HR Analytics Dashboard
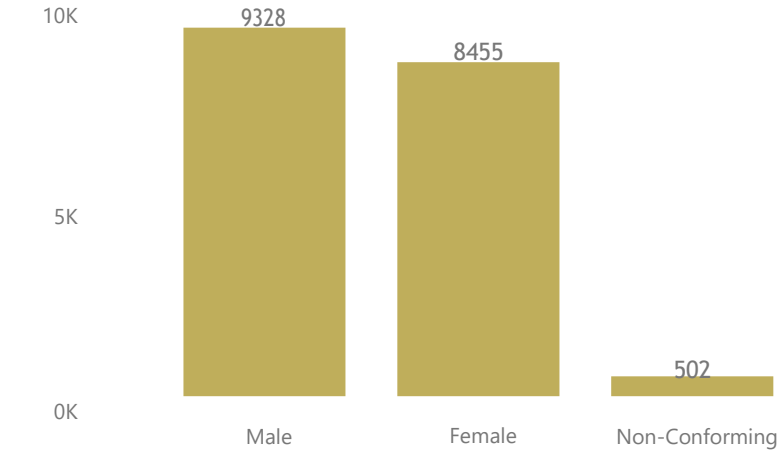
For employee termination
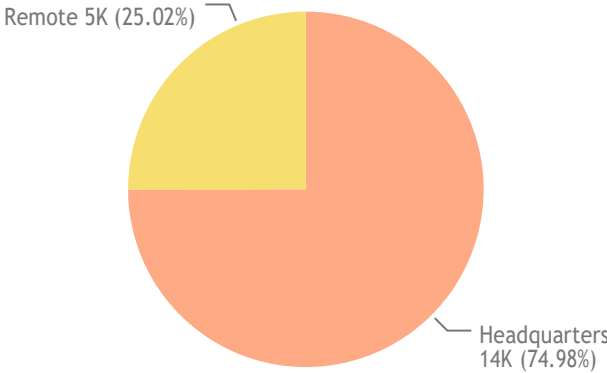
By,

