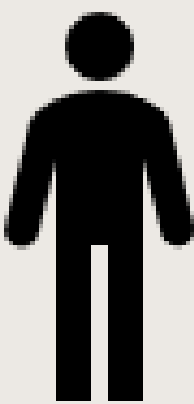


Navigation

HR Dashboard
Full Insight

Total Employees
1470



Male
882
60%



Female
588
40%

Department

☐ Human Resources

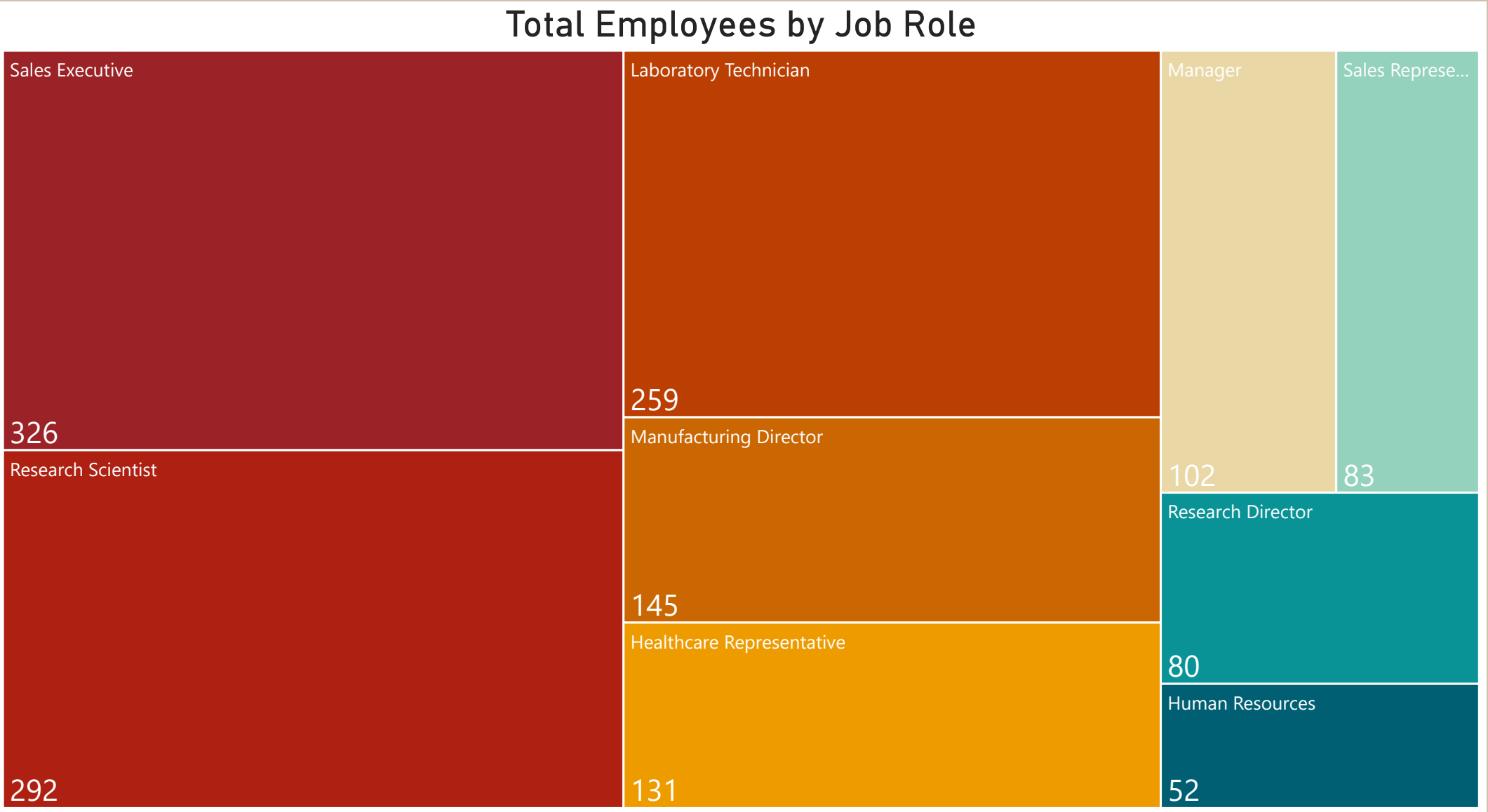
