

# HR Analytics in Power BI

Investigating Attrition for the fictitious  
software company: Atlas Labs

by Marco Stallmann (2022)

Business Question: What factors impact attrition and what action is needed to retain more employees?

Main focusses:

- importing, analyzing and visualizing Human Resources data in Power BI
- exploratory data analysis
- DAX
- build powerful visualizations
- design report pages

This was created as a Case Study in the Datacamp.com Course: Data Analyst with Power BI.

1470

TotalEmployees

1233

ActiveEmployees

237

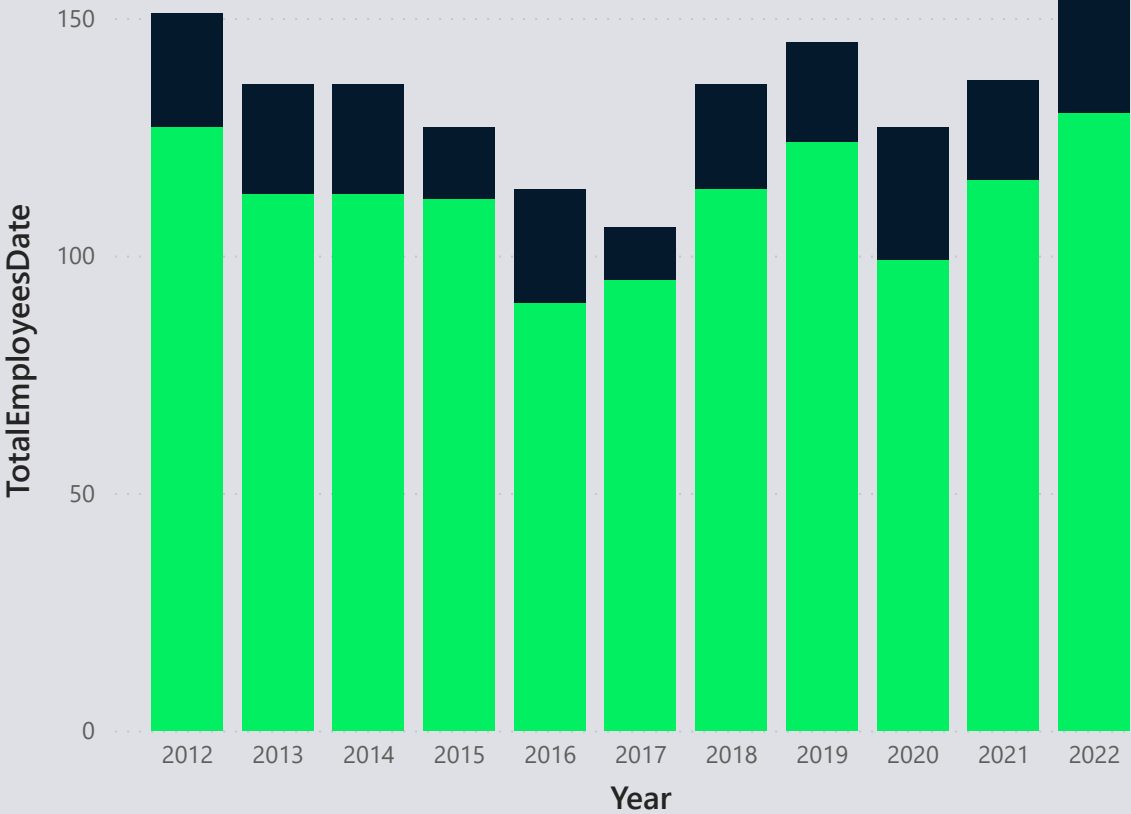
InactiveEmployees

16,1%

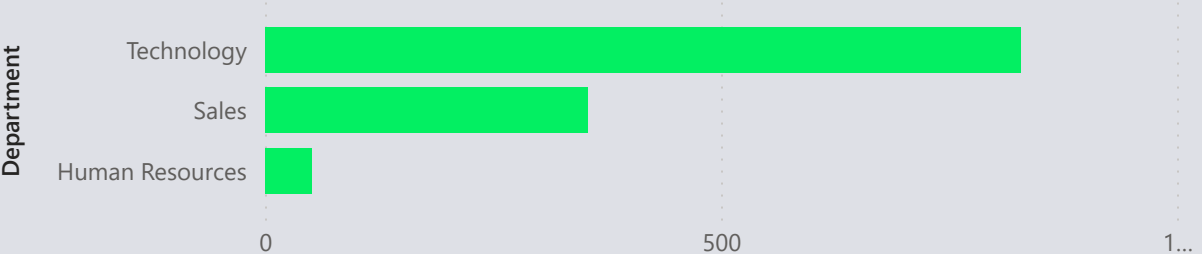
% Attrition Rate

Employee Hiring Trends

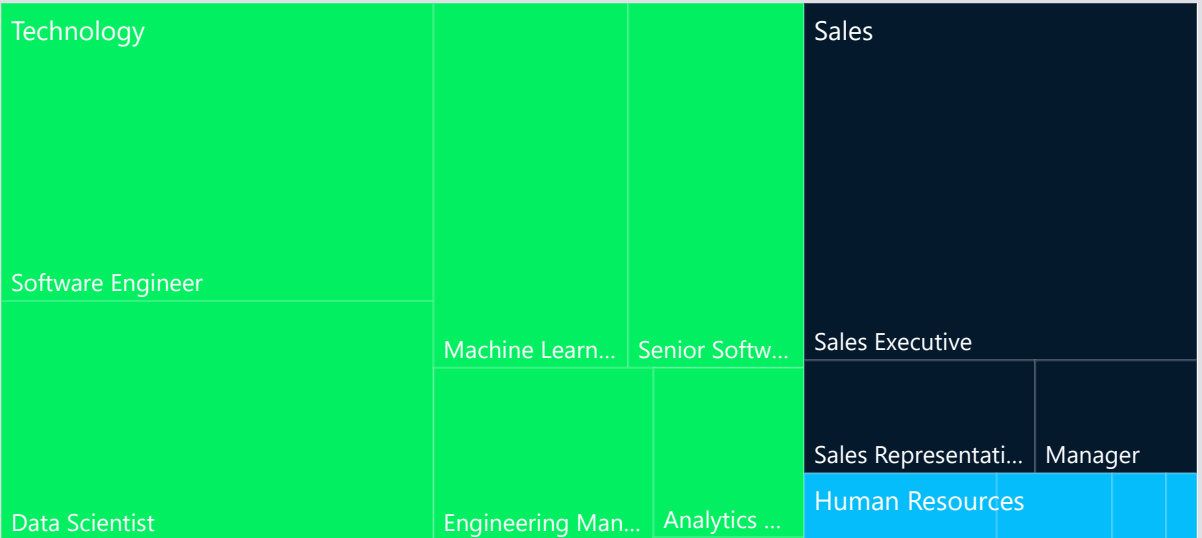
Attrition No Yes



