

PROJECT DESCRIPTION

This project presents an interactive HR Analytics Dashboard developed using Power BI to analyze workforce data and uncover actionable insights related to employee attrition, satisfaction, productivity, and performance.

Project Overview:

The dashboard offers a comprehensive view of employee trends segmented by department, job role, age, gender, and education background. It enables HR professionals and decision-makers to monitor attrition patterns, evaluate job satisfaction, and identify high-performing talent profiles for strategic workforce planning.

Key Features:

1. Overall and segmented attrition analysis
2. Satisfaction score breakdown by job role and department
3. Gender-wise attrition patterns across age groups
4. Education-based turnover insights
5. Identification of high-risk and high-performing employee segments
6. Actionable recommendations for retention and engagement strategies

Tools Used:

1. Power BI for interactive data visualization
2. Excel/CSV for HR dataset processing
3. DAX and Power Query for data modeling and transformation

Outcome:

The dashboard empowers HR teams to make data-driven decisions by tracking workforce metrics and identifying improvement areas in real time. It also lays the foundation for a scalable HR analytics framework that supports continuous insight generation.