**HR Analytics Dashboard Report – Interview Presentation**

**Project Title: HR Analytics Analysis Dashboard**

**Objective:**

The aim of this project was to develop an interactive and visually rich HR analytics dashboard that helps identify patterns and trends in employee attrition. The goal is to assist HR professionals and decision-makers in understanding the underlying factors contributing to attrition across different employee demographics and job roles, ultimately supporting strategies to enhance employee retention.

**Tools Used:**

* **Power BI** for interactive data visualization and dashboard development
* **Excel/CSV** as the data source for employee records
* Data modeling and **DAX measures** for calculated metrics like attrition rate, average salary, and average tenure

**Key Metrics Displayed:**

* **Total Employees:** 1,416
* **Total Attrition:** 229 employees
* **Attrition Rate:** 16%
* **Average Age of Employees:** 37 years
* **Average Salary:** ₹6.5K
* **Average Tenure:** 7 years

**DAX Measures Used:**

**Attrition Rate:**

Attrition Rate = DIVIDE(CALCULATE(COUNT(Employee[EmployeeID]), Employee[Attrition] = "Yes"), COUNT(Employee[EmployeeID]))

**Average Salary:**

Average Salary = AVERAGE(Employee[Salary])

**Custom Age Grouping:**

Age Group = SWITCH(TRUE(),

Employee[Age] <= 25, "18-25",

Employee[Age] <= 35, "26-35",

Employee[Age] <= 45, "36-45",

Employee[Age] <= 55, "46-55",

"55+"

)

**Custom Income Banding:**

Income Band = SWITCH(TRUE(),

Employee[Salary] <= 5000, "Up to 5k",

Employee[Salary] <= 10000, "5k-10k",

Employee[Salary] <= 15000, "10k-15k",

"15k+"

)

**Dashboard Components and Visuals:**

1. **Attrition by Education (Donut Chart)**
   * Employees with different education levels show varying attrition patterns.
   * The highest attrition is seen among employees with Bachelor’s (27%) and Master’s degrees (25%).
2. **Attrition by Age (Bar Chart)**
   * Younger employees (age 18–25) experience the highest attrition rate at 37%.
   * Age groups 26–35 show moderate attrition, while those above 46 show declining rates.
3. **Attrition by Salary (Horizontal Bar)**
   * Employees earning up to ₹5K have the highest attrition (22%).
   * Attrition drops significantly in higher salary ranges (only 4% in 15K+).
4. **Job Role vs. Attrition Table**
   * Sales Executives (55), Laboratory Technicians (60), and Sales Representatives (33) account for most attrition cases.
   * Management and leadership roles show significantly lower attrition.
5. **Attrition by Gender and Age (Small Multiple Card)**
   * Males have a slightly higher attrition rate (18%) compared to females (15%).
6. **Attrition Trend by Tenure (Line Graph)**
   * Highest attrition occurs within the first few years of employment (38% at 0–1 year).
   * Attrition drops to below 10% after 6+ years of service.
7. **Attrition by Salary and Role (Right Bar Chart)**
   * Laboratory Technicians (24%), Sales Executives (17%), and Research Scientists (16%) show notable attrition in lower pay bands.

**Key Insights:**

* High attrition is concentrated in **younger employees (18–25)** and **low salary brackets (< ₹5K)**.
* **Job roles in Sales and Lab work** face the highest turnover, likely due to high pressure, lack of engagement, or limited growth.
* **Attrition sharply declines** after the first 3–5 years, indicating early-stage dissatisfaction or mismatch.
* Males show slightly higher attrition compared to females.
* Higher education does not correlate with lower attrition—Bachelor’s and master’s holders are more likely to leave.

This project demonstrates not only my technical skills with Power BI but also my ability to extract meaningful, business-relevant insights from HR data to support strategic decisions.