Active Employees by Department



Active Employees by Department and Job Role



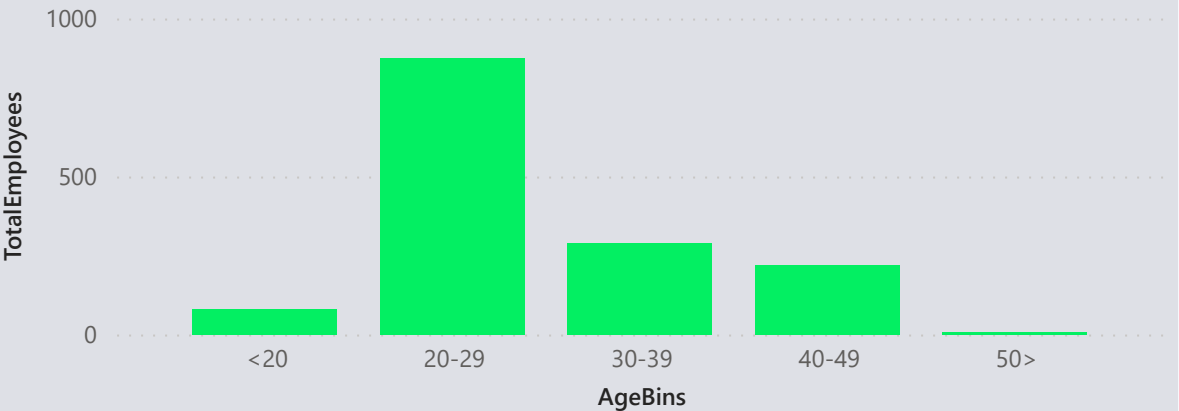
Youngest Employee

18

Oldest Employee

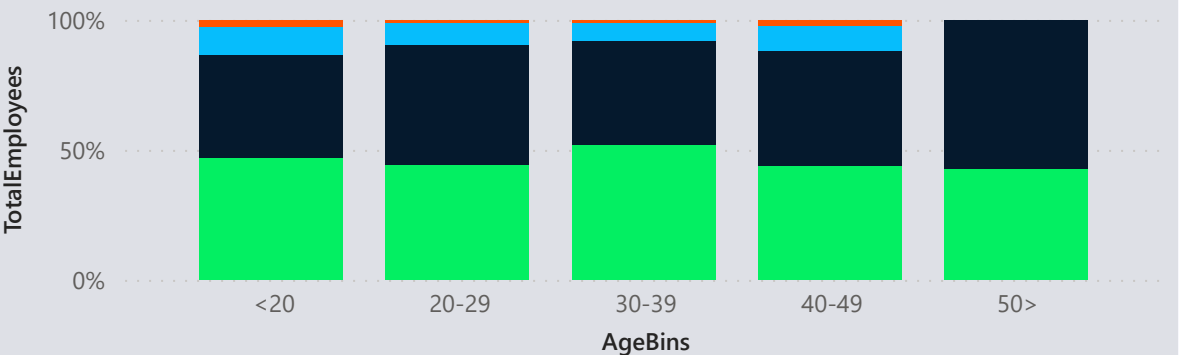
51

Employees by Age

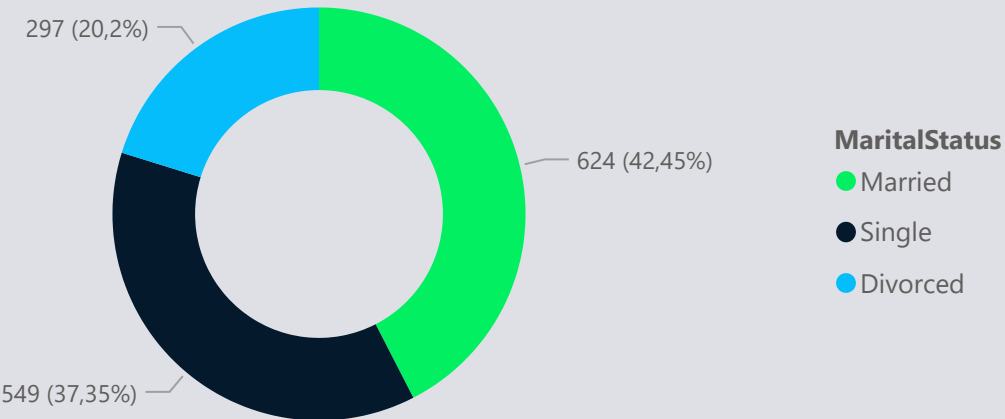


Employees by Age and Gender

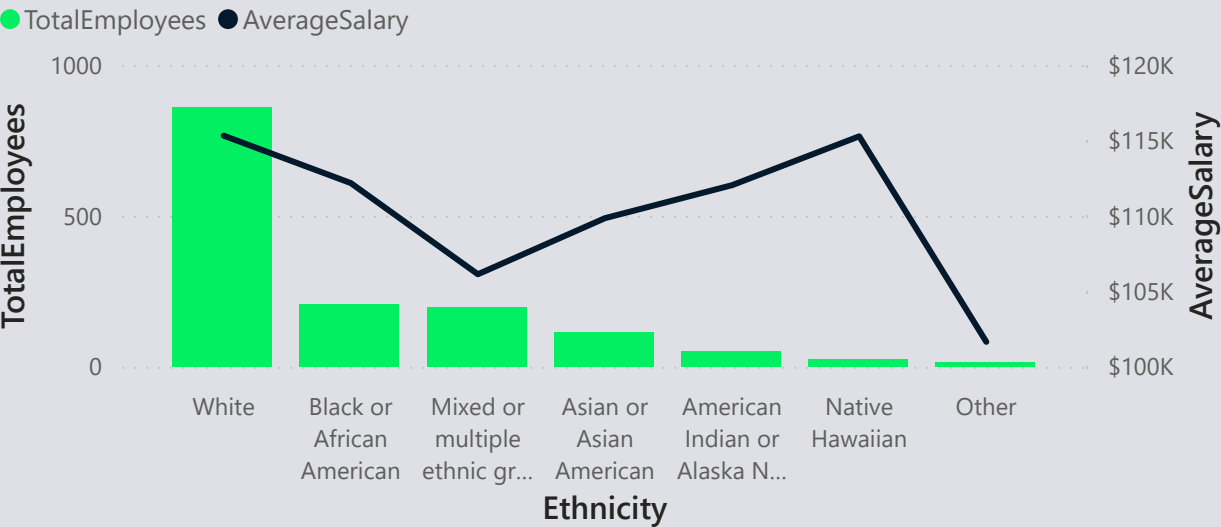
Gender Female Male Non-Binary Prefer Not To Say



