**HR Analytics Dashboard**

1. **Executive Summary:**

HR analytics data analyse and visualize key data related to HR and aims to provide insights into various aspects of human resources within an organization. There over time work, education, salary, relationship status etc. affect the attrition of employee, This project will provide valuable insights on attrition rate and help organization to make a proper decision.

1. **Problem Statement**

The task is to analyze human resource data to lower the rate of employee attrition rate by providing the proper work environment. Whom to give raise in salary or overtime and promotion by analyzing this Hr data we can forecast who may leave or change organization

1. **Data Sources:**

This data has been taken from Kaggle and it has some important data like Attrition, Education, Gender, Salary slab, Marital Status, over time etc.

1. **Methodology:**

Interactivity: The dashboards will be highly interactive, allowing users to explore the data through filters, slicers, and drill-down capabilities. Users will be able to dynamically segment the data based on various dimensions such as overtime, gender, marital status and age. power BI and Excel will be use to clear the raw data and then implemented on power BI for the Visual representation of attrition rate to get insight for the growth of organization.

1. **Expected Outcomes:**

Interactive dashboard and report providing insight on attrition rate and behavior of employee for given overtime and promotion.

Forecasting the Employee behavior for growth of organization. Give insight on whom to give overtime and promotion and salary raise.

1. **Tools and Technologies:**

a. Power BI Desktop

b. Microsoft Excel for data extraction and transformation.

**7. Risk and Challenges:**

Data quality and completeness, ensuring the accuracy and completeness of the data is crucial for reliable analysis, dashboard faces several risks and challenges including data accuracy, scalability, and updating data. Wrong data or faulty data may cause user to misinterpret data. For Data privacy and security Appropriate measure must be taken to protect any sensitive or personal information within dataset.

1. **Conclusion:**

This insight will help organization in growth by providing proper information of employee behavior and decide whom to give raise, promotion or overtime and this will help predict who may leave organization. This will understand behavior and help us in taking important decision.