

HR ANALTICS DASHBOARD

Human Resources

Research &
Development

Sales

Overall
Employee

1470

Attrition

237

Attrition Rate

16.1%

Avg Employee Age

37

Avg Salary

\$6.5K

Years at Company

7

Attrition by Age

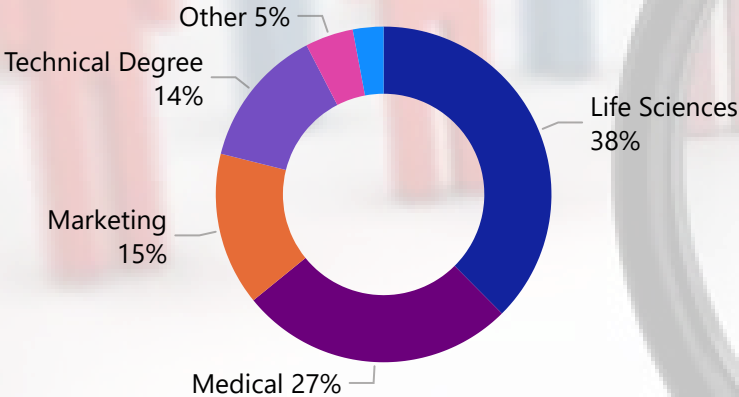
Male

140

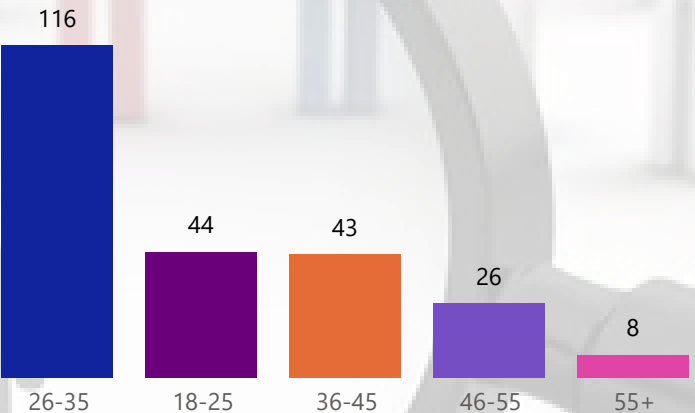
Female

79

Attrition by Education



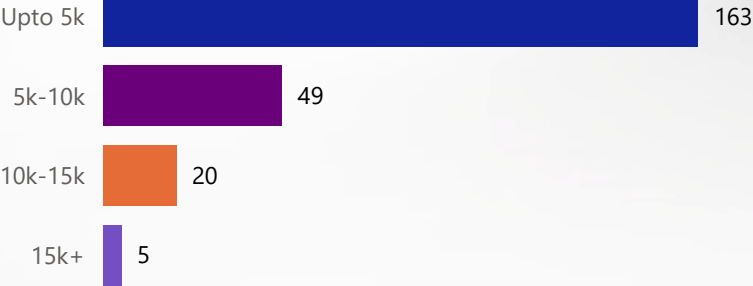
Attrition by Age



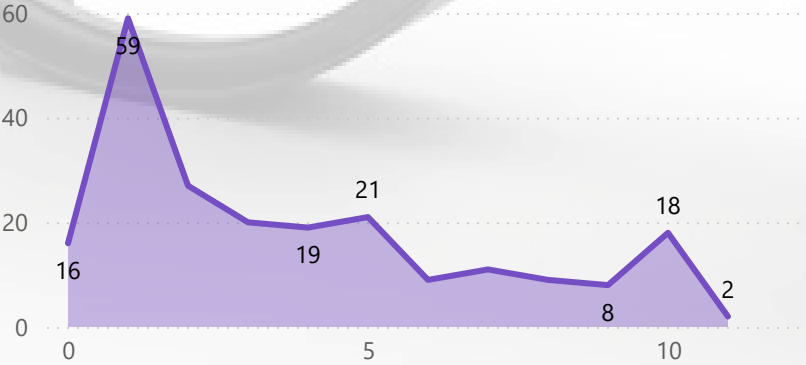
JobRole

	1	2	3	4	Total
Healthcare Representative	2	2	1	4	9
Human Resources	5	2	3	2	12
Laboratory Technician	20	8	21	13	62
Manager	1	2	1	1	5
Manufacturing Director	2	2	4	2	10
Research Director	0	1	1	0	2
Research Scientist	13	10	15	9	47
Sales Executive	16	9	18	14	57
Sales Representative	7	10	9	7	33
Total	66	46	73	52	237

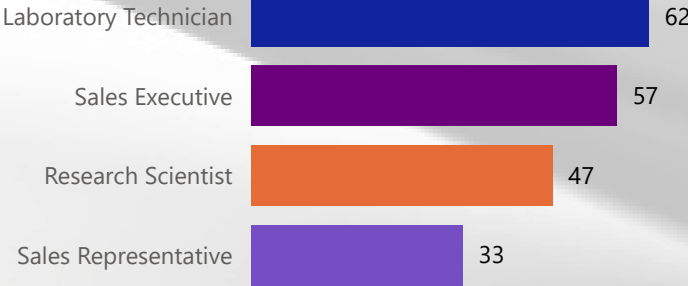
Attrition by Salary Slab



Attrition by Years at Company



Attrition by Job Role



Project Overview

Employee attrition is a key concern for organizations aiming to improve workforce stability. Our **HR Analytics Dashboard** in **Power BI** provides actionable insights to HR professionals by analyzing patterns behind employee turnover. The goal is to identify key factors influencing attrition and provide data-driven recommendations for retention strategies.

Methodology

The project was structured into three key phases:

1. Data Preparation and Cleaning

To ensure data accuracy, preprocessing was conducted in **Power Query**, where:

- Missing values in *YearsWithCurrManager* (4%) were identified and column was removed as it was not crucial for the analysis.
- Duplicate records were eliminated to maintain dataset integrity.
- Standardized inconsistent values in *Business Travel* column (e.g., **TravelRarely** and **travel_rarely** were corrected).

2. Dashboard Development

