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Project: PowerBI Project

Topic: HR Analytics

Introduction:

The Hr analytics project aims to analyze historical sales data and develop a predictive model to forecast future sales. Leveraging Power BI, DAX, Power Query, and advanced analytical techniques, this project provides insights into sales trends, consumer preferences, geographic patterns, and more. By integrating a dashboard and forecasting capabilities, stakeholders can make informed decisions to optimize inventory, marketing strategies, and overall business operations.

Process:

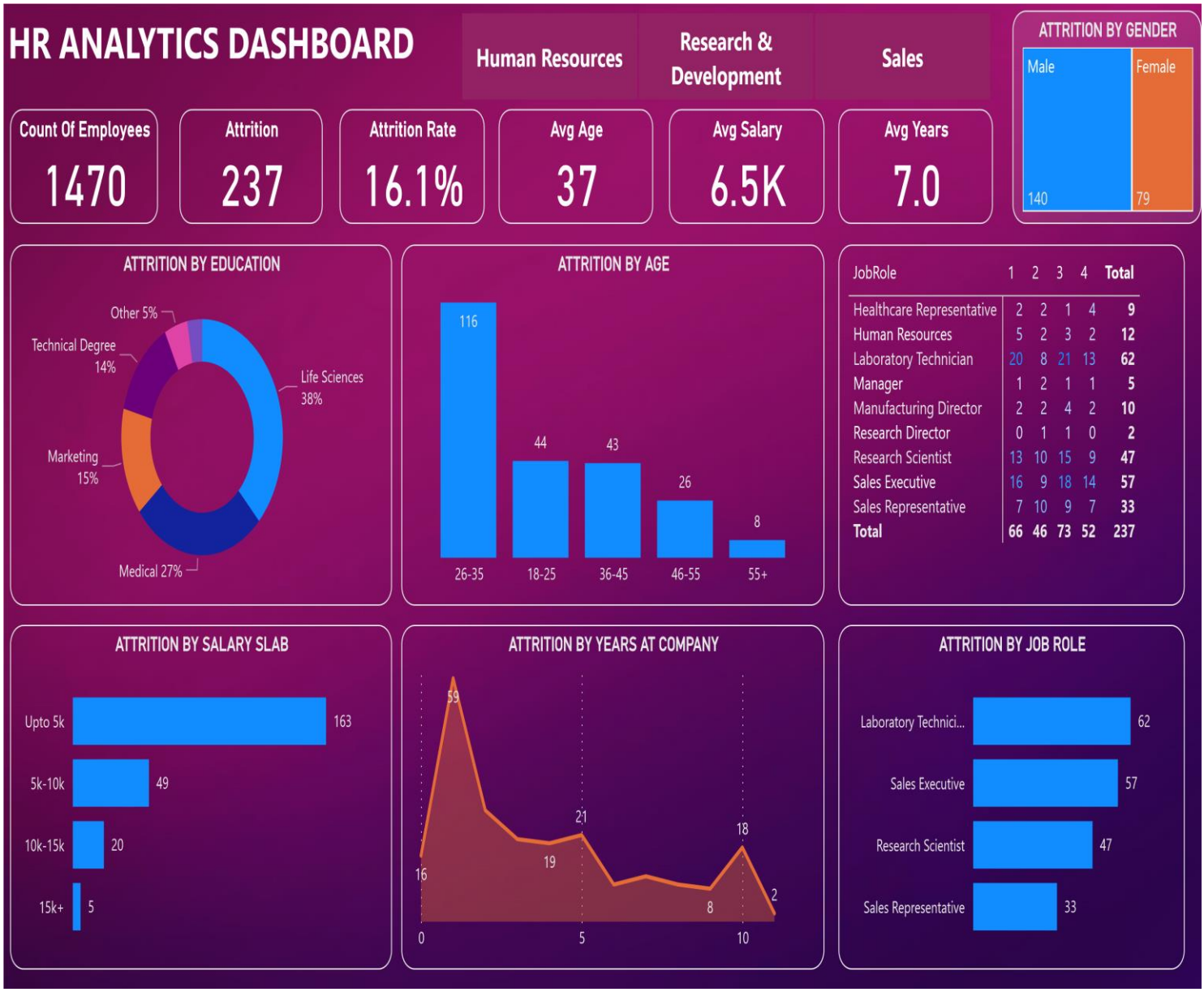
Data Cleaning and Transformation: The initial phase involved performing data cleaning tasks, including the removal of null values, the elimination of unnecessary columns, handling duplicates, and adjusting data types to ensure data quality.

Data Modeling: The subsequent step was to create calculated measures and tables using DAX (Data Analysis Expressions) in Power BI, enhancing the dataset's analytical capabilities.

Data Analysis: Following data modeling, an in-depth data analysis was conducted within Power BI, utilizing various visualization techniques like matrices to identify trends in sales, region-wise sales, category-wise sales, and other pertinent insights.

Dashboard Creation: The project proceeded with the development of an interactive and dynamic dashboard in Power BI. This dashboard was allowing for seamless navigation between different charts and visualizations to provide a more comprehensive view of the data.

Dashboard:


HR ANALYTICS DASHBOARD
Human Resources
Research & Development
Sales
Count Of Employees
1470
Attrition
237
Attrition Rate
16.1%
Avg Age
37
Avg Salary
6.5K
Avg Years
7.0
ATTRITION BY GENDER
Male
Female
140
79
ATTRITION BY EDUCATION
Other 5%
Technical Degree 14%
Life Sciences 38%
Marketing 15%
Medical 27%
ATTRITION BY AGE
116
44
43
26
8
26-35
18-25
36-45
46-55
55+
JobRole 1 2 3 4 Total
Healthcare Representative 2 2 1 4 9
Human Resources 5 2 3 2 12
Laboratory Technician 20 8 21 13 62
Manager 1 2 1 1 5
Manufacturing Director 2 2 4 2 10
Research Director 0 1 1 0 2
Research Scientist 13 10 15 9 47
Sales Executive 16 9 18 14 57
Sales Representative 7 10 9 7 33
Total 66 46 73 52 237
ATTRITION BY SALARY SLAB
Upto 5k 163
5k-10k 49
10k-15k 20
15k+ 5
ATTRITION BY YEARS AT COMPANY
59
16
19
21
8
18
2
0
5
10
ATTRITION BY JOB ROLE
Laboratory Technici... 62
Sales Executive 57
Research Scientist 47
Sales Representative 33

Conclusion:

The HR Analytics Dashboard for Data-Driven Workforce Management offers an innovative solution to transform HR practices from reactive to proactive, from subjective to data-informed. By harnessing the power of analytics, organizations can better navigate the complexities of managing their workforce, ultimately driving productivity, engagement, and sustainable growth.