HR Analytics

Welcome to the Power BI Capstone Project !
Please feel free to navigate through the report using the buttons on the right.

Lets Get Started !

Jeet Pranav Thakore

General Overall Insights

36.92
Average Employee Age

15.21%
Average Salary Hike

Average Attrition Rate by Year
0.16 ✓
Ideally It Should Be: 0

Employees by Department

- ● Research & De…
- ● Sales
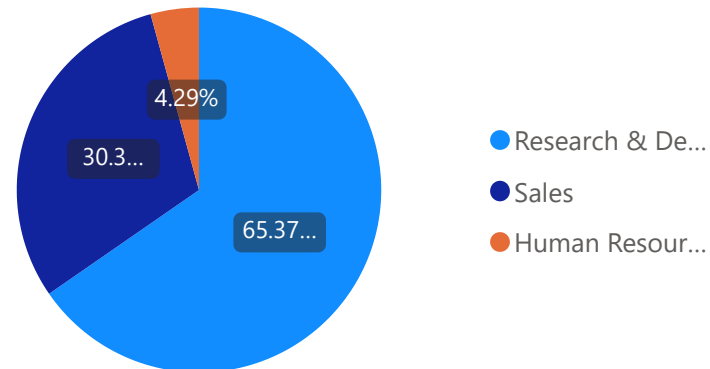- ● Human Resour…

65.37…
30.3…
4.29%

₹ 1.22
Average Monthly Income (Lacs)

7.01
Average Years At Company

2.69
Past Companies Worked At (Avg)

Average Attrition Rate and Satisfaction Rate by Department

HR Analytics

Age

| 18 | 60 |

Business Travel
- ☐ Non-Travel
- ☐ Travel_Frequently
- ☐ Travel_Rarely

Year
- ☐ 2019
- ☐ 2020

Gender
- ☐ Female
- ☐ Male

Department

| Human Resources | Research & Development | Sales |

Q1. Analysis of Job level by Job Involvement

Jeet Pranav Thakore

Average Job Involvement By Job Level (1-4)
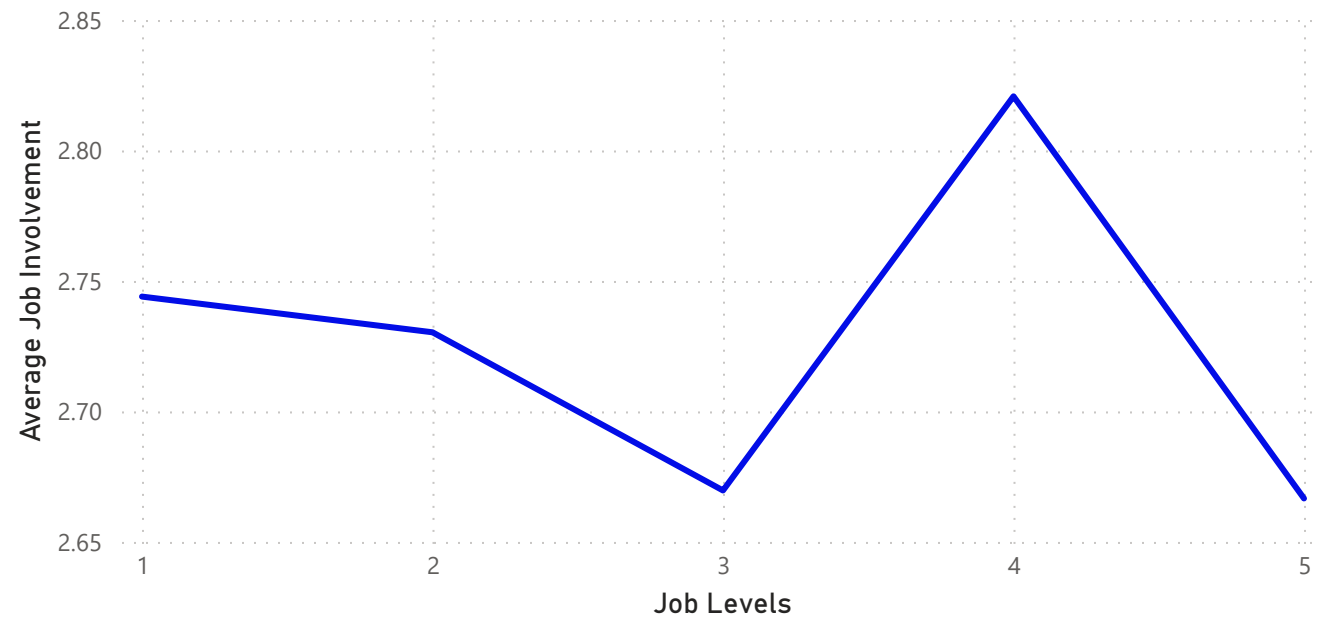
The Job Involvement is Highest in the Job Role Type '4' followed by type '1' and '2'. The Job Involvement is alarmingly low for types '3' and '5' alike. Evidently, Type '4' Employees are the most Engaged ones.