Goutham K G

HR Analytics Dashboard
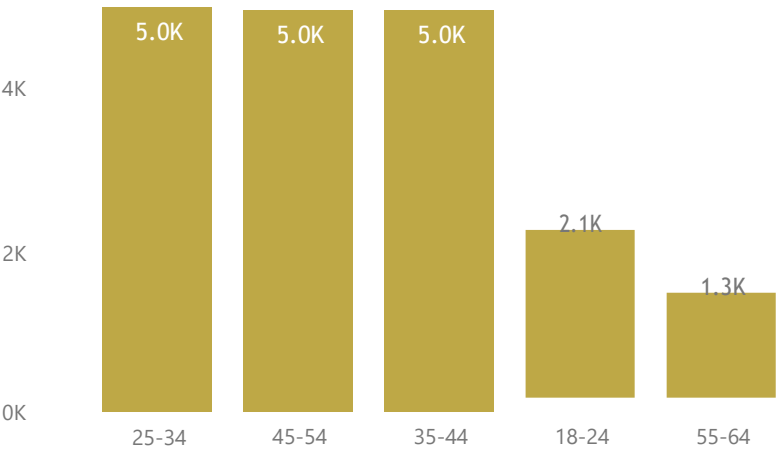
Gender Breakdown
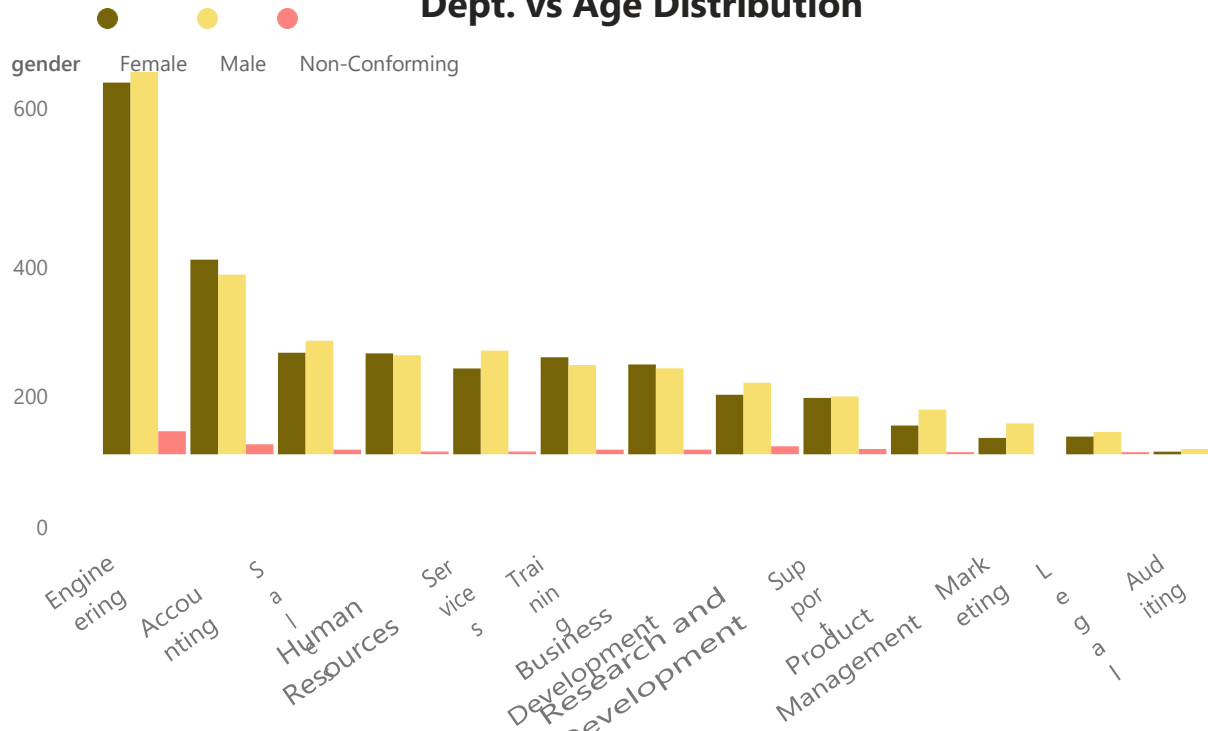
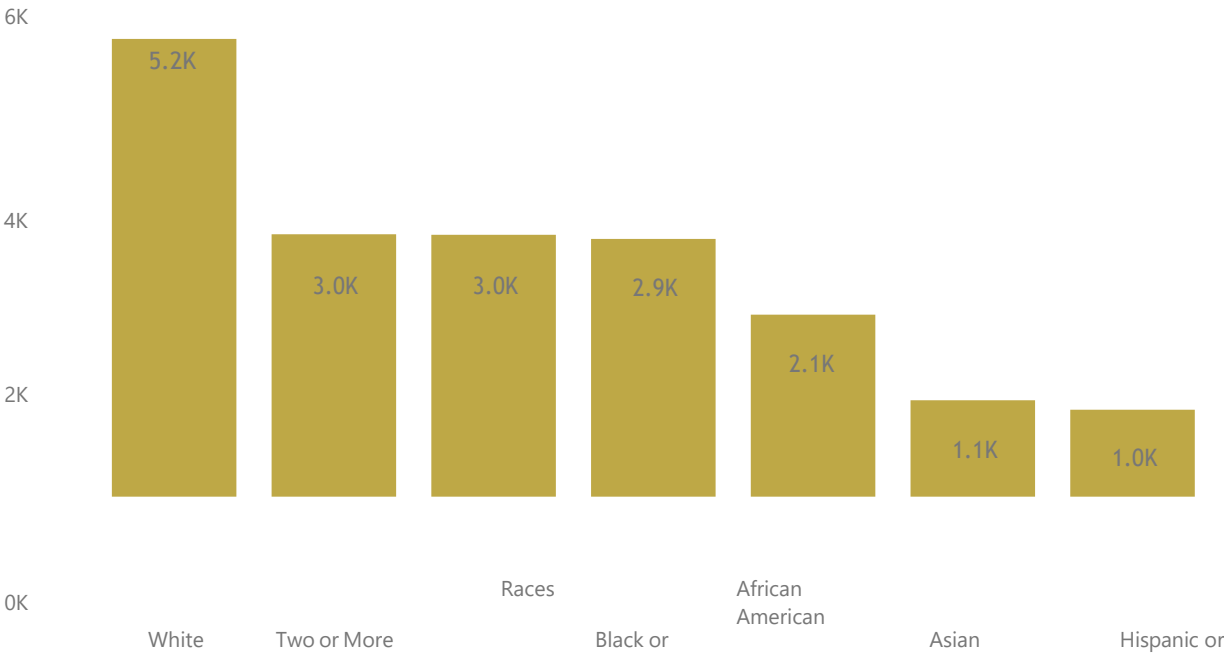| Male	Female	Non-Conforming
9328	8455	502