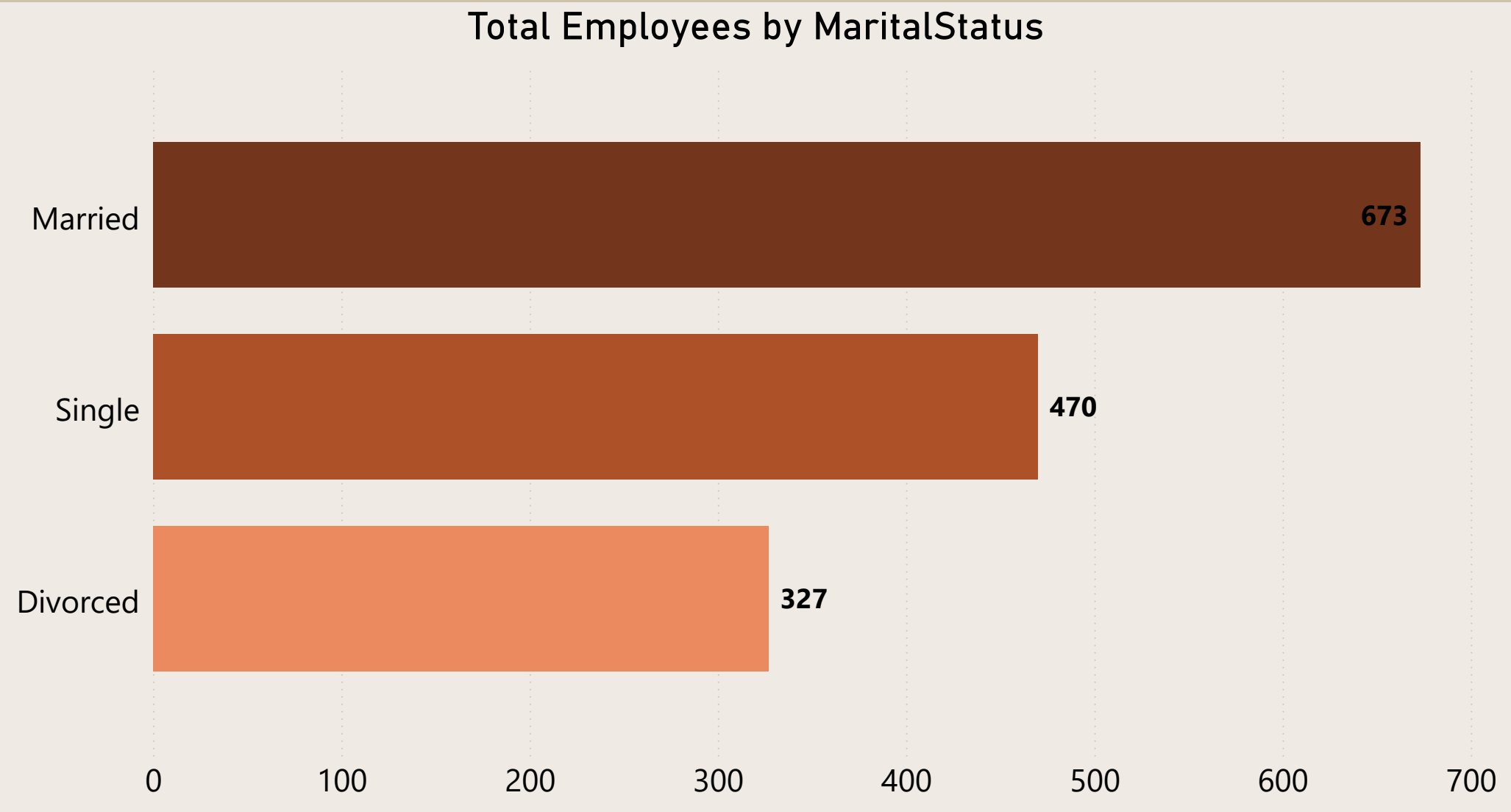
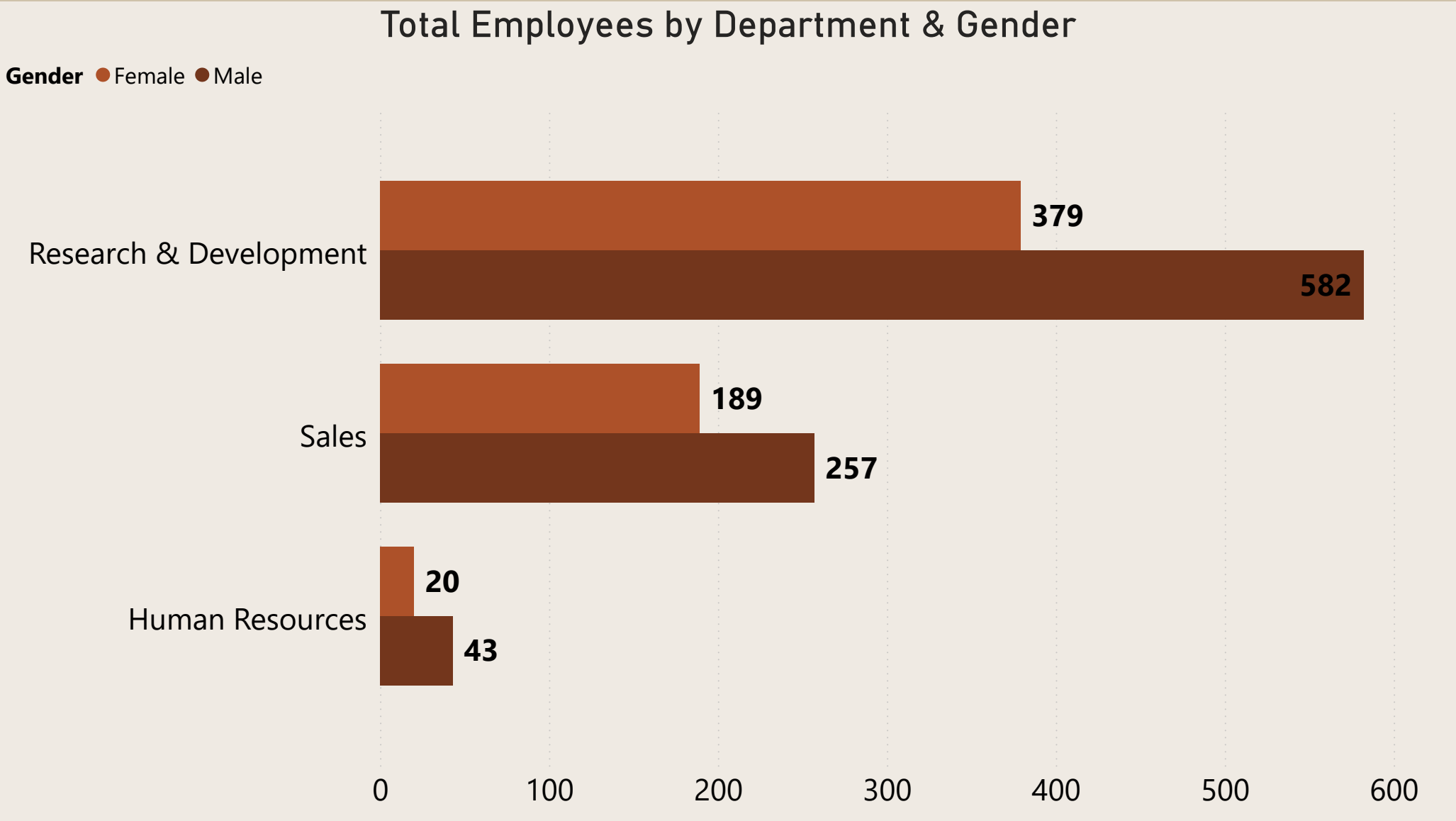
☐ Research & Development

