**Employee Performance Analysis Dashboard - Project Documentation**

**Project Overview**

This project presents a comprehensive analysis of employee performance data using Microsoft Power BI, providing insights into performance metrics, budget allocations, and comparative analysis across departments and teams.

**1. Approach and Rationale**

**Dashboard Design Strategy**

The dashboard was designed to provide HR managers and department heads with clear, actionable insights through:

* **Comparative Analysis**: Performance metrics are shown relative to department, team, and organization averages rather than absolute values
* **Visual Storytelling**: Charts and graphs tell a clear story about employee performance trends
* **Interactive Elements**: Filters and slicers allow users to explore data by department, team, or individual employee
* **Multi-Level Insights**: Information flows from organizational overview to individual employee details.

**Step 1: Create the Hierarchy**

* Right-click on "Departments" in the Fields pane → "Create Hierarchy"
* Drag "Teams" into the hierarchy
* Drag "Employee Name" into the hierarchy
* You'll have: Departments > Teams > Employee Name

**Step 2: Build the Bubble Chart**

1. Select **Scatter Chart** visualization
2. Configure the fields:
   * **X-Axis**: Budget
   * **Y-Axis**: Performance Score
   * **Size**: Project Count
   * **Legend**: Your created hierarchy (Departments/Teams/Employee Name)

**Step 3: Enable Drill-Down**

* Click the drill-down arrows in the visualization header
* Level 1: Departments (fewer, larger bubbles)
* Level 2: Teams within departments
* Level 3: Individual employees

The bubble chart immediately reveals that our highest-budget employee (Carol - ₹150L) has one of our lowest performance scores (85), while some of our most efficient performers, like Grace (91 score, ₹80L budget) are potentially underinvested.