Employees by Marital Status



Employees by Ethnicity and Average Salary



Select employee



Estelle Chung



Start Date

07.15.2018

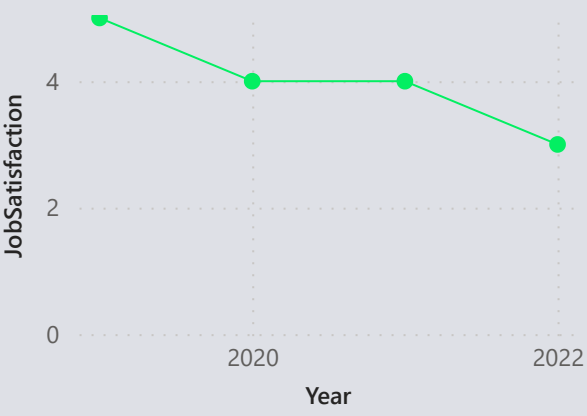
Last Review

03.24.2022

Next Review

03.24.2023

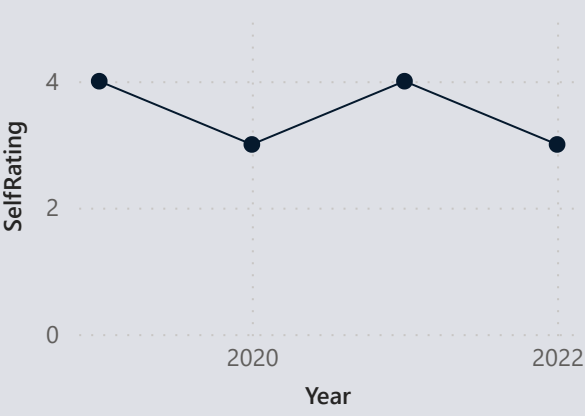
Job Satisfaction



Relationship Satisfaction



Self Rating



Environment Satisfaction



Work Life Balance



Manager Rating



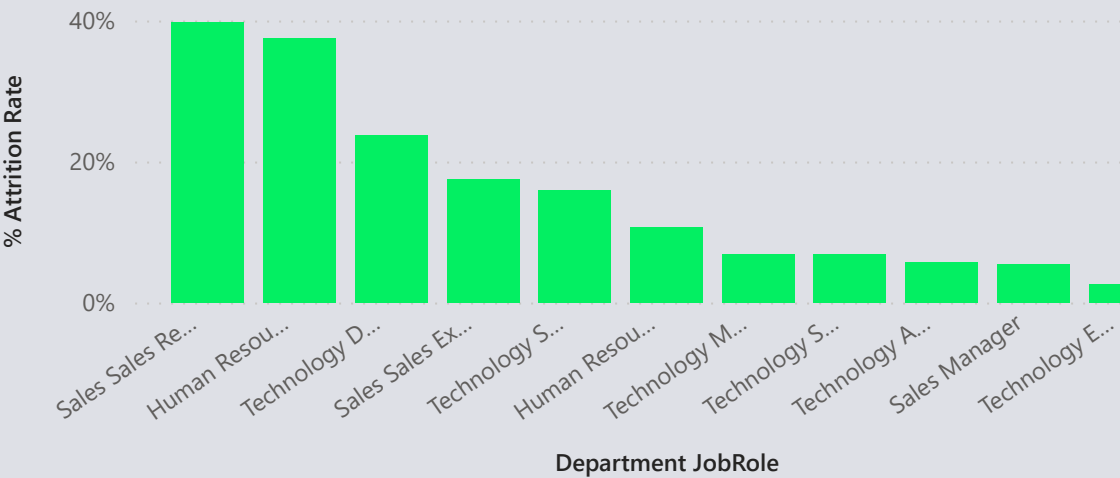
Satisfaction Level	Satisfaction ID
Very Satisfied	5
Satisfied	4
Neutral	3
Dissatisfied	2
Very Dissatisfied	1