Note: This Graph Has Been Scaled As Per Need For Better Articulation.

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Q2. Analysis of Distance From Home and Job Satisfaction

(Using Average Job Satisfaction on Y-Axis Yields the same curve)

Jeet Pranav Thakore

Age

| 18 | 60 |

Business Travel
- ☐ Non-Travel
- ☐ Travel_Frequently
- ☐ Travel_Rarely

Year
- ☐ 2019
- ☐ 2020

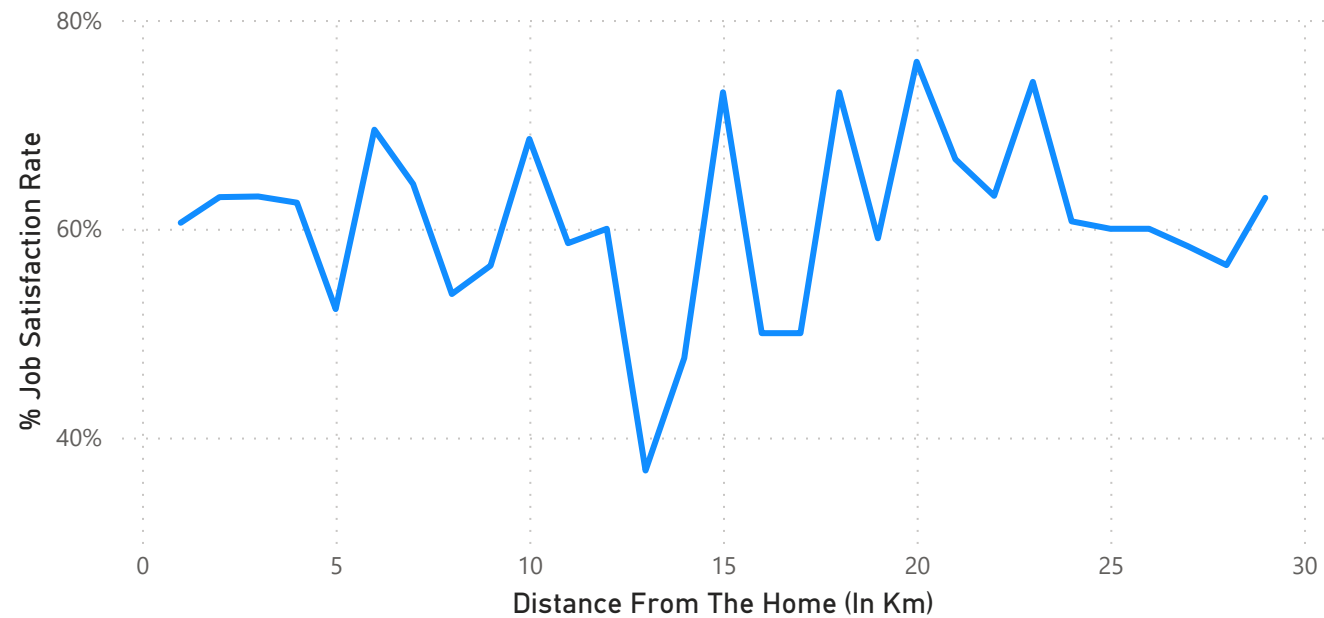**Gender**
- ☐ Female
- ☐ Male

Department

| Human Resources | Research & Development | Sales |

% Job Satisfaction Rate by Distance From Home

Employees who reside in around 20Km periphery from the office seem to be the most satisfied with regards to their job as the percentage Job Satisfaction is observed to be the highest in them (Nearly 76%). On the Flip side, Employees living about 13Km far from the office appear least satisfied. Its worth observing how this curve reacts randomly with the given values because it exhibits a rather unconventional trend which is hard to predict, due to its anomalous attributes.

Note: This Graph Has Been Scaled As Per Need For Better Articulation.

