

## Dashboard Description – Employee Characteristics Report

This interactive dashboard was developed using an internal Human Resources dataset that includes demographic, educational, and employment information about the organization's employees. Key variables considered in the analysis include gender, age, marital status, educational level, field of study, department, tenure, and number of resignations.

Before designing the dashboard, a data exploration and cleaning process was carried out to ensure consistency, detect missing values, and standardize categories. The needs of the HR department were also analyzed, focusing on metrics that would help evaluate workforce composition, identify trends, and support decision-making.

- **Main components of the analysis:**
  - **Gender distribution:** A pie chart that quickly visualizes the gender balance.
  - **Educational level:** A treemap showing the predominant academic levels within the company.
  - **Key indicators:** Cards displaying the total number of employees and the number of recorded resignations.
  - **Interactive filters:** Segmentation by age and tenure for more detailed exploration.
  - **Field of study:** A bar chart categorizing employees according to their educational background.
  - **Marital status:** A donut chart that illustrates the sociodemographic composition.
  - **Employees by department:** A horizontal bar chart that identifies workforce distribution across internal departments.



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