

HR Analytics Dashboard – Case Study

Business Problem

The organization lacked a unified view of workforce demographics and attrition trends. HR struggled to identify turnover patterns, high-risk employee groups, and staffing distribution issues.

Objectives

- Visualize employee demographics
- Track attrition trends and reasons
- Provide department and role-level insights
- Create a detailed employee record for audits
- Support data-driven workforce planning

Approach

- Cleaned and transformed the HR dataset
- Built a date table for time intelligence
- Created DAX measures for KPIs
- Designed a 3-page Power BI dashboard (Overview, Attrition, Employee Details)

Key Insights

Workforce Demographics

- Highest population in age 40–49
- 94.86% are US citizens
- Production department dominates with 209 employees
- Slightly higher male representation

Attrition Insights

- Attrition rate: 50.24%
- Main causes: Another position, unhappiness, higher pay, career change
- Recent years show increasing turnover

Employee-Level Analysis

- Hiring spikes in Q3 and Q4
- High termination in certain roles
- Patterns in marital status and job category across the workforce

Impact

The dashboard enables HR teams to:

- Detect turnover risk early
- Build stronger retention strategies
- Understand demographic concentration
- Improve hiring and workforce allocation decisions

Conclusion

The HR Analytics Dashboard converts raw HR data into clear insights that support smarter HR planning, better retention, and stronger employee management strategies.