HR Analytics

Q3. Analysis of Age and Average Monthly Salary

Jeet Pranav Thakore

Age

| 18 | 60 |

Business Travel
- ☐ Non-Travel
- ☐ Travel_Frequently
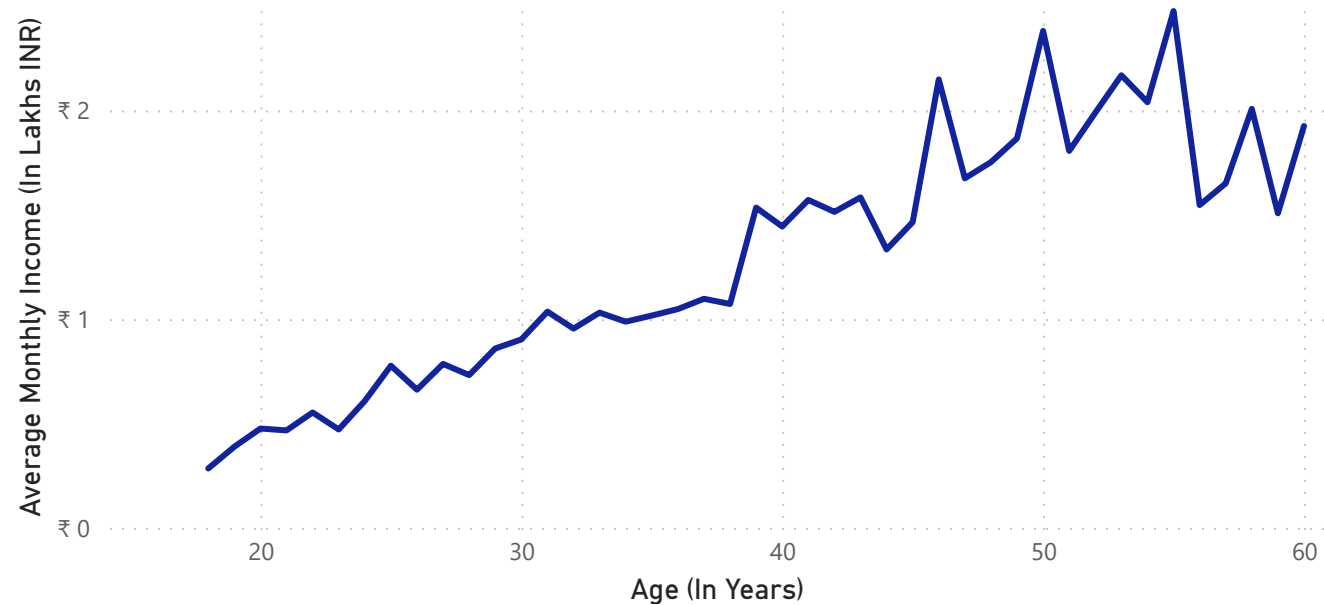- ☐ Travel_Rarely

Year
- ☐ 2019
- ☐ 2020

Gender
- ☐ Female
- ☐ Male

Department

| Human Resources | Research & Development | Sales |

Average Monthly Income By Employee Age

The Average Monthly Income increases irregularly with a few frequent dips till the age of 55 where the Maxima is attained (roughly 2.48L). Beyond the 55 years mark, we see a sharp overall descend in the average monthly salary. Age 58 is a rather interesting point where the value abruptly rises up again to roughy 2.01L but then starts to fluctuate thereafter.

Note: This Graph Has Been Scaled As Per Need For Better Articulation.