Location Breakdown

Remote 5K (25.02%)
Headquarters 14K (74.98%)

Age Group Distribution

25-34	45-54	35-44	18-24	55-64
5.0K	5.0K	5.0K	2.1K	1.3K

Dept. vs Age Distribution

gender
Female   Male   Non-Conforming

Engineering, Accounting, Sal, Human Resources, Service, Training, Business Development, Research and Development, Support, Product Management, Marketing, Legal, Auditing

Race Distribution

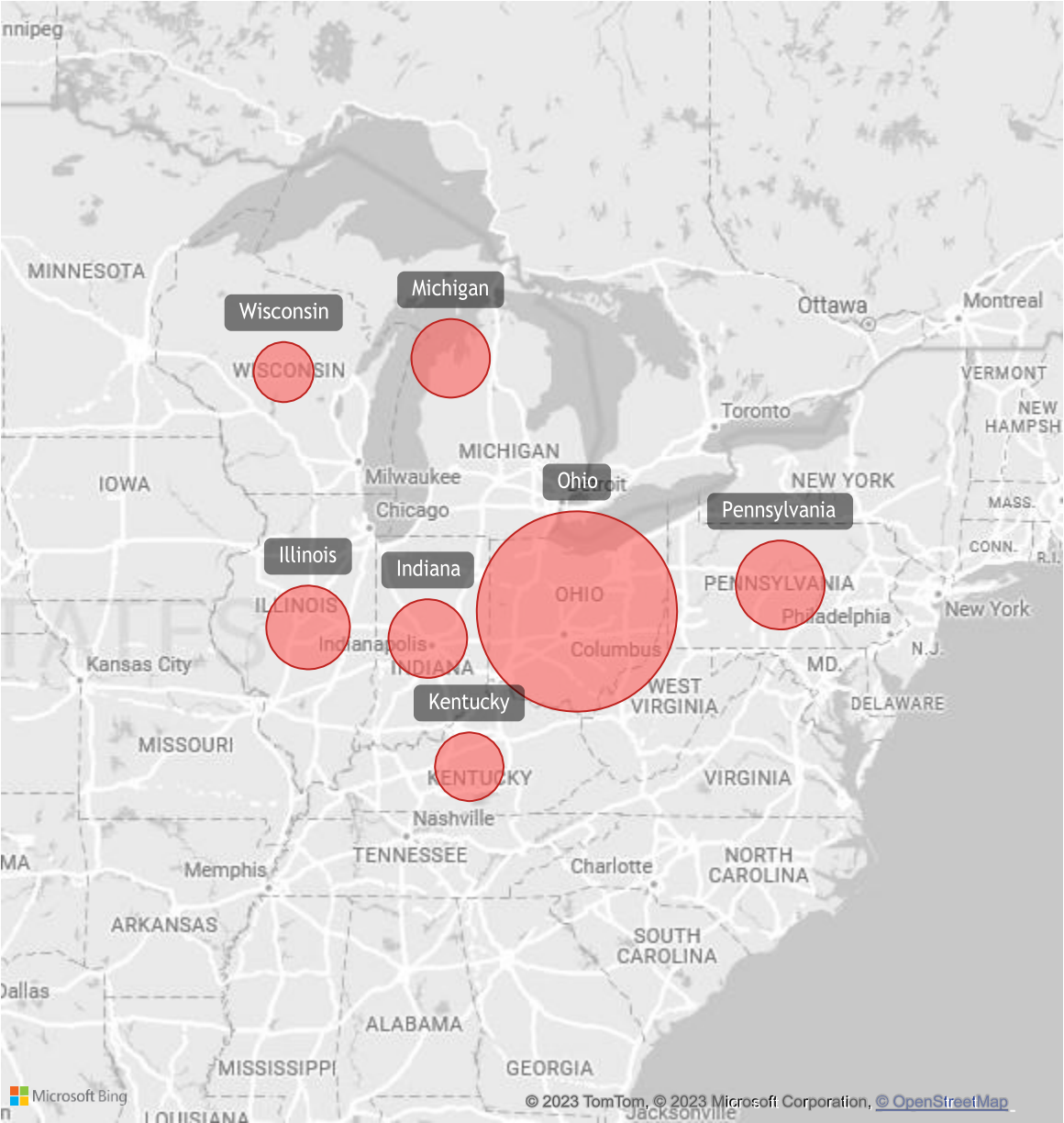| White	Two or More	Races	Black or	African American	Asian	Hispanic or
5.2K	3.0K	3.0K	2.9K	2.1K	1.1K	1.0K