☐ Sales

Gender

☐ Female

☐ Male



Education Field	Human Resources	Research & Development	Sales	Total
Human Resources	27			27
Life Sciences	16	440	150	606
Marketing			159	159
Medical	13	363	88	464
Other	3	64	15	82
Technical Degree	4	94	34	132
Total	63	961	446	1470

Navigation

HR Dashboard
Full Insight

Total Employees
1470

Attrition Rate
16%

Retention Rate
84%

Department

☐ Human Resources

☐ Research & Development

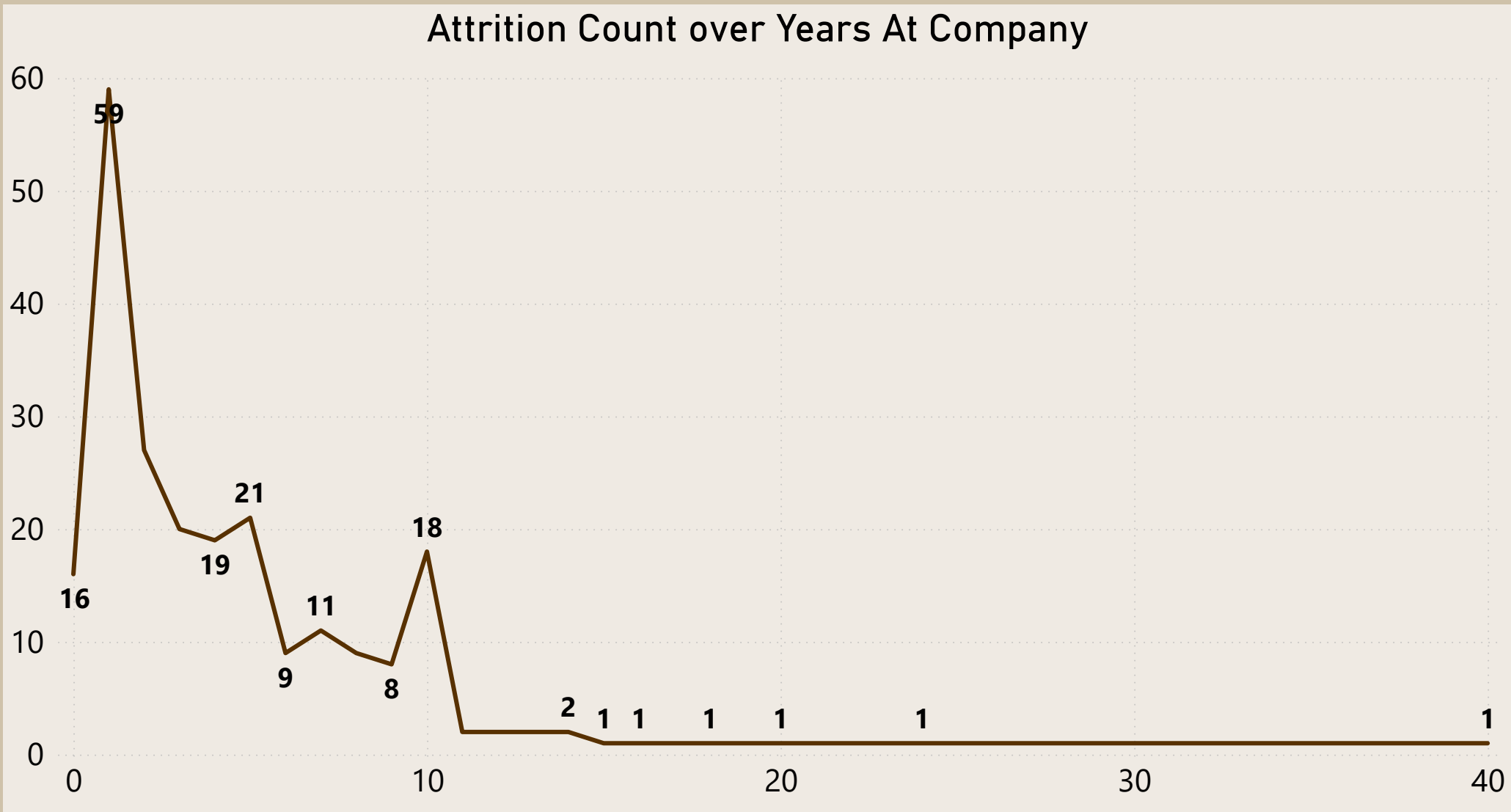
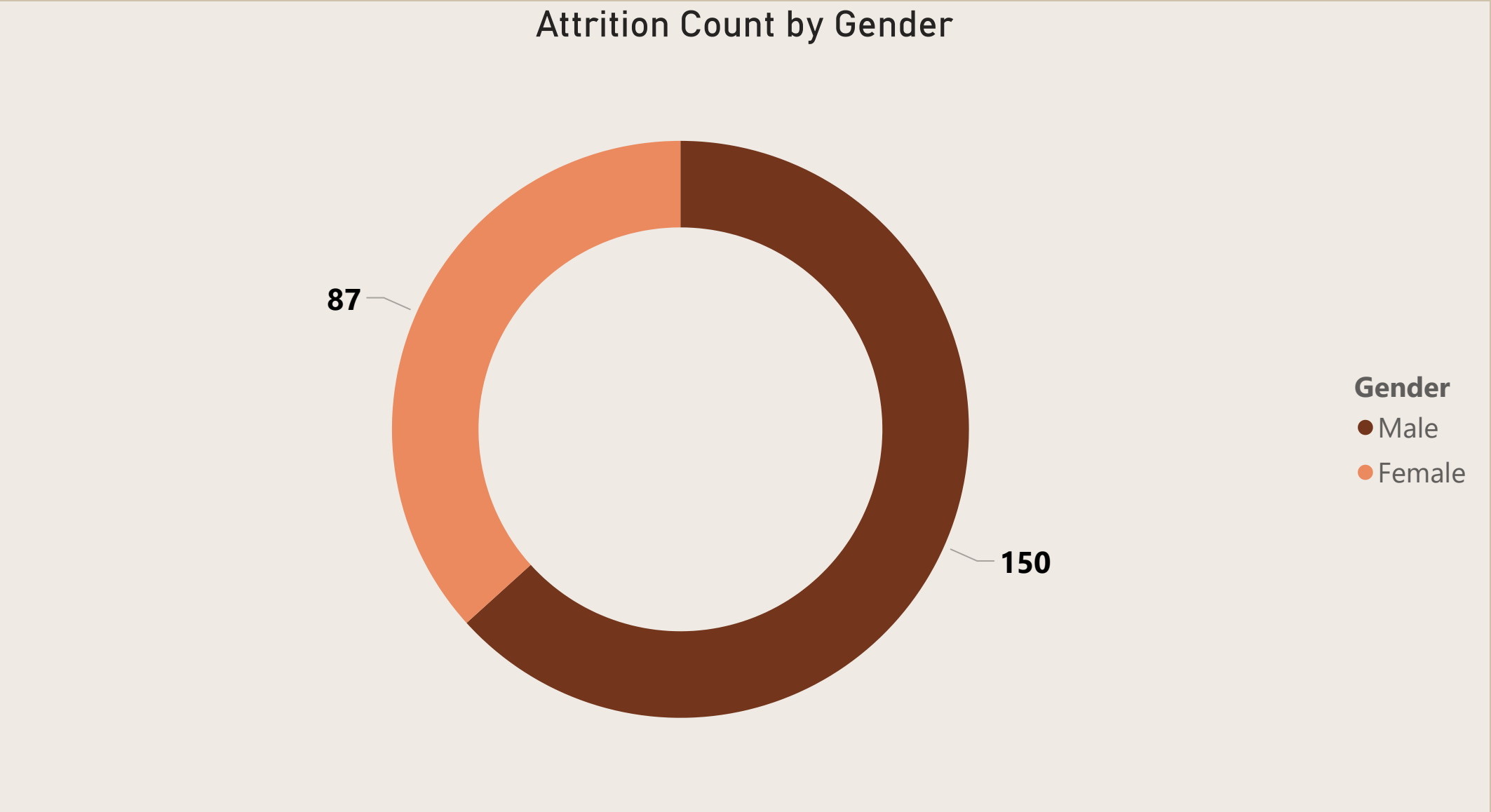
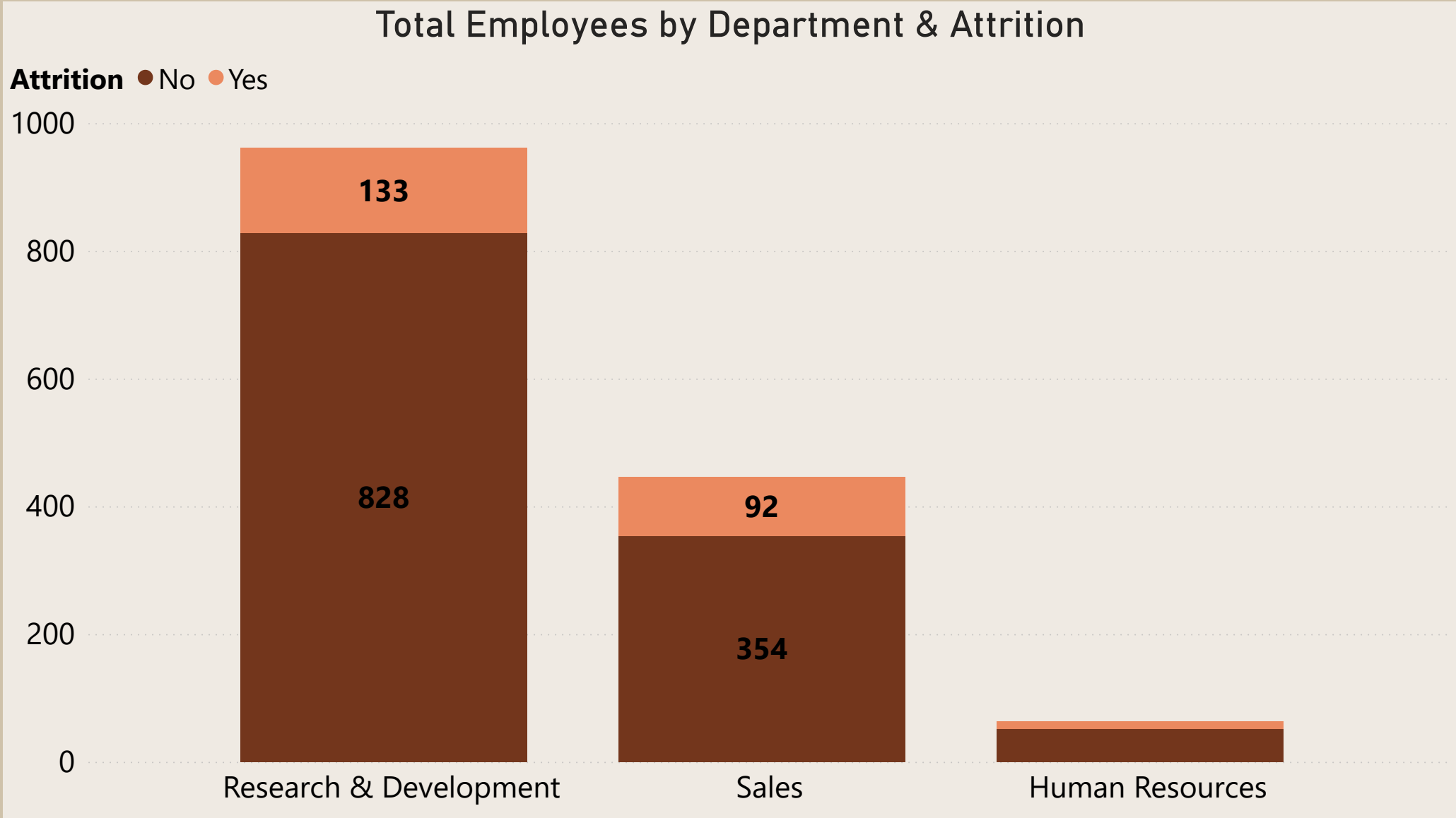
☐ Sales