HR Analytics

Jeet Pranav Thakore

Age

18   60

Business Travel
- ☐ Non-Travel
- ☐ Travel_Frequently
- ☐ Travel_Rarely

Year
- ☐ 2019
- ☐ 2020

Gender
- ☐ Female
- ☐ Male

Department

| Human Resources | Research & Development | Sales |

Q.4 Average Job Satisfaction by Department

- ● Sales
- ● Research & Development
- ● Human Resources

Pie chart values: 34.05% (Sales), 33.74% (Research & Development), 32.22% (Human Resources)
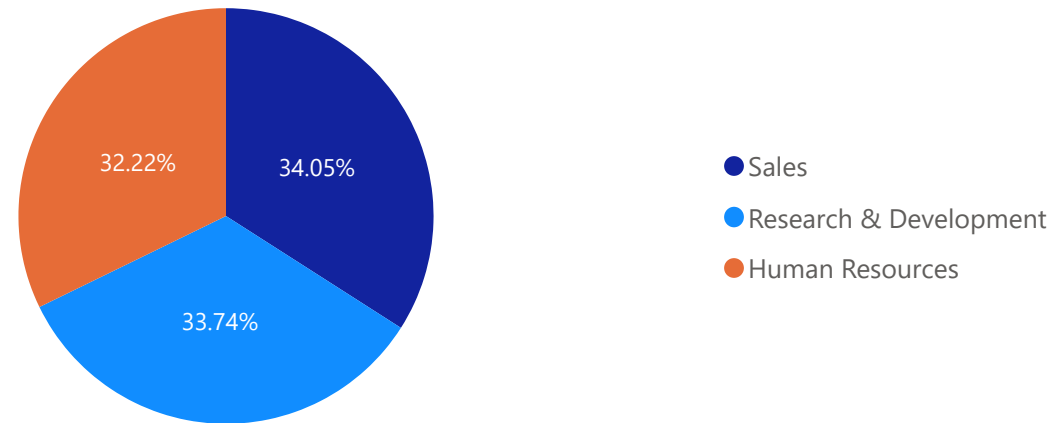
The Average Job Satisfaction share of each department is surprisingly comparable. There is a marginal difference. It appears that the sales department is slighty more satisfied than the remaining two. Comparitively, the least satisfied amongst the three is the Human Resource. However, conclusively all the three deparments are more or less equally satisfied with their work/job.

Note: This Graph Has Been Scaled As Per Need For Better Articulation.

Q4. Analysis of Department-wise Job Satisfaction

Navigation: Home, Q1, Q2, Q3, Q4, Q5, Q6 &Q7, Q8, Q9, Q10 &..., Q12, Q13, Extra...

HR Analytics

Q5. Analysis of Average Monthly Income and Education of the Employee

Jeet Pranav Thakore

Age

| 18 | 60 |

Business Travel
- ☐ Non-Travel
- ☐ Travel_Frequently
- ☐ Travel_Rarely
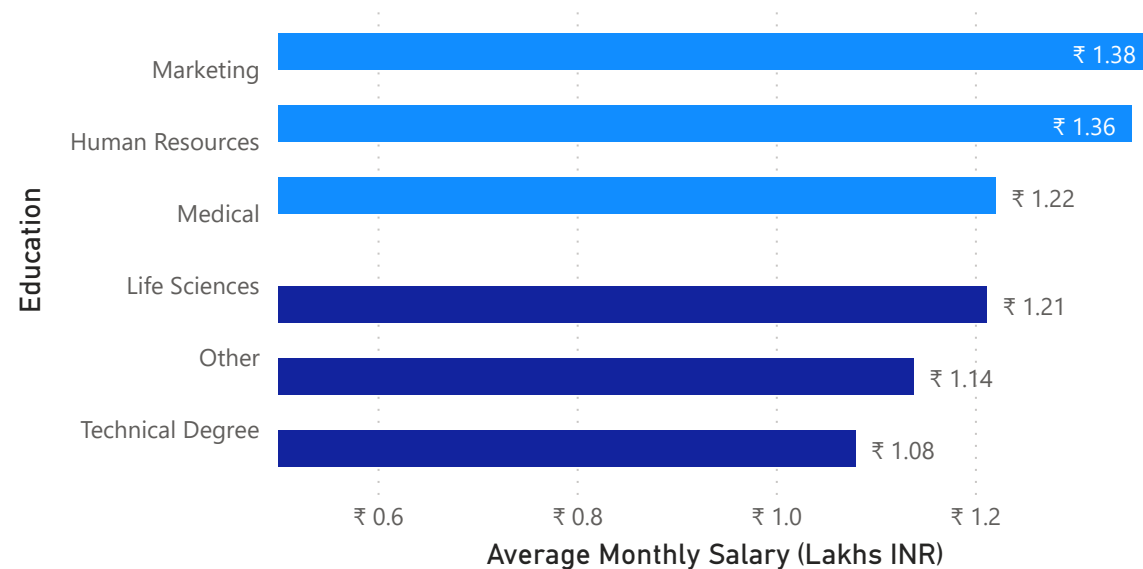
Year
- ☐ 2019
- ☐ 2020

Gender
- ☐ Female
- ☐ Male

Department

| Human Resources | Research & Development | Sales |

Q5. Average Monthly Income (Lacs) by Education Field

The Employees holding education in the fields of Marketing, HR, and Medical constitute the top 3 by Average Monthly Salary. The Marketing Employees receive an average monthly payout of roughly 1.38Lakhs (Highest) while the Technical Degree holders make about 1.08Lakhs Per Month (Lowest). Clearly, there is a Direct Relationship between the type of education attained and the monthly compensation salary.