Latino

American Indian or Alaska Native

Native Hawaiian or Other Pacific Islander

HR Analytics Dashboard

Statewise Distribution

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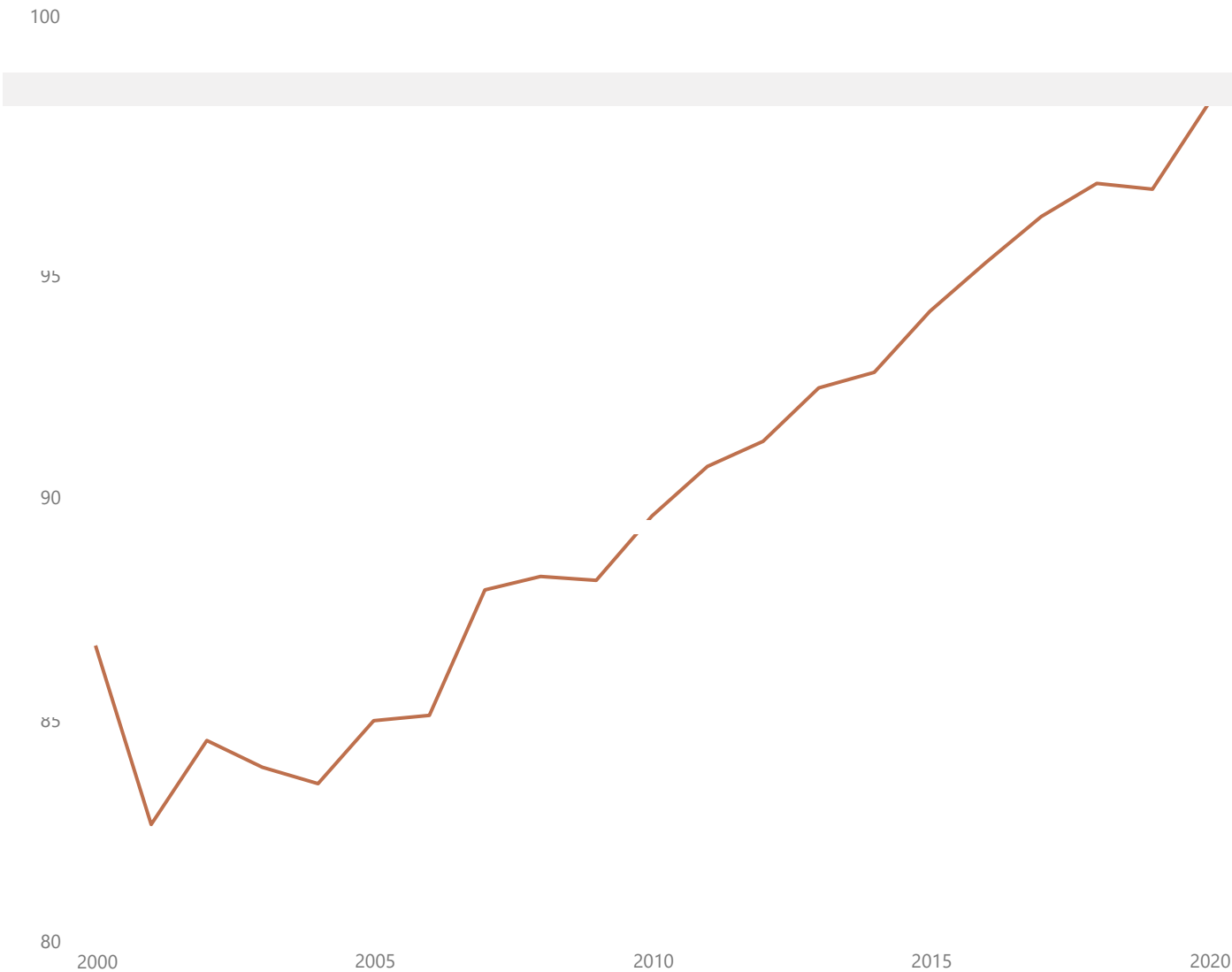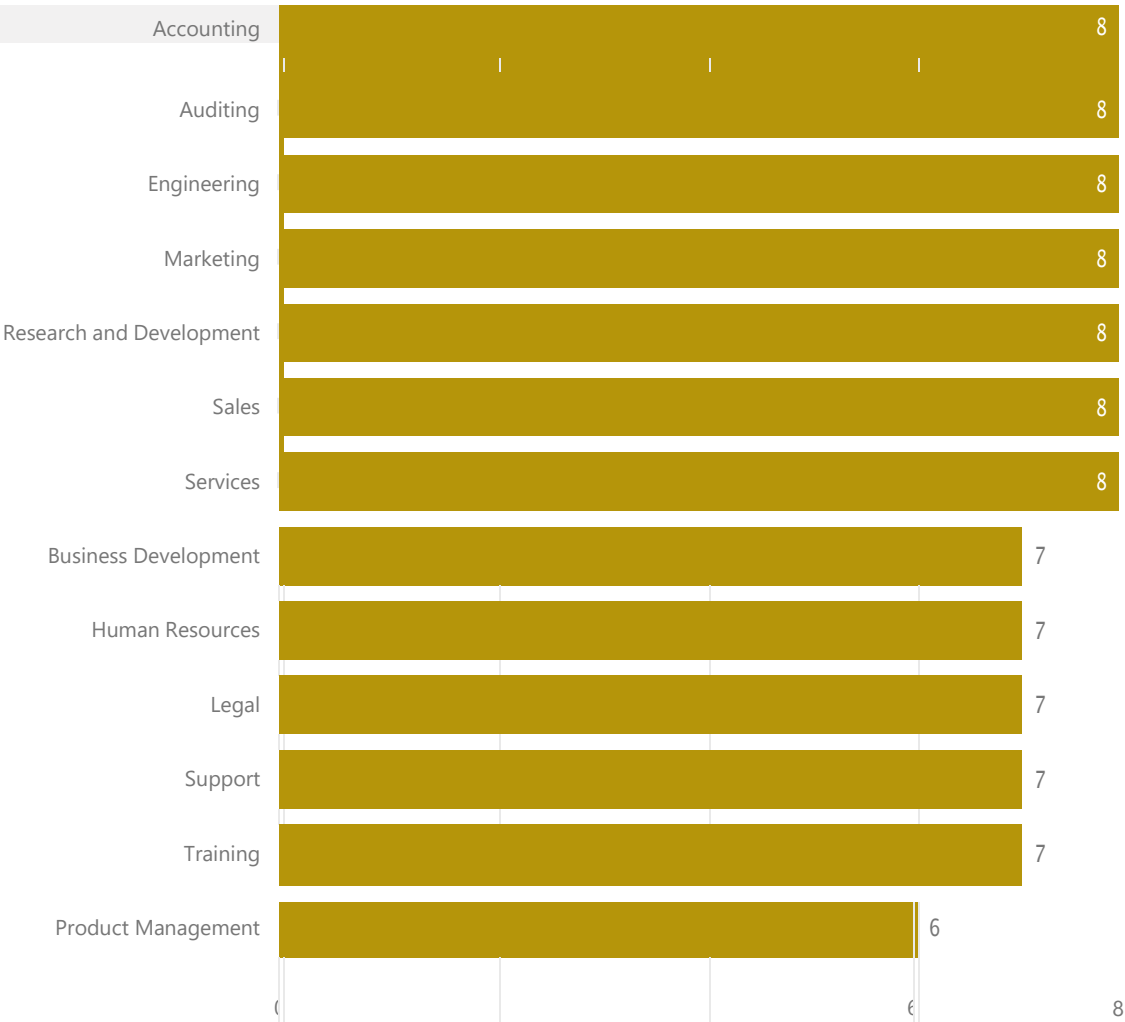
Department wise Distribution
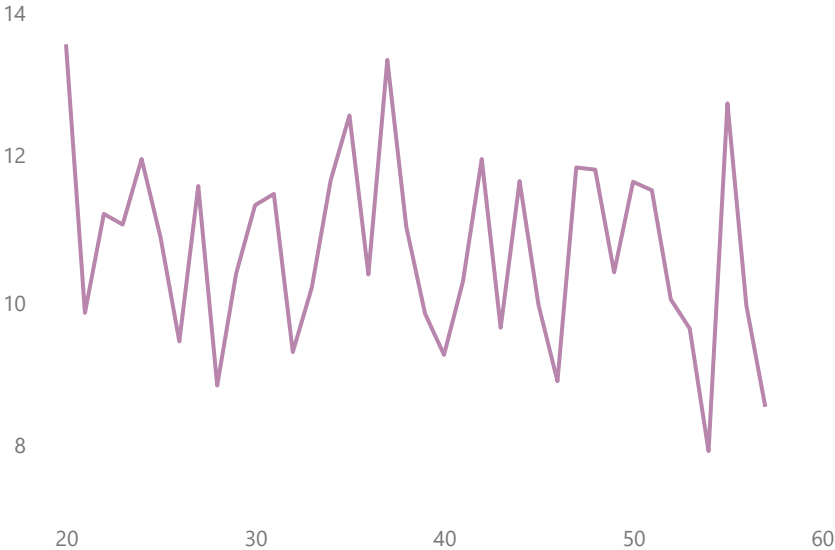
HR Analytics Dashboard