To transform raw data into meaningful insights, multiple Power BI elements were incorporated:

- **KPI Cards:** Displaying key metrics such as *Attrition Rate*, *Average Age*, *Years at Company*, and *Average Salary*.
- **Visualizations:**
 - **Donut Chart:** Attrition distribution by education field.
 - **Bar Charts:** Attrition by age group and job role.
 - **Area Chart:** Attrition trends based on years spent at the company.
 - **Matrix Table:** Correlating job satisfaction with job roles.

3. Extracting Insights and Business Impact

The dashboard enabled HR teams to:

- Identify departments and job roles with the highest attrition rates.
- Analyze demographic patterns (e.g., age groups most affected).
- Understand how salary and education impact employee retention.
- Optimize HR strategies for talent retention based on data-driven insights.

Key Findings

- **Attrition Rate:** 16.1%, with the highest attrition in the *Laboratory Technician* and *Sales Executive* roles.
- **Age Factor:** Employees aged **26-35** showed the highest attrition.
- **Education Background:** *Life Sciences* and *Marketing* graduates exhibited the highest turnover.
- **Salary Impact:** Employees earning under \$5K monthly formed the majority of attrition cases.

Conclusion

This HR Analytics Dashboard empowers companies with **data-driven insights** to proactively address employee attrition. By pinpointing critical factors such as age, job role, and salary, HR teams can implement **strategic interventions** to enhance retention and improve workforce stability.

Future Enhancements:

- Implement **predictive analytics** to forecast attrition trends.
- Integrate external industry benchmarks for a comparative analysis.
- Conduct sentiment analysis on employee feedback to gain qualitative insights.