

HR Analytics Dashboard

Transforming employee data into actionable insights for strategic workforce management



Key Workforce Metrics

1,470

Total Employees

Current workforce size

237

Attrition Count

Employees who left

16.12%

Attrition Rate

Overall turnover percentage

1,233

Active Employees

Current headcount

37

Average Age

Workforce demographic

Project Objective

The HR Analytics Dashboard analyzes employee data to enable data-driven workforce decisions. It focuses on understanding attrition, demographics, job satisfaction, and performance trends.

Key goals include improving employee retention, optimizing productivity, and enhancing organizational efficiency through actionable insights.





Department-Wise Attrition Analysis

R&D Department

133 employees (56.12%)

Highest attrition concentration requiring immediate attention

Sales Department

92 employees (38.82%)

Significant turnover impacting revenue generation

HR Department

12 employees (5.06%)

Lowest attrition rate demonstrates stability

Gender & Age Group Insights

Attrition by Gender

- **Male:** 150 employees
- **Female:** 97 employees

Male employees show higher turnover rates across the organization.

Critical Age Groups

- **25-34:** 112 (29.11%) - Highest risk
- **35-44:** 51 (15.61%)
- **Under 25:** 38 (8.44%)
- **45-54:** 25 (6.75%)



Job Satisfaction Analysis

Job satisfaction ratings reveal critical patterns across roles. Research Scientists (292 total) and Laboratory Technicians (259 total) represent the largest employee groups with varying satisfaction levels.



Healthcare Representatives

131 employees with balanced satisfaction distribution across all rating levels

Manufacturing Directors

145 employees showing moderate satisfaction patterns requiring attention

Managers

102 employees with consistent ratings indicating stable leadership satisfaction

Education Field Impact



Life Sciences

89 employees - Highest attrition in technical fields



Medical

63 employees - Significant healthcare sector turnover



Marketing

35 employees - Moderate business function attrition



Technical Degree

32 employees - Engineering talent retention challenge

Strategic Recommendations

01

Targeted Retention Programs

Focus on high-attrition departments like R&D and Sales with customized engagement initiatives

02

Enhance Job Satisfaction

Implement employee feedback mechanisms and engagement activities to boost morale

03

Optimize Compensation

Review salary structures for high-risk groups, especially in lower salary slabs

04

Career Development

Create clear promotion paths and skill development initiatives for early-career employees

05

Early Warning System

Monitor at-risk employees within first few years of tenure using predictive analytics

Analytical Approach



Descriptive Statistics

Total employees, active workforce, attrition count and rate calculations



Ratio Analysis

Attrition breakdown by department, gender, and age group percentages



Trend Analysis

Attrition patterns across experience levels and employee tenure



Comparative Analysis

Job satisfaction vs attrition and salary slab vs turnover correlations



Conclusion

The HR Analytics Dashboard transforms raw employee data into meaningful insights that drive strategic decision-making. By leveraging Tableau visualizations and statistical analysis, HR teams can identify high-risk areas and optimize retention strategies.

This project demonstrates how business intelligence tools enhance employee satisfaction, improve workforce planning, and support data-driven HR policies for organizational success.

[View Project on GitHub](#)