Gender

☐ Female

☐ Male

- Employee Overview
- Attrition and Retention Analysis
- Performance, Salary & Satisfaction



Attrition by Department

Attrition	Human Resources	Research & Development	Sales	Total
No	51	828	354	1233
Yes	12	133	92	237
Total	63	961	446	1470

Navigation

HR Dashboard
Full Insight

Avg Monthly Income

\$6.5K

Avg Job Satisfaction

2.73

Avg Performance
Rating

3.15

Department

- ☐ Human Resources
- ☐ Research & Development
- ☐ Sales

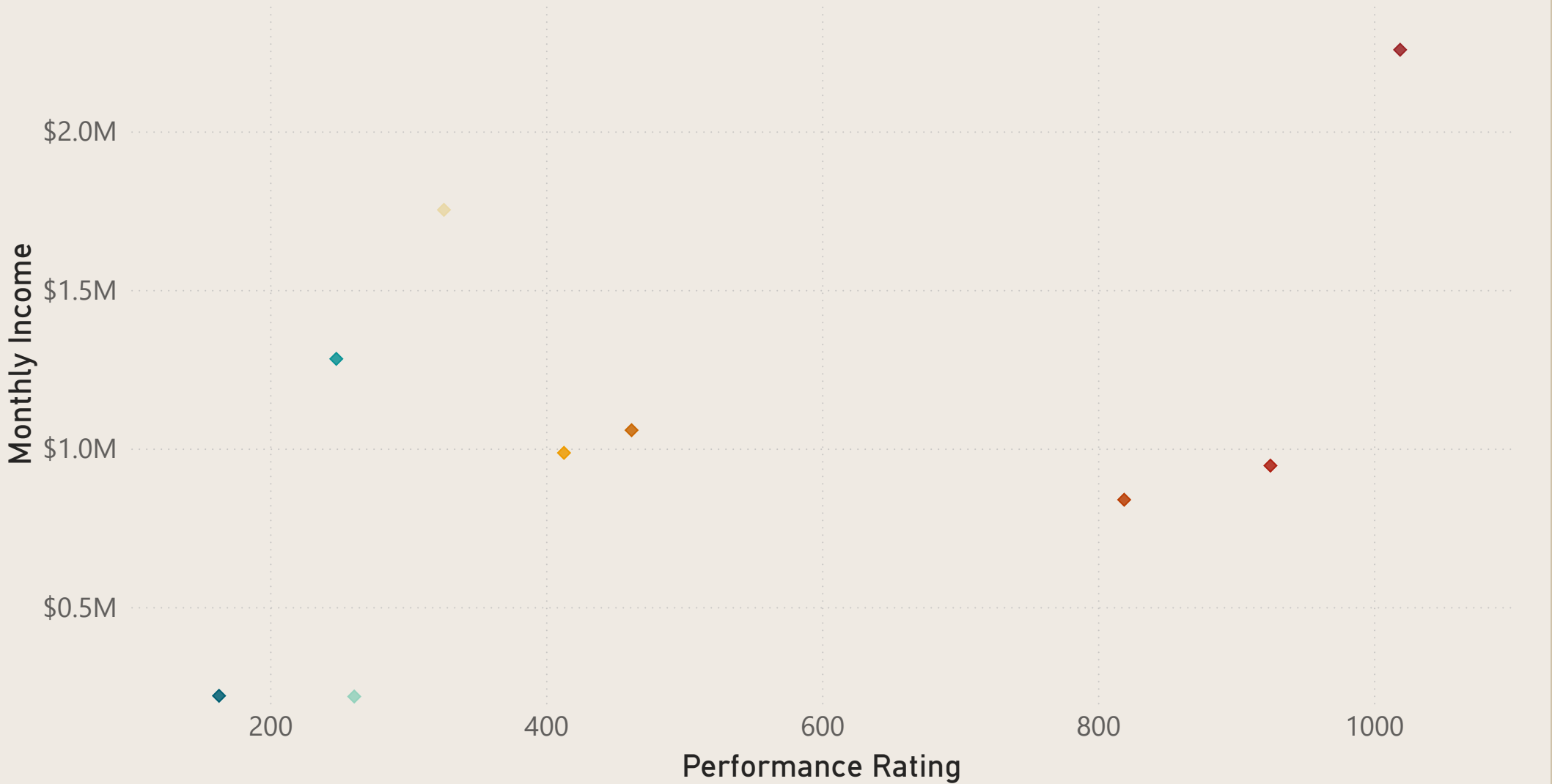
Gender

- ☐ Female
- ☐ Male

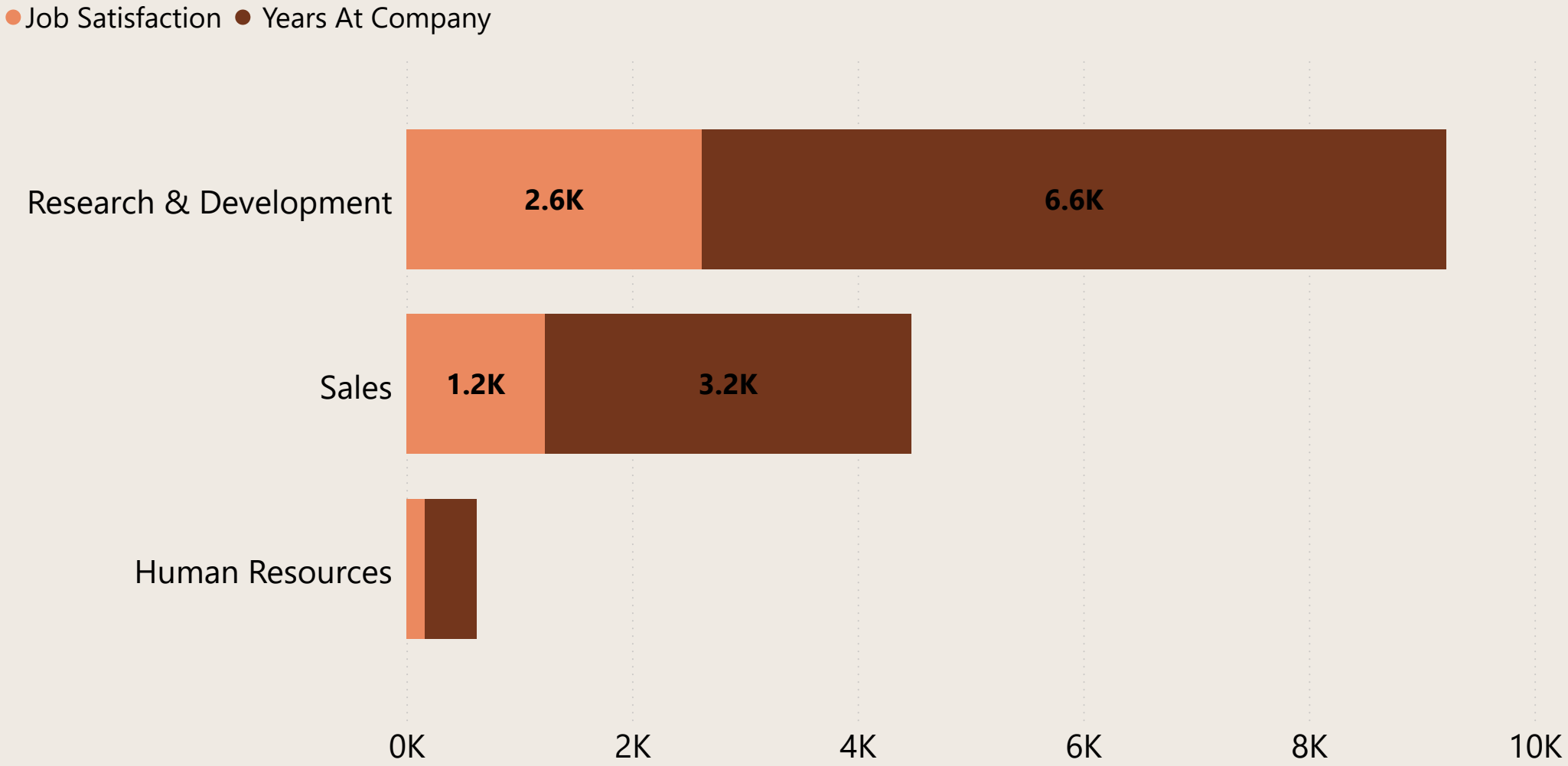
Average Work Life Balance by Department



Performance Rating by Monthly Income



Job Satisfaction and Years At Company by Department



JobRole	Human Resources	Research & Development	Sales	Total
Healthcare Representative		365		365
Human Resources	133			133
Laboratory Technician		697		697
Manager	31	143	102	276
Manufacturing Director		389		389
Research Director		216		216
Research Scientist		810		810
Total	164	2620	1227	4011

STEPS TAKEN AND INSIGHTS DERIVED

1. Importing the Data

Process:

- Open Power BI Desktop.
- Click on "Get Data" > "Text/CSV".
- Select the "HR Analytics Data.csv" file and click "Load" to import the data into Power BI.

-Outcome: The dataset, containing columns such as Age, Attrition, Department, etc., is successfully loaded into Power BI.

2. Data Cleaning and Transformation

- Open the "Transform Data" option in Power BI to access Power Query Editor.
- **Check for Duplicates:** Use EmployeeNumber as a unique identifier to identify and remove any duplicate records. No duplicates were found in this dataset.
- **Handle Missing Values:** Inspect critical columns (e.g., Age, Attrition, MonthlyIncome). No missing

5. Designing the Dashboard

- Layout:

- Title: "HR Analytics Dashboard" at the top.
- Left Panel: Slicers for Department, Job Role, and Gender.
- Main Area:
 - Cards displaying Total Employees, Attrition Rate, Average Age, and Average Monthly Income.
 - Bar chart showing Attrition by Department.
 - Pie chart showing Gender Distribution.
 - Scatter plot showing YearsAtCompany vs. MonthlyIncome, colored by Attrition.

- Visuals:

- Total Employees: Card visual with COUNT of EmployeeNumber.
- Attrition by Department: Bar chart with Department on the X-axis and COUNT of Attrition = "Yes" on the Y-axis.
- Gender Distribution: Pie chart with Gender as the