

# 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.