

## HR Analytics Dashboard Report

**Tool Used:** Power BI

**Domain:** Human Resource Analytics

### **1 Executive Summary**

This project focuses on analyzing employee workforce data to identify key factors influencing **employee attrition, workforce demographics, compensation trends, and retention patterns**.

An interactive Power BI dashboard was developed to transform raw HR data into actionable business insights, enabling data-driven HR decision-making and strategic workforce planning.

### **2 Business Problem**

Employee attrition leads to:

- Increased recruitment costs
- Loss of organizational knowledge
- Reduced team productivity
- Higher operational expenses

The objective of this project is to:

- Identify major attrition drivers
- Analyze demographic and salary patterns
- Evaluate department-level retention trends
- Support HR leadership with KPI-based insights

### **3 Dataset Overview**

The dataset contains structured employee-level information including:

- Employee ID
- Age

- Gender
- Education
- Department
- Job Role
- Monthly Salary
- Years at Company
- Marital Status
- Attrition (Yes/No)

The dataset was cleaned and transformed using **Power Query**, and relationships were modeled within Power BI.

#### **Data Modeling & Transformation**

- Data cleaning and null handling
- Salary categorization into slabs
- Age grouping for demographic analysis
- Creation of calculated columns
- DAX measures for KPI calculations
- Interactive filtering using slicers

Key Metrics Created:

- Total Employees
- Attrition Count
- Attrition Rate (%)
- Average Salary
- Average Age
- Average Tenure

#### **Dashboard Insights**

#### ◆ Attrition Analysis

- Higher attrition observed among employees with lower tenure.
- Certain job roles show significantly higher turnover rates.
- Salary slabs impact retention probability.

#### ◆ Demographic Insights

- Age group 25–35 shows higher attrition.
- Education background influences job stability.
- Gender distribution patterns analyzed across departments.

#### ◆ Salary & Tenure Trends

- Employees with lower salary bands show higher exit rates.
- Longer tenure employees demonstrate stronger retention stability.

### 6 Key Findings

- Attrition is strongly correlated with salary and tenure.
- Sales and operational roles show higher turnover.
- Early-career employees are more likely to leave.
- Compensation strategy plays a critical role in retention.

### 7 Business Impact

This dashboard enables organizations to:

- Implement targeted retention strategies
- Optimize compensation policies
- Improve workforce planning
- Reduce hiring and onboarding costs
- Strengthen data-driven HR decision-making

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### 8 Tools & Technologies Used

- Power BI
- DAX (Data Analysis Expressions)
- Power Query (ETL & Data Transformation)
- Data Modeling
- CSV Dataset

### Skills Demonstrated

HR Analytics • Workforce Analytics • Business Intelligence • Data Visualization • KPI Development • DAX Calculations • Data Modeling • Analytical Thinking • Data Storytelling

### 10 Conclusion

The HR Analytics Dashboard successfully transforms employee data into meaningful insights that help organizations understand attrition patterns and workforce dynamics. By leveraging business intelligence tools, HR teams can proactively address retention challenges and improve overall organizational performance.