Note: This Graph Has Been Scaled As Per Need For Better Articulation.

HR Analytics

Q6 & Q7. Analysis of Gender by Job Involvement and Environment Satisfaction

Jeet Pranav Thakore

Age

| 18 | 60 |

Business Travel
- ☐ Non-Travel
- ☐ Travel_Frequently
- ☐ Travel_Rarely

Year
- ☐ 2019
- ☐ 2020

Gender
- ☐ Female
- ☐ Male

Department

| Human Resources | Research & Development | Sales |

Q6. Average of Environment Satisfaction by Gender   Q7. Average of Job Involvement by Gender

Q6:
- 2.72 (49.99%) — Female
- 2.72 (50.01%) — Male

Q7:
- 2.71 (49.76%) — Female
- 2.74 (50.24%) — Male
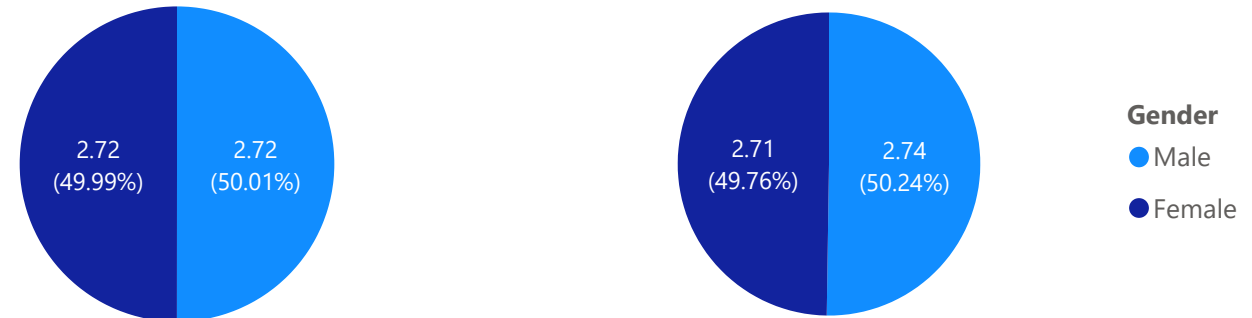
Gender
- ● Male
- ● Female

Both the Genders stand pretty close when it comes to Environment Satisfaction and Job Involvement. Despite being nearly equal, its worth noting that Men, as per the data, are slightly more satisfied with their environment than women and their involvement in their job is also faintly higher. The difference doest appear to be much, however, for practical applications and HR decisions point of view.

Note: This Graph Has Been Scaled As Per Need For Better Articulation.

HR Analytics

Q8. Analysis of Job Role and Job Satisfaction

Age

| 18 | 60 |

Business Travel
- [ ] Non-Travel
- [ ] Travel_Frequently
- [ ] Travel_Rarely

Year
- [ ] 2019
- [ ] 2020

Gender
- [ ] Female
- [ ] Male

Department

| Human Resources | Research & Development | Sales |

Q.8 % Satisfaction Rate by JobRole

JobRole	% Satisfaction Rate
Healthcare Representative	65.65%
Research Scientist	63.36%
Sales Executive	62.27%
Research Director	61.25%
Sales Representative	60.24%
Manufacturing Director	60.00%
Laboratory Technician	59.85%
Manager	58.82%
Human Resources	50.00%
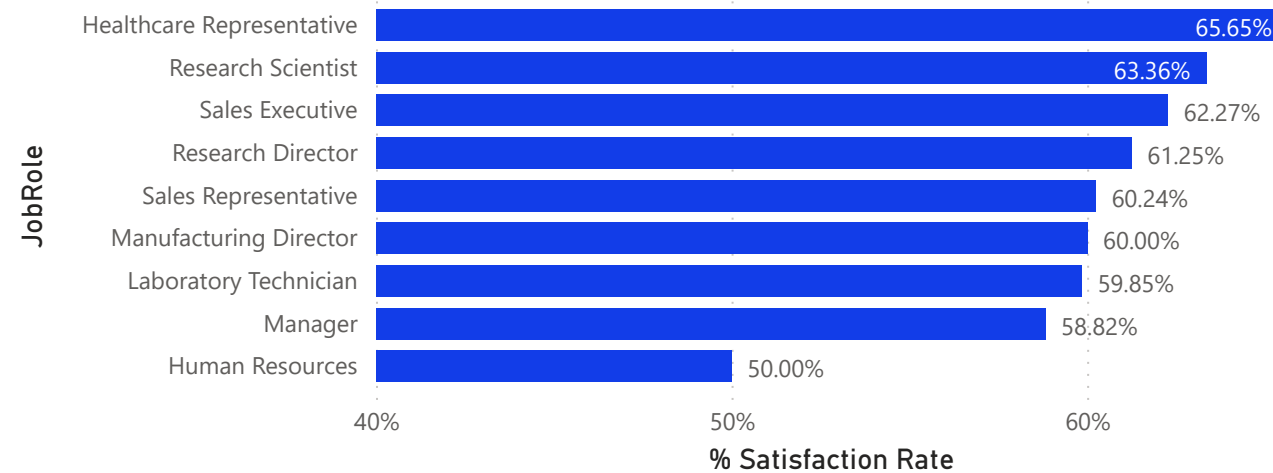
This Visual uses a Satisfaction Rate Measure instead of Average Job Satisfaction as Satisfaction Rate Measure is a more lucid metric for this comparison. The Healthcare Representatives are highly satisfied with their jobs while the HR employees seem to have some trouble getting acclimated to thier jobs.