Change percent By Year

Avg Tenure by departmant

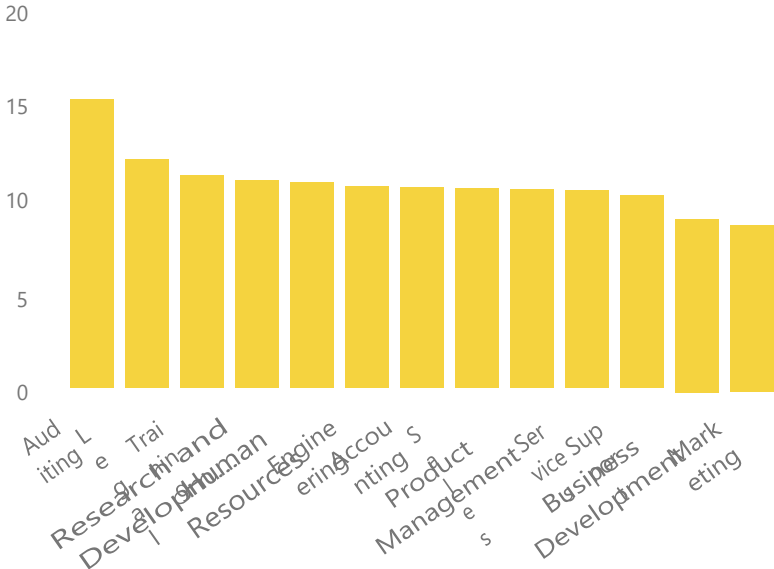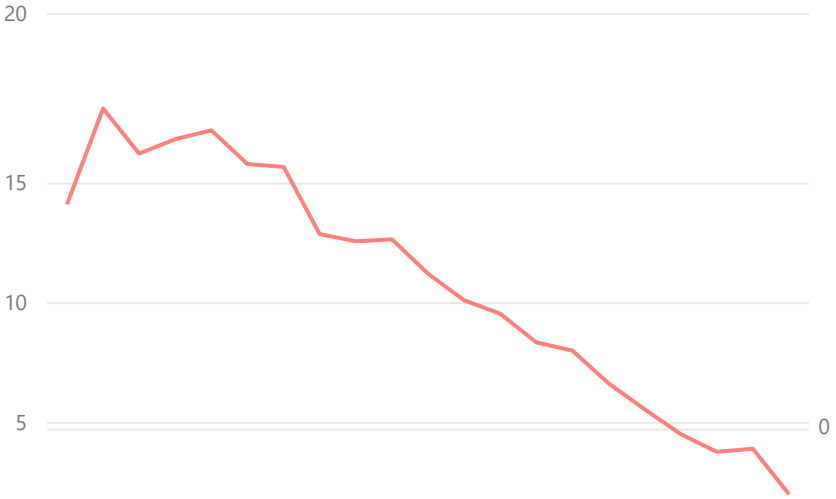| Department	Avg Tenure
Accounting	8
Auditing	8
Engineering	8
Marketing	8
Research and Development	8
Sales	8
Services	8
Business Development	7
Human Resources	7
Legal	7
Support	7
Training	7
Product Management	6

