HR Analytics Dashboard Documentation

Overview

This dashboard provides a comprehensive view of key HR metrics across six analytical funnels. Each section offers deep dives into specific HR KPIs using visualizations and dynamic filters, allowing stakeholders to derive actionable insights.

Funnel 1: Workforce Composition

Filters Available:

EducationField

Gender

Department

Age

Visualizations Explained:

• Employee Count by Department: Bar chart showing employee distribution by department.

• Gender Distribution: Pie chart dividing male and female ratios.

• Age Distribution: Histogram for employee age spread.

• Education Field Breakdown: Bar graph showing major educational backgrounds in the workforce.

Funnel 2: Attrition Insights

Filters Available:

Attrition

JobRole

Department

OverTime

Visualizations Explained:

• Overall Attrition Rate: KPI card displaying % of attrition across organisations.

• Attrition by Department: Vertical bar chart showing how attrition varies department-wise.

• Attrition by Job Role: Role-based attrition count.

• Attrition vs Distance from Home: Correlating attrition with commute distance.

• Attrition by Overtime: Split attrition rate based on overtime workers.

• Attrition by Business Travel: Visual breakdown of attrition based on travel frequency.

Funnel 3: Employee Satisfaction & Engagement

Filters Available:

PerformanceRating

JobRole

Department

RelationshipSatisfaction

Visualizations Explained:

• Performance Rating Distribution: Bar chart of employees per performance score.

• Job Satisfaction by Role: Average job satisfaction rating per role.

• Relationship vs Environment Satisfaction: Cluster view comparing the two satisfaction metrics.

• Job Involvement by Department: Shows how involved employees feel in different departments.

• Work-Life Balance by Department: Comparative chart showing perceived balance in departments.

Funnel 4: Compensation & Benefits

Filters Available:

PerformanceRating

JobRole

Department

PercentSalaryHike

Visualizations Explained:

• Avg Income by Department: Compares average monthly salaries.

• Income vs Performance: Correlation between performance rating and income.

• Salary Hike Distribution: Histogram of employees per salary hike range.

• Income by Job Level: Avg income for each job level.

• Hourly Rate Spread: Distribution across roles.

Funnel 5: Career Progression & Tenure

Filters Available:

YearSinceLastPromotion

JobRole

TotalWorkingYears

YearsWithCurrManager

Visualizations Explained:

• Avg Tenure by Job Role: Average years at company by role.

• Promotion vs Tenure: Compares tenure with last promotion.

• Training vs Total Years: Visualizes training vs career stage.

• Manager Tenure vs Satisfaction: Correlates manager experience with employee satisfaction.

Funnel 6: Advanced Workforce Metrics

Filters Available:

JobLevel

JobRole

NumCompaniesWorked

Education

Visualizations Explained:

• Working Years by Job Level: Tracks experience across job levels.

• Performance vs Companies Worked: Checks prior experience vs performance.

• Education Level vs Performance: Performance across education levels.

• Daily Rate by Job Role: Daily pay rates per role.

• Job Level and Total Working Years: Summary for job level vs total experience.