Working of this Measure: This Measure counts the total rows in which the Job Satisfaction is higher than 2 (on a scale of 4), and divides it by the total number of employees. (As %)

Note: This Graph Has Been Scaled As Per Need For Better Articulation.

Home | Q1 | Q2 | Q3 | Q4 | Q5 | Q6 &Q7 | Q8 | Q9 | Q10 &... | Q12 | Q13 | Extra...

HR Analytics

Jeet Pranav Thakore

Q9. Analysis of Total Working Years and Job Satisfaction

Age

| 18 | 60 |

Business Travel
- ☐ Non-Travel
- ☐ Travel_Frequently
- ☐ Travel_Rarely

Year
- ☐ 2019
- ☐ 2020

Gender
- ☐ Female
- ☐ Male

Department

| Human Resources | Research & Development | Sales |

Q9. Average Job Satisfaction by Total Working Years

Apparently, An employee achieves optimal satisfaction when they have been woking for a total of roughly 30 Years in their respective career. The second Peak is observed when the employee is a fresher, that is, they have close to 0 Years of total work experience. The satisfaction rolls down to all time low at 22 followed by 34 total years. The curve flattens after the 38 years mark where it stabilizes itself to an average job satisfaction value of 3.00.

Note: This Graph Has Been Scaled As Per Need For Better Articulation.

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Q10 & 11. Analysis of Job Satisfaction with Years Since Last Promotion and Years At Company

Jeet Pranav Thakore

Age

| 18 | 60 |

Business Travel
- [ ] Non-Travel
- [ ] Travel_Frequently
- [ ] Travel_Rarely

Year
- [ ] 2019
- [ ] 2020

Gender
- [ ] Female
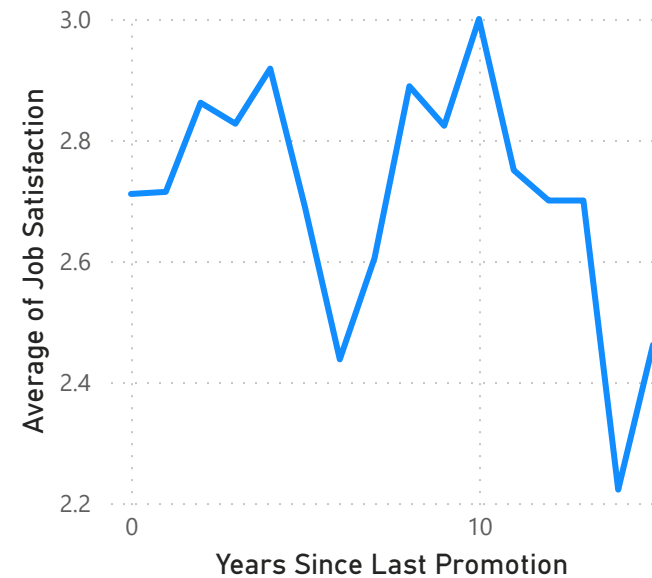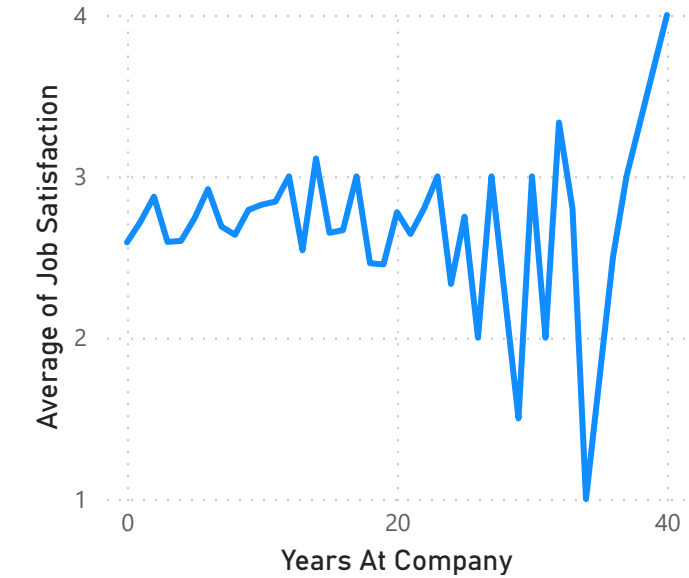- [ ] Male

