🧠 **Page 1: HR Attrition Analysis Dashboard**

🎯 **Goal:**

Understand *why employees are leaving*, *which groups are most at risk*, and *what factors influence attrition* (employee turnover).

◆ **Visuals and Details:**

1. **Card KPIs** – *Total Employees*, *Total Attrition*, *Attrition Rate (%)*
   - Shows headline metrics at a glance.
   - **Example:** If Attrition Rate > 15%, highlight the KPI in red for visibility.

2. **Bar Chart:** *Attrition Count by Department*
   - Displays how many employees left from each department.
   - Helps identify which departments (e.g., Sales or R&D) have the highest turnover.

3. **Stacked Column Chart:** *Attrition by Age Group and Gender*
   - Breaks attrition down by age brackets (e.g., 20–30, 31–40, etc.) and gender.
   - Reveals which demographic segments are most affected.

4. **Treemap:** *Attrition by Job Role*
   - Each box represents a job title, sized by the number of employees who left.
   - Useful for spotting high-risk job roles like "Sales Executive" or "Laboratory Technician."

5. **Heatmap:** *Attrition vs Monthly Income*
   - Cross-tabulates monthly income with attrition count or rate.
   - Shows if lower-income groups have higher turnover.

6. **Line Chart:** *Attrition Rate by Years at Company*
   - Plots the trend of attrition based on how long employees have been with the company.
   - Typically, attrition is highest during early tenure (first 2–3 years).

7. **Pie Chart:** *Impact of OverTime on Attrition*
   - Compares attrition between employees with "OverTime = Yes" vs "No."
   - Helps confirm if overworking correlates with leaving.

8. **Slicer Filters:**
   - Department | Job Role | Gender | Age Group | Education Level
   - Allow interactive filtering across visuals to explore attrition patterns dynamically.

💰 **Page 2: Compensation & Performance Insights**

🎯 **Goal:**

Analyze *how salary, performance, and promotions* influence employee retention and satisfaction.

◆ **Visuals and Details:**

1. **Box Plot:** *Monthly Income by Job Level*
   - Shows salary distribution per level (e.g., Level 1–5).
   - Detects salary gaps and outliers that could lead to dissatisfaction.

2. **Bar Chart:** *Average Monthly Income by Department*
   - Compares departments to find pay inequalities.
   - Highlight with conditional formatting (e.g., darker color for higher salaries).

3. **Scatter Plot:** *Performance Rating vs Monthly Income*

- o   Tests if higher-performing employees are compensated fairly.
- o   Each point = one employee; color points by attrition to see trends.
4. **Line Chart:** *Percent Salary Hike vs Performance Rating*
   - o   Displays how performance is rewarded across the company.
   - o   Identify if pay raises correlate with higher ratings.
5. **KPI Cards:**
   - o   *Highest Monthly Income*, *Lowest Monthly Income*, *Average Performance Rating*
   - o   Quick snapshot of company-wide metrics.
6. **Donut Chart:** *Promotion in Last 5 Years*
   - o   Shows % of employees promoted vs not.
   - o   Cross-filter to attrition data — employees not promoted may have higher attrition.

💁 Page 3: Workforce Demographics & Satisfaction

🎯 **Goal:**

Understand the structure and sentiments of your workforce — *who your employees are and how satisfied they feel*.

- ◆ **Visuals and Details:**
  1. **Histogram:** *Age Distribution of Employees*
     - o   Displays the workforce's age structure.
     - o   Identify if your company skews younger or older, and how that links to attrition.
  2. **Stacked Bar Chart:** *Education Field by Education Level*
     - o   Combines two education variables to understand the talent pool's diversity.
  3. **Pie Chart:** *Gender Distribution*
     - o   Represents male vs female ratio; can be used to explore equity metrics.
  4. **Bar Chart:** *Job Satisfaction by Department*
     - o   Average satisfaction per department (scale 1–4).
     - o   Use color to represent satisfaction level: green = high, red = low.
  5. **Heatmap:** *Environment Satisfaction vs Job Involvement*
     - o   Correlates engagement and environmental conditions.
     - o   Helps HR focus on improving workplace experience.
  6. **Line Chart:** *Average Satisfaction over Years at Company*
     - o   Shows how employee satisfaction changes with tenure.
     - o   Early dips could indicate onboarding or management issues.
  7. **Cards:**
     - o   *Average Job Satisfaction*, *Average Environment Satisfaction*, *Average Relationship Satisfaction*

🏢 Page 4: Departmental & Career Growth Overview

🎯 **Goal:**

Provide a holistic view of *departmental performance, experience levels, and career development opportunities*.

◆ **Visuals and Details:**

1. **Clustered Column Chart:** *Average Salary, Satisfaction, and Attrition Rate by Department*
   - ○ Multi-metric comparison across departments.
   - ○ Combine three measures for a 360° view.

2. **Line Chart:** *Years at Company vs Years Since Last Promotion*
   - ○ Tracks career progression speed.
   - ○ Identify stagnation risks (long tenure + few promotions).

3. **Scatter Plot:** *Training Times Last Year vs Performance Rating*
   - ○ Measures the effectiveness of training programs.
   - ○ Ideally, more training correlates with higher performance.

4. **Table:** *Department KPIs (Employees, Avg Salary, Avg Satisfaction, Attrition %)*
   - ○ Summarized performance of each department.
   - ○ Use conditional formatting to highlight best/worst performers.

5. **Treemap:** *Employee Count by Job Role (within Department)*
   - ○ Visualizes team sizes and composition quickly.

6. **Cards:**
   - ○ *Average Years at Company*, *Average Promotion Rate*, *Top Performing Department*

⚙ **Navigation & Design Recommendations**

- **Theme Colors:**
   - ○ Blue (Trust) → Primary
   - ○ Light Gray → Background
   - ○ Red → Attrition Highlights
   - ○ Green → Satisfaction/Performance Highlights

- **Page Navigation:**
   - ○ Add a top ribbon or buttons linking pages:
     - **1** Attrition | **2** Compensation | **3** Demographics | **4** Department & Career

- **Interactivity:**
   - ○ Enable cross-filtering between visuals.
   - ○ Use "Drill Through" from Department to detailed employee view.