HR Analytics Project - Executive Summary

1) Purpose & scope

This Tableau workbook is an HR Analytics Dashboard built to explore employee attrition and related drivers (compensation, work-life balance, tenure and promotions, job role, department and demographics). The dashboard is organized into multiple pages/sections (Q1 → Q6), KPI tiles and focused charts, with interactive filters and a parameter control so stakeholders can quickly slice and compare groups.

2) Data & structure

- Packaged workbook with an embedded Hyper extract (Data/TableauTemp/#TableauTemp_... .hyper) and a federated connection named Sheet1 (Multiple Connections).
- Key data fields present: Attrition, Gender, Department, JobRole, HourlyRate, MonthlyIncome, TotalWorkingYears, WorkLifeBalance, YearsSinceLastPromotion, EmployeeCount, DailyRate and related bins and summaries (e.g., Work Life Balance (bin), Years Since Last Promotion (bin)).
- Parameter: **Work Life Balance Parameter** (captioned WLB Target) with values 1–5 is exposed as a parameter control.
- Navigation: multiple dashboard views / viewpoints (used like bookmarks) to move between sections labeled Q1..Q6 and KPI pages (e.g., Q1. KPI, Q2. KPI, etc.).
- Filters / slicers implemented: **Gender**, **Department**, **Job Role** (check-dropdown style filters visible on the dashboard).
- Visual assets: embedded image Image/analysis.jpg and KPI tiles with formatted titles (e.g., *Average Attrition rate for all Departments*, *Avg WorkingYears*, *WLB Target*, etc.).

3) Primary KPIs & charts

- **Attrition-related:** "Average Attrition rate for all Departments", "Overall Attrition KPI", "Attrition rate Vs Monthly income stats", "Attrition rate Vs Year since last promotion relation".
- **Tenure / experience:** "Average working years for each Department", "Avg. Working year".

- **Compensation / pay:** "Avg.Hourly rate of Male Research Scientist KPI", "Avg HourlyRate", "Avg DailyRate", "MonthlyIncome" (used in Income/Attrition analysis).
- **Work-life balance:** "Job Role Vs Work life balance", Avg WorklifeBalance, parameter-driven "WLB vs Target" (shows deviation from the WLB target parameter).
- **Counts & composition:** "Total Employees" (sum EmployeeCount) and breakdowns by Job Role / Department.

4) Key calculations

- Attrition rate (used as a KPI): AVG(IF [Attrition] = "yes" THEN 1 ELSE 0 END)
- Binary attrition flag (another variant): IF [Attrition] = "Yes" THEN 1 ELSE 0 END
- Avg. Working year: AVG([TotalWorkingYears])
- Avg. worklife Balance: AVG([WorkLifeBalance])
- Avg. Hourly Rate (male research scientist): AVG(IF [Gender] = "Male" AND [JobRole] = "Research Scientist" THEN [HourlyRate] END)
- WLB vs Target: AVG([WorkLifeBalance]) - [Parameters].[Work Life Balance Parameter]

Note: the workbook contains several similar calculations repeated across datasources/views.

5) Top-level insights

Based on the analyses implemented in the workbook (not by running the numbers here), the dashboard is set up to allow stakeholders to:

- Compare attrition rates across departments and job roles and see how attrition correlates with **MonthlyIncome**, **WorkLifeBalance**, and **YearsSinceLastPromotion**.
- Identify high-risk job roles or departments (via slicers and KPI tiles) with elevated attrition and low WLB scores.
- Evaluate compensation anomalies for specific roles (e.g., Research Scientist hourly rates) and correlate pay to attrition.
- Adjust a WLB target value interactively and immediately see which groups are above/below that target.