Department

| Human Resources | Research & Development | Sales |

Average of Job Satisfaction by Years Since Last Promotion

Average of Job Satisfaction by Years At Company

The average job satisfaction dips drastically after the 4th year since promotion from 2.92 to 2.44. This constitutes the second minima. the first minima is observed 14 years since promotion where it drops considerably; from 2.7 to 2.2,beyond which it gradually starts increasing fortunately. Heavy Fluctuations can be noticed while comparing Average job satisfaction with Years at Company. For the very first time, the curve can be seen hitting the maximum job satisfaction value of 4 at 40 years mark.

Note: This Graph Has Been Scaled As Per Need For Better Articulation.

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Jeet Pranav Thakore

Q12. Analysis of Years With Current Manager and Job Involvement

Age

| 18 | 60 |

Business Travel
- [ ] Non-Travel
- [ ] Travel_Frequently
- [ ] Travel_Rarely

Year
- [ ] 2019
- [ ] 2020

Gender
- [ ] Female
- [ ] Male

Department

| Human Resources | Research & Development | Sales |

Average of Job Involvement by Years With Current Manager

As per the curve, employees who have spent nearly 11 years with the same manager reportedly posses the lowest average job involvement rate of 2.36 out of 4, while employees with 13 years of experience with the same manager reported the highest average job involvment of 3.07. Such a significant jump in average job involvment rate just by incrementing the years by 2 units is quite surprising.

Note: This Graph Has Been Scaled As Per Need For Better Articulation.

HR Analytics

Age

| 18 | 60 |

Business Travel
- [ ] Non-Travel
- [ ] Travel_Frequently
- [ ] Travel_Rarely

Year
- [ ] 2019
- [ ] 2020

Gender
- [ ] Female
- [ ] Male

Department

| Human Resources | Research & Development | Sales |

Q13. Analysis of Job Satisfaction and Work-Life Balance

Jeet Pranav Thakore

Average Job Satisfaction by Work Life Balance
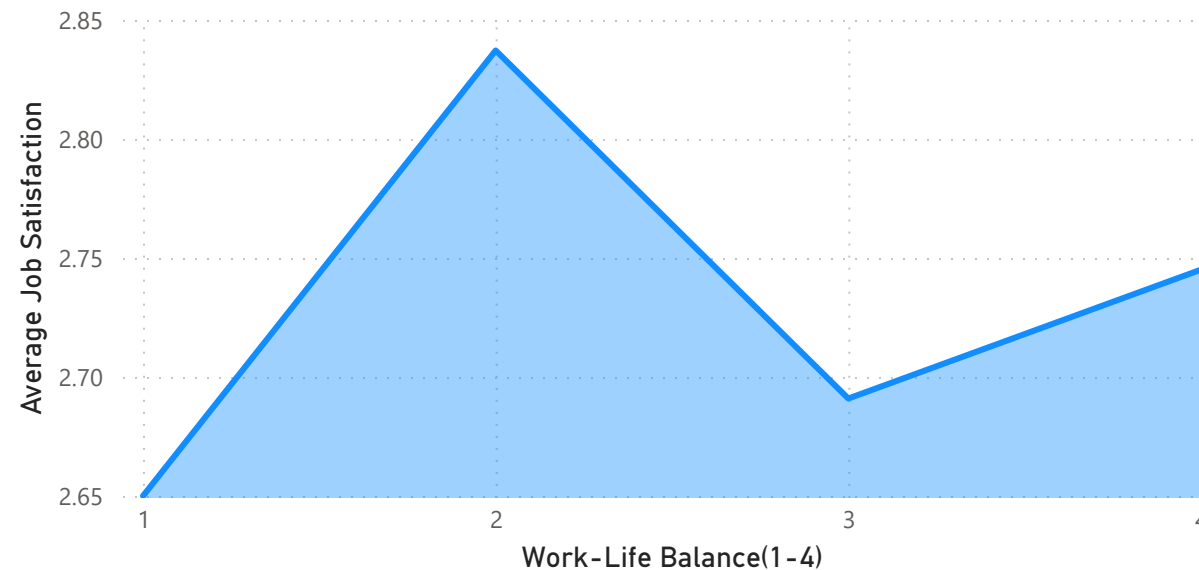
This visual compares the average job satisfaction by work life balance on a scale of 1 to 4. The highest work life balance is achieved when the average job satisfaction is close to 2.75 out of 4 which happens to be the second maxima. The first maxima or the global maximum value of average job satisfaction (i.e. 2.84) corresponds to when the work life balance is 2 out of 4.

