

HR Analyst Dashboard Report

Introduction

The HR Analyst Dashboard is a strategic tool that gives one insight into workforce trends on a data-driven approach. Through the analysis of attrition rates, satisfaction levels, and demographic distributions, an organization is better placed in making informed decisions in workforce management and developing an appropriate strategy.

Problem Statement

Organizations often struggle to understand the root causes of employee attrition, identify satisfaction gaps, and analyze workforce demographics. These challenges prevent them from designing appropriate retention strategies, leading to increased turnover and inefficiencies. The HR Analyst Dashboard addresses these issues by offering a comprehensive analysis of employee data, enabling actionable insights for HR professionals.

Objectives

1. Identify the total workforce and active employee count.
 2. Assess the overall attrition rate and identify high-risk areas.
 3. Analyze employee demographics by age, gender, and education field.
 4. Evaluate job satisfaction patterns across various roles.
 5. Correlate educational backgrounds with attrition trends.
 6. Highlight departmental and gender-specific attrition trends.
 7. Provide actionable insights to refine retention strategies.
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Key Metrics and Insights

Key Metrics:

1. **Overall Employees:** The organization has a total workforce of 1,470 employees.
2. **Attrition Rate:** 237 employees have left, resulting in an attrition rate of 16.12%.
3. **Active employees:** 1,233 are active.
4. **Avg Age:** Employees' avg age is 37.

5. Attrition group-wise:

- o HR:133(56.12 %)
- o Sales:92 (38.82%)
- o R&D: 12 (5.06%).

6. **Employees by Group:** The 25-34 age constitutes the majority of the workforce along with significant gender representation

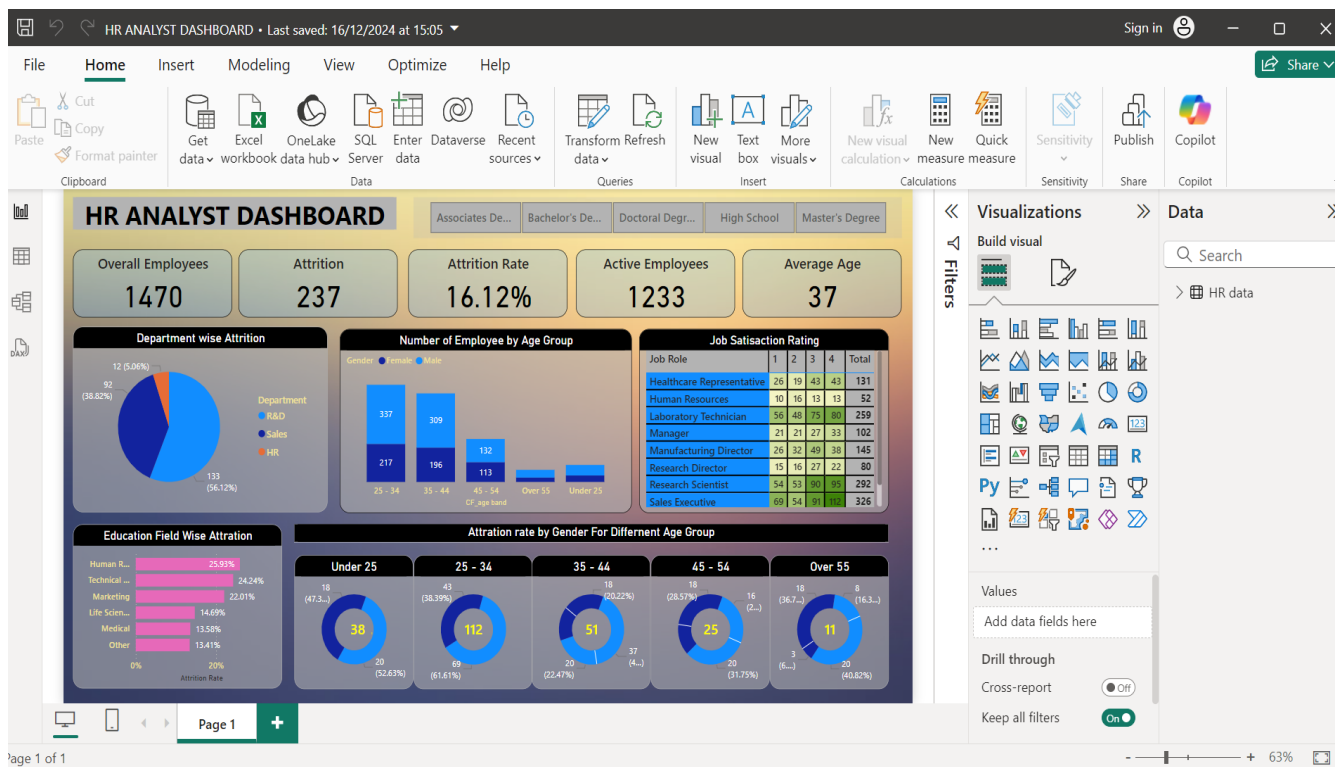
7. Education Field group-wise Attrition:

- o Highest attrition in HR 25.93% and the Technical field 24.24%

8. By Gender and Age: Gender specific trends show distinct patterns within different brackets.

Insights:

- High attrition is observed in the HR and Sales departments, for which retention strategies need to be focused.
- The highest concentration of employees is in the 25-34 age bracket, and therefore, their engagement strategies need to be designed accordingly.
- JOB SATISFACTION-the trends are different, and there are posts like Research Directors who have better satisfaction.
- Role-wise, Human Resources and Technical have higher attrition, indicating challenges related to the role.
- Gender and age-specific patterns may give a better understanding of the attrition trend.



Overview

The workforce of the organization is 1,470 in total, out of which 1,233 are actively working. The attrition rate is maximum for HR, at 56.12%, followed by Sales at 38.82%. The average age is 37 years, and the largest group is between 25-34 years. Job satisfaction has also been found to be related to the job type; Research Directors and Managers report relatively high satisfaction. Education-wise, Human Resources and Technical fields top the chart with 25.93% and 24.24%, respectively. Gender-specific trends also emerge, notably in the 25-34 and over 55 age groups, highlighting areas for targeted retention efforts.

Conclusion

The HR Analyst Dashboard forms the backbone of insights toward addressing workforce challenges. The dashboard provides actionable insights on attrition rates, departmental trends, demographic patterns, and satisfaction levels to help HR design targeted retention strategies. The data-driven insights provided herein will help organizations improve employee engagement, reduce turnover, and enhance overall workforce effectiveness. This will be a very useful dashboard in strategic HR planning for operational excellence.