HR Dashboard Documentation

❖ Project Overview

Aim
The HR Dashboard provides insights into recruitment, interview tracking, employee analytics, and job performance. The goal is to help HR teams streamline hiring processes, monitor employee attrition, and analyze workforce data using key metrics and DAX calculations.

Business Problem
HR departments often face challenges in managing recruitment, tracking interviews, and analyzing employee performance. Key issues include:

• Inefficient recruitment tracking, leading to longer hiring cycles.
• Limited visibility into employee attrition, affecting workforce planning.
• Lack of performance analytics, making it difficult to identify high and low performers.
• Manual data handling, increasing errors and reducing efficiency.

The HR Dashboard aims to address these issues by providing data-driven insights to enhance decision-making and optimize HR operations.

❖ Dashboard Functionalities & DAX Calculations

Key Dashboard Features
• Recruitment Tracking: Monitors hiring progress.
• Interview Pipeline Analysis: Tracks candidate interview status.
• Employee Performance Monitoring: Analyzes job satisfaction and ratings.
• Attrition & Retention Analysis: Identifies turnover trends.
• Salary & Compensation Insights: Compares salary trends.

DAX Calculations
• Attrition Percentage: Calculates employee attrition.
• Average Age: Determines the average employee age.
• Average Years at Company: Computes average tenure.
• Average Salary: Analyzes compensation trends.
• Employee Attrition Count: Total count of employees who left.
• Total Employee Count: Current active employees.
• Years in Text Format: Converts numeric years to text.

❖ Key Findings & Insights

Observations
- Recruitment Bottlenecks: Some job roles experience hiring delays.
- High Attrition in Specific Departments: Some teams have higher turnover.
- Performance Trends: Employees with training show higher ratings.
- Salary Variance: Gaps in salary hikes based on job roles.

Recommendations
- Improve Recruitment Efficiency: Streamline interview tracking.
- Retention Strategy: Introduce engagement programs.
- Performance-Based Incentives: Reward high performers.
- Training & Development Focus: Enhance workforce skills.

❖ Conclusion & Future Enhancements

Conclusion
The HR Dashboard provides a structured approach to monitoring recruitment, interviews, employee performance, and retention. By leveraging Power BI insights, HR teams can optimize workforce planning, improve employee satisfaction, and reduce attrition rates.

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