

HR ANALYSIS DASHBOARD – SUMMARY REPORT

Overview

This HR Analysis Dashboard provides a comprehensive view of workforce composition, compensation trends, and employee demographics. The dashboard helps HR leaders and management make data-driven decisions related to salary planning, department performance, and employee distribution.

Key Metrics Summary

- Total Employees: 1,470
- Total Monthly Income: 9,559,309
- Total Monthly Rate: 21,040,262
- Total Percent Salary Hike: 22,358

Department-wise Insights

- R&D is the largest and most impactful department:
 - Highest employee count
 - Highest total working years
 - Maximum monthly income contribution
- Sales ranks second in income and salary hikes, indicating performance-linked compensation.
- HR has the smallest workforce and income contribution, reflecting its support-function role.

Education Level Analysis

- Employees with Bachelor's and Master's degrees contribute the highest monthly income.
- Doctoral degree holders form a small group with comparatively lower total income due to lower headcount.
- High School education level shows moderate income contribution but lower salary hikes.

Salary Hike Trends

- R&D employees receive the highest percentage of salary hikes, aligning with skill demand and innovation roles.
- Sales shows strong hike patterns, supporting incentive-based growth.
- HR salary hikes remain comparatively stable.

Travel & Gender Distribution

- Majority of employees travel rarely, especially female employees.
- Travel frequently – male employees form a significant portion, indicating role-based travel requirements.
- Gender and travel patterns can help optimize work-life balance policies.

Education Field Income Contribution

- Life Sciences and Medical fields generate the highest monthly income.
- Marketing and Technical Degree fields show steady contributions.
- Human Resources and Other fields contribute smaller income shares.

Business Insights & Recommendations

- Invest more in R&D talent retention due to high income and performance contribution.
- Align Sales incentives with revenue targets to maximize returns.
- Review salary hike policies for underrepresented education groups.
- Use travel data to design flexible or hybrid work policies.

Conclusion

This HR dashboard enables effective workforce planning by combining compensation, education, and departmental analytics. It supports strategic HR decisions such as salary optimization, talent investment, and employee engagement improvements.