



HR ANALYTICS DASHBOARD

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TEAM 2

PROJECT OVERVIEW

Objective:

Analyze employee attrition rates and provide insights into attrition by departments, satisfaction levels, distance to work, and gender.

Data Source:

Kaggle

Key Deliverables:

- Total employees, attrition rates, and department-wise attrition analysis.
- Visualizations showcasing trends and patterns in employee attrition.

DATA PREPROCESSING

- Imported the HR dataset into Power BI.
- Identified and addressed null or missing values in key columns.
- Standardized column formats (e.g., text, numbers, dates).
- Removed unnecessary or duplicate rows for a clean dataset.
- Established relationships (if multiple tables existed) based on primary keys like Employee ID.
- Verified the accuracy of calculations and measures using sample checks.

DAX MEASURES

Key Metrics Calculated Using DAX

Total Employees:

COUNTROWS('Raw Data')

•Total Attrition:

CALCULATE([Total Employees], FILTER('Raw Data',
'Raw Data'[Attrition] = "yes"))

•Attrition Percentage:

DIVIDE([Total Attrition], [Total Employees], 0)

•Remaining Employees (Department):

[Total Attrition] - [Department-wise Attrition]

Department-wise Analysis:

•HR Attrition:

CALCULATE([Total Attrition], FILTER('Raw Data',
'Raw Data'[Department] = "HR"))

•R&D Attrition:

CALCULATE([Total Attrition], FILTER('Raw Data',
'Raw Data'[Department] = "R&D"))

•Sales Attrition:

CALCULATE([Total Attrition], FILTER('Raw Data',
'Raw Data'[Department] = "Sales"))

DASHBOARD INSIGHTS

Visuals Included:

- **KPI Card:** Total Employees (2925)
- **Bar Chart:** Attrition by working years.
- **Donut Charts:**
 - Attrition by Distance to Work.
 - Male vs. Female Attrition Distribution.
 - Attrition by Department (Sales, HR, R&D).
- **Key Metrics:**
 - Attrition Rate: 17%.
 - Male Attrition: 63% (312 employees).
 - Female Attrition: 37% (180 employees).

CONCLUSION

- Highest attrition in R&D (282 employees).
- Distance to work affects attrition (20.73% far, 19.11% very far).
- Male employees show a higher attrition rate.

RECOMMENDATIONS

- Improving employee satisfaction through targeted policies.
- Reducing attrition in key departments (e.g., R&D).
- Address challenges related to work distance.
- Focus on gender-specific retention strategies.



THANK YOU!

Github :
<https://github.com/Kartikeya039/Infosys-Springboard-5.0-Internship-projects?tab=readme-ov-file>