Note: This Graph Has Been Scaled As Per Need For Better Articulation.

HR Analytics

Q8. Analysis of Job Role and Job Satisfaction

Jeet Pranav Thakore

Age
18 | 60

Business Travel
- [ ] Non-Travel
- [ ] Travel_Frequently
- [ ] Travel_Rarely

Year
- [ ] 2019
- [ ] 2020

Gender
- [ ] Female
- [ ] Male

Department

Human Resources	Research & Development	Sales

Cluster of Departments Based On Total Working Years and Years in Current Role

Department ● Human Resources ● Research & Development ● Sales
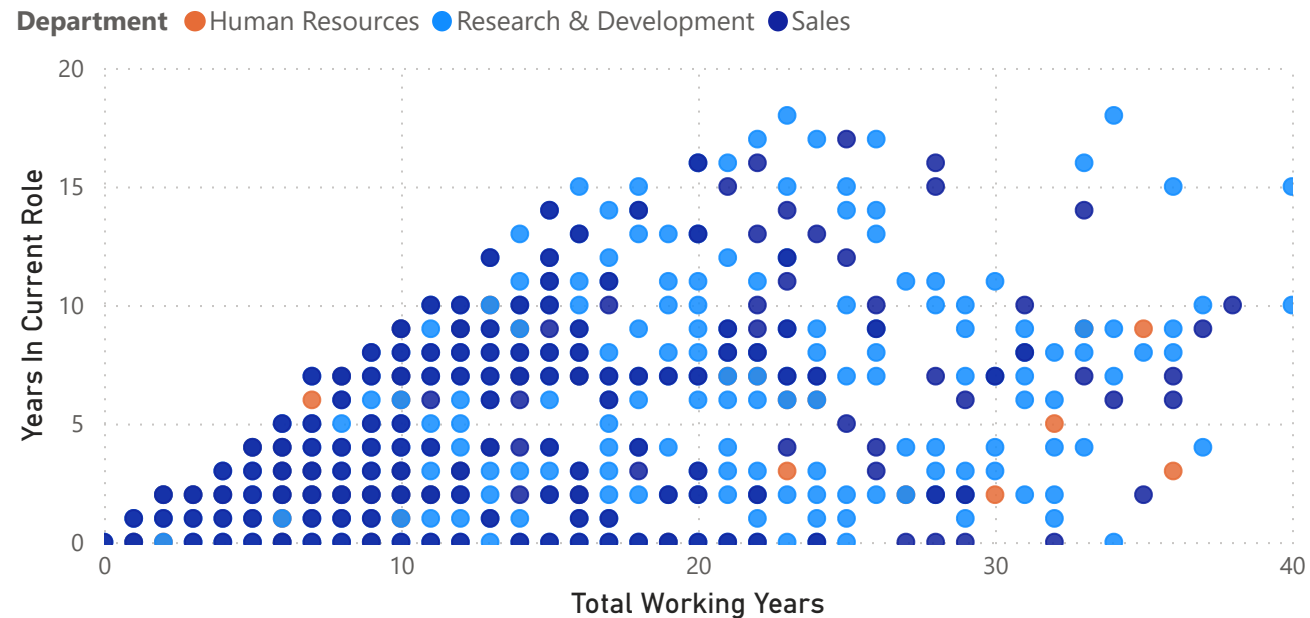
A Scatter Plot Showing how various departments are distributed with respect to Years (Total Work) and Years(In Current Role). There are definately some outliers from the Research and Development team which are having anomalous behaviour as compared to other departments.

Note: This Graph Has Been Scaled As Per Need For Better Articulation.