environment Score



3 / 5

Avg. Work-Life Balance



3 / 5

Avg. Relationship Satisfaction



9.2 km

Avg. Commute Distance

Department

All

JobRole

All

OverTime

All

Gender

All

Distance Bin

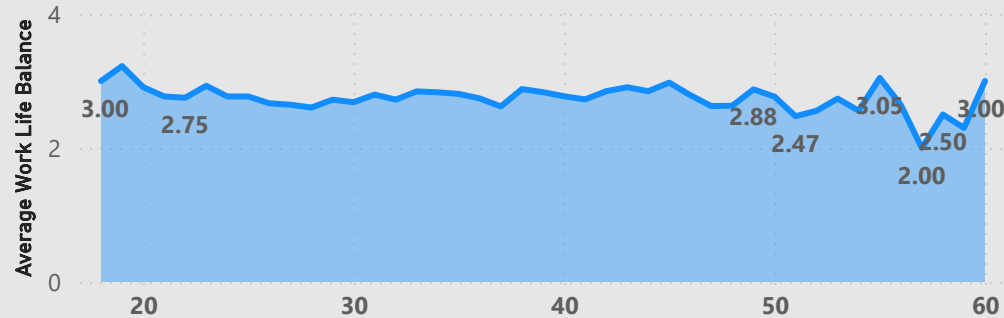
All

MaritalStatus

All

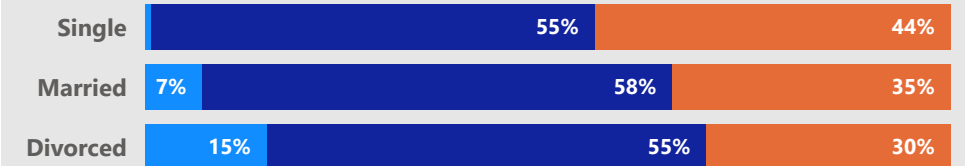


## Balance Check: Age Groups Wrestling Work-Life



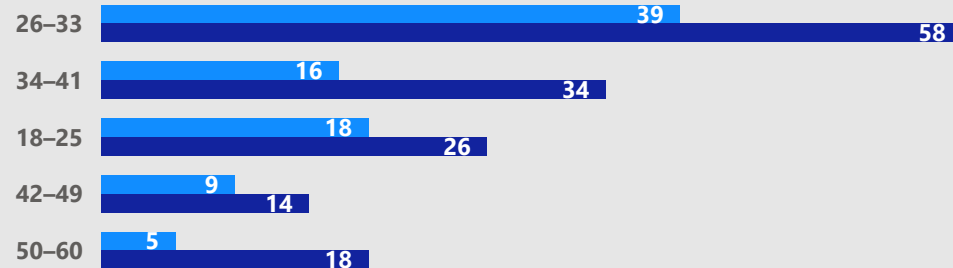
## Stress Points: Who's Leaving by Marital & Department Ties?

Department ● Human Resources ● Research & Development ● Sales

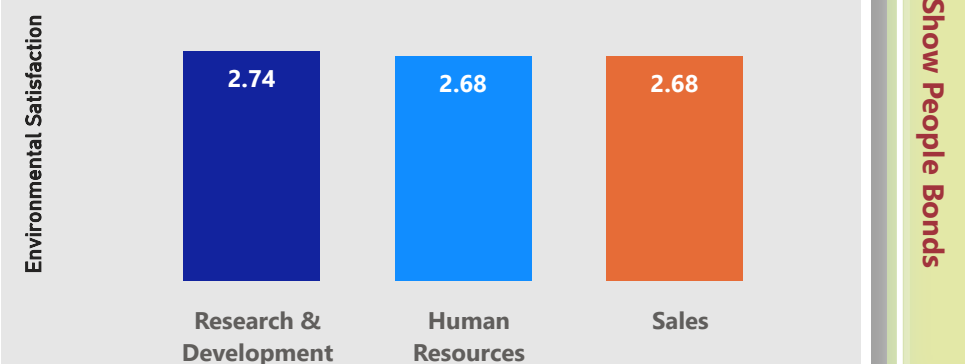


## Attrition DNA: Age & Gender Under the Microscope

Gender ● Female ● Male



## Focus Shift: Workplace Atmosphere vs People Bonds



Show People Bonds



# Growth & Retention: Compensation, Training & Performance

Link employee investment metrics to retention strategies and performance outcomes.

