HR Analytics Dashboard Documentation

Overview

This **HR Analytics Dashboard** provides a comprehensive overview of key HR metrics, helping organizations understand employee dynamics, attrition rates, and job satisfaction. The dashboard offers various visualizations that break down attrition, employee demographics, and performance, allowing HR teams to make data-driven decisions.

Key Features

- **Employee Count & Attrition Rate**: Displays the total number of employees, attrition count, and the attrition rate percentage.

- **Department-Wise Attrition**: A pie chart that visualizes employee attrition across different departments (HR, R&D, Sales).

- **Employee Age Distribution**: A bar chart that shows the distribution of employees across different age groups.

- **Job Satisfaction Rating**: A heatmap that evaluates job satisfaction for each role, displaying ratings across several categories (1 to 4).

- **Attrition by Gender**: A breakdown of attrition rates by gender, giving a clear comparison between male and female attrition.

- **Education Field-Wise Attrition**: A bar chart that displays employee attrition across different education fields (Life Sciences, Medical, Marketing, Technical Degree, Other).

- **Attrition by Gender and Age Group**: Visualizes how gender impacts attrition rates across different age groups.

Dashboard Features

1. **Attrition Insights**: Visual representation of how different departments and age groups contribute to employee attrition.

2. **Employee Age Insights**: Understanding the age demographic distribution among employees.

3. **Job Satisfaction Evaluation**: Insightful analysis of employee satisfaction in various job roles.

4. **Attrition Insights by Education Field**: Visualizing attrition rates based on educational backgrounds to help HR assess potential issues related to employee retention.

5. **Gender-based Attrition Insights**: A detailed view of how attrition rates differ by gender.

Interactive Filters

- **Education**: Users can filter the data by education level (e.g., Life Sciences, Medical, etc.).

- **Gender**: Allows filtering of data by male and female employees.

These filters enable HR personnel to drill down into specific subsets of data, providing more granular insights into employee behavior and retention.

Tools & Technologies Used

- **Tableau**: The primary tool used for building interactive visualizations and dashboards.

- **Data Source**: The dashboard uses employee and HR data, including department-wise attrition, employee satisfaction scores, and demographic information.

How to Use the Dashboard

1. **Open the Dashboard**: Launch the Tableau workbook or Tableau Public link to view the dashboard.

2. **Interactive Elements**: Use the dropdown filters and hover over visual elements to gain more insights.

3. **Interpret Data**: Explore the various charts and graphs to get insights into employee attrition, age distribution, and job satisfaction.

4. **Download PDF Report**: You can export the dashboard into PDF format from Tableau for a detailed analysis.

Conclusion

This HR Analytics Dashboard is a powerful tool for HR professionals to monitor and analyze employee data. It offers actionable insights into employee attrition, demographics, and job satisfaction, enabling HR teams to make data-driven decisions that improve retention and workforce management.