Rating Level	Rating ID
Above and Beyond	5
Exceeds Expectation	4
Meets Expectation	3
Needs Improvement	2
Unacceptable	1

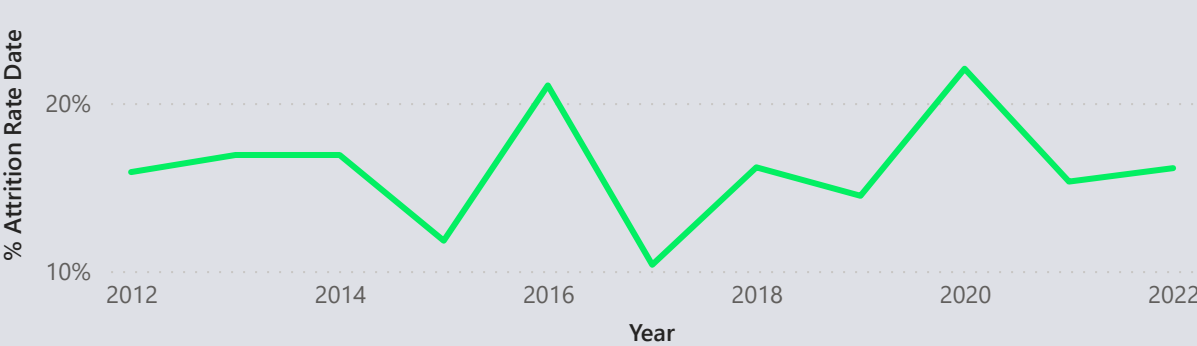
16,1%

% Attrition Rate

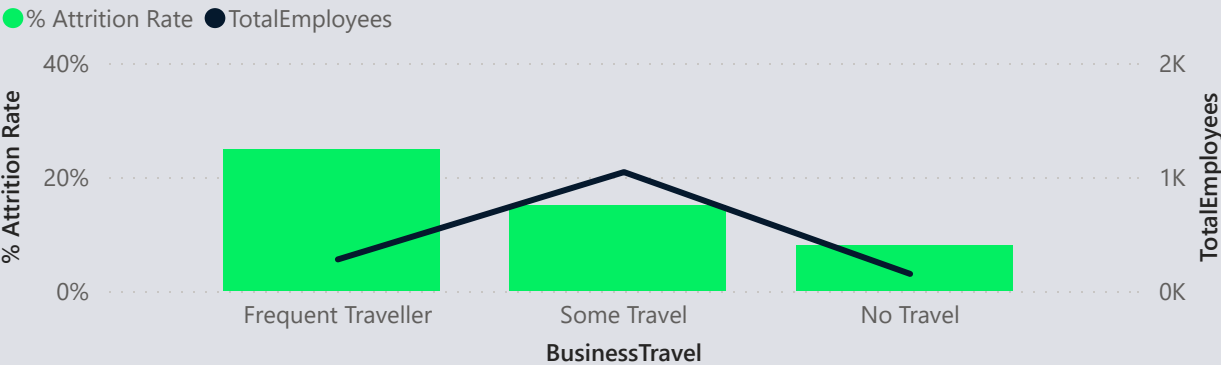
% Attrition Rate by Department and JobRole



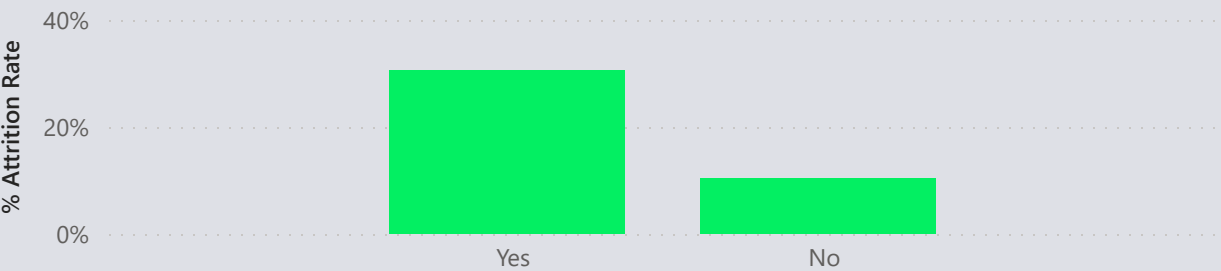
Attrition by Hire Date



Attrition by Travel Frequency



Attrition by Overtime Requirement



Attrition by Tenure