★ 3 / 5

Avg. Performance Rating

15.2%

Avg. Salary Increase

3 / 6 sessions

Avg. Training Sessions

1 of 3

Avg. Stock Options Level

Department

All

JobRole

All

JobLevel Title

All

Distance Bin

All

Education Level

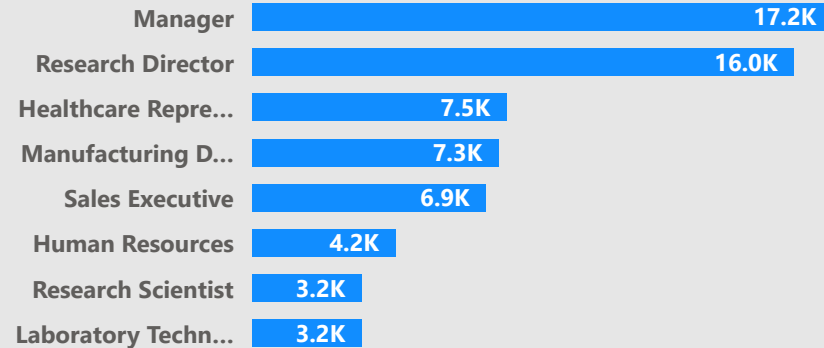
All

PerformanceRating

All

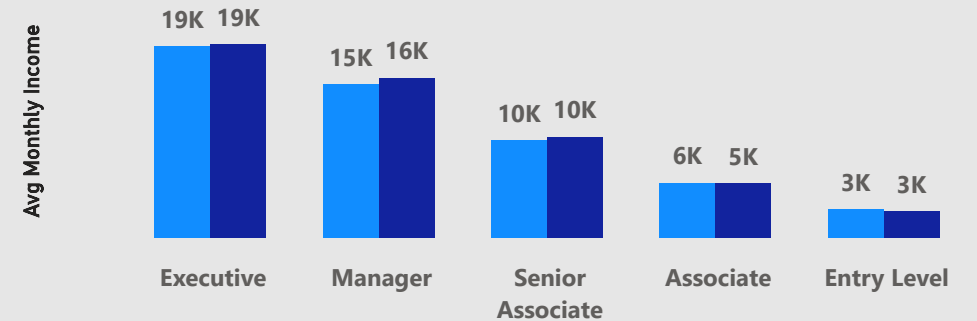


## Earnings by Expertise

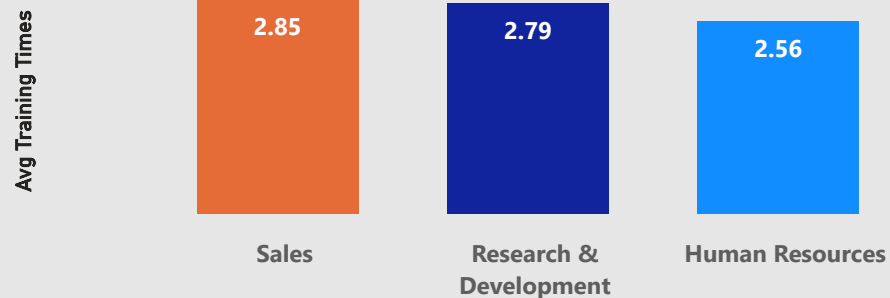


## Performance-Pay Grid

PerformanceRating 3 4



## Learning Investment by Unit



## Value of Growth: Knowledge vs Role



Show Hike by Department

## HR Dashboard Summary

This Power BI dashboard was designed to help HR teams monitor employee distribution, uncover attrition trends, and align compensation and training strategies with performance. The analysis spans 1,470 employees and draws from key metrics such as job satisfaction, tenure, performance, commute distance, and departmental composition.

### Key Insights

#### Workforce Overview

\* **Total Employees:** 1,470    \*\* **Attrition Rate:** 16.1% (moderate turnover)    \*\*\* **Most Employees Aged:** 26–41 (prime working age)  
\*\*\*\* **Highest Attrition:** Employees living 7–12 km from office possibly commute-related.    \*\*\*\*\* **Gender Imbalance:** R&D is male-dominated; other departments show more balance.

#### Exit Demographics & Satisfaction

\* **Exited Employees:** 237    \*\* **Departments Most Affected:** Sales and R&D    \*\*\* **Work-Life Balance & Relationship Satisfaction:** Avg.  $\approx 3/5$  — moderate and improvable  
\*\*\*\* **Higher Attrition:** Among single/divorced employees — may reflect stress or limited support    \*\*\*\*\* **Environmental Satisfaction:** Varies across departments but none score exceptionally high

#### Performance, Compensation & Training

\* **Avg. Salary Hike:** 15.1%    \*\* **Stock Options:** Generally low (Avg. Level = 1 of 3)    \*\*\* **Highest Income:** Managers & Directors; but Sales teams receive more training  
\*\*\*\* **Performance vs Pay:** Generally aligned, though inconsistently across roles    \*\*\*\*\* **R&D roles:** Receive stronger pay growth, suggesting merit-based reward system

### Challenges & Solutions

- **Challenge:** Inconsistent Column Naming & Coded Categories
- ✓ **Solution:** Renamed columns for clarity, mapped numerical values to labels (e.g., “Job Level 2” → “Mid-Level”), and created calculated fields for easier analysis.

- **Challenge:** Raw Numeric KPIs Lacked Interpretability
- ✓ **Solution:** Converted satisfaction metrics into formatted “x / 5” scores and added emojis/icons for quicker visual understanding.

- **Challenge:** Toggle Button Functionality Was Confusing
- ✓ **Solution:** Used bookmarks and selection panes with clearly named layers; added tooltips and standardized toggle names to guide user interaction.

- **Challenge:** Visual Layout Felt Cluttered
- ✓ **Solution:** Applied grid layouts, shortened visual titles using emojis, and grouped charts by theme for a clean, digestible presentation.

#### Assumptions Made

##### Job Levels and Education Mapped to Meaningful Labels

- Assumed that numeric codes for Job Level and Education (1–5) represent standard progression levels (e.g., “Entry,” “Mid,” “Managerial,” etc.).

##### Attrition Analysis Focused on 'Yes' Response

- Treated attrition as a binary outcome (“Attrited” vs “Stayed”), using only the “Yes” values in attrition-specific counts or filters.

##### Performance Ratings Are on a 1–4 Scale

- Assumed performance values range from 1 (Low) to 4 (Excellent), and visualized accordingly.

##### Average Satisfaction Metrics Interpreted on a 1–5 Scale

- Displayed all satisfaction KPIs as scores out of 5 (e.g., “3.8 / 5”) based on HR convention
- Performance ratings were treated as **1 (Low) to 4 (Excellent)**.