Termination Rate by Gender
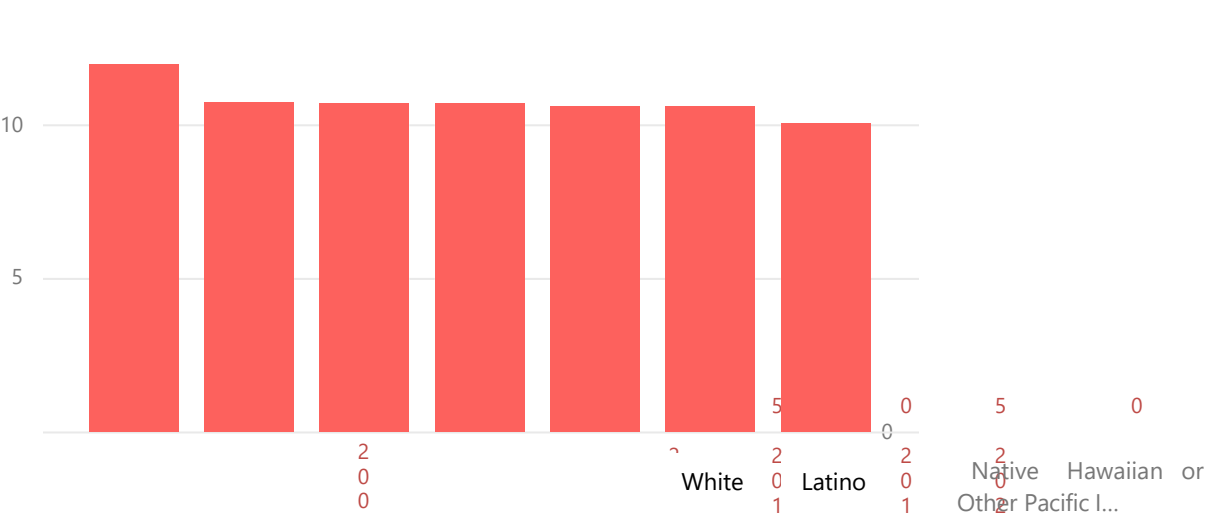

Termination Rate by Age

Termination Rate by Department

Termination Rate by Year

Termination Rate by Race

Two orMore Races

American Indian orAlaska
Native

Asian   Black

Project:

A leading multinational corporation experiencing some puzzling trends in their employees turnover rates. They are expecting there must be a hidden factor for the valuable employee leaving. Here I am trying dig and to get a deep insight from HR Data and uncover the truth. Here I am using a combination of SQL and Power BI here. MySQL for managing the data and Power BI used for visualizing the cleaned data after it went through SQL process.

Report :

From the above dashboards, we can clearly see that gender is not a factor for employee termination. And also found that factors such as age, working location and department of job are influencing the termination of the workers.