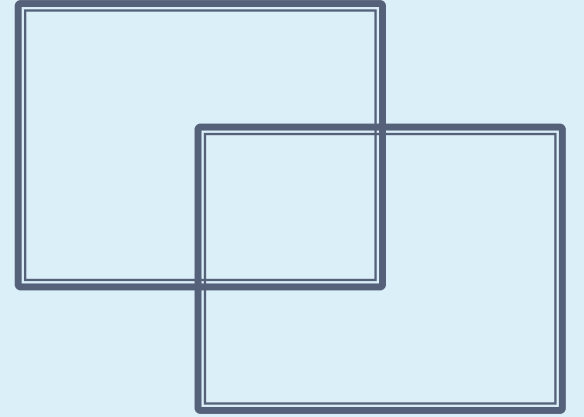


# Practical Knowledge

HR analytics dashboard

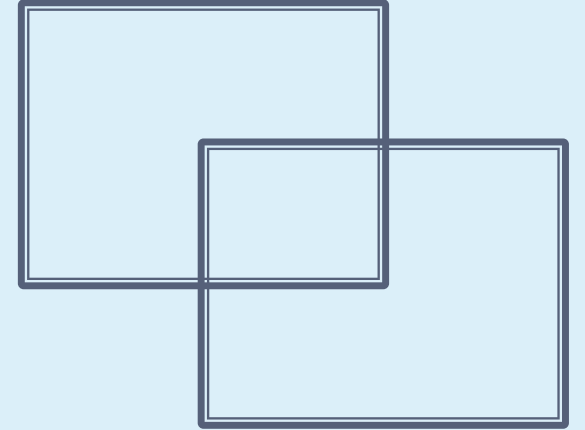
# Contents

- Objective
- Excel
- PowerBI
- Final Report



# Objective

- To find out the factors causing Attrition in Company and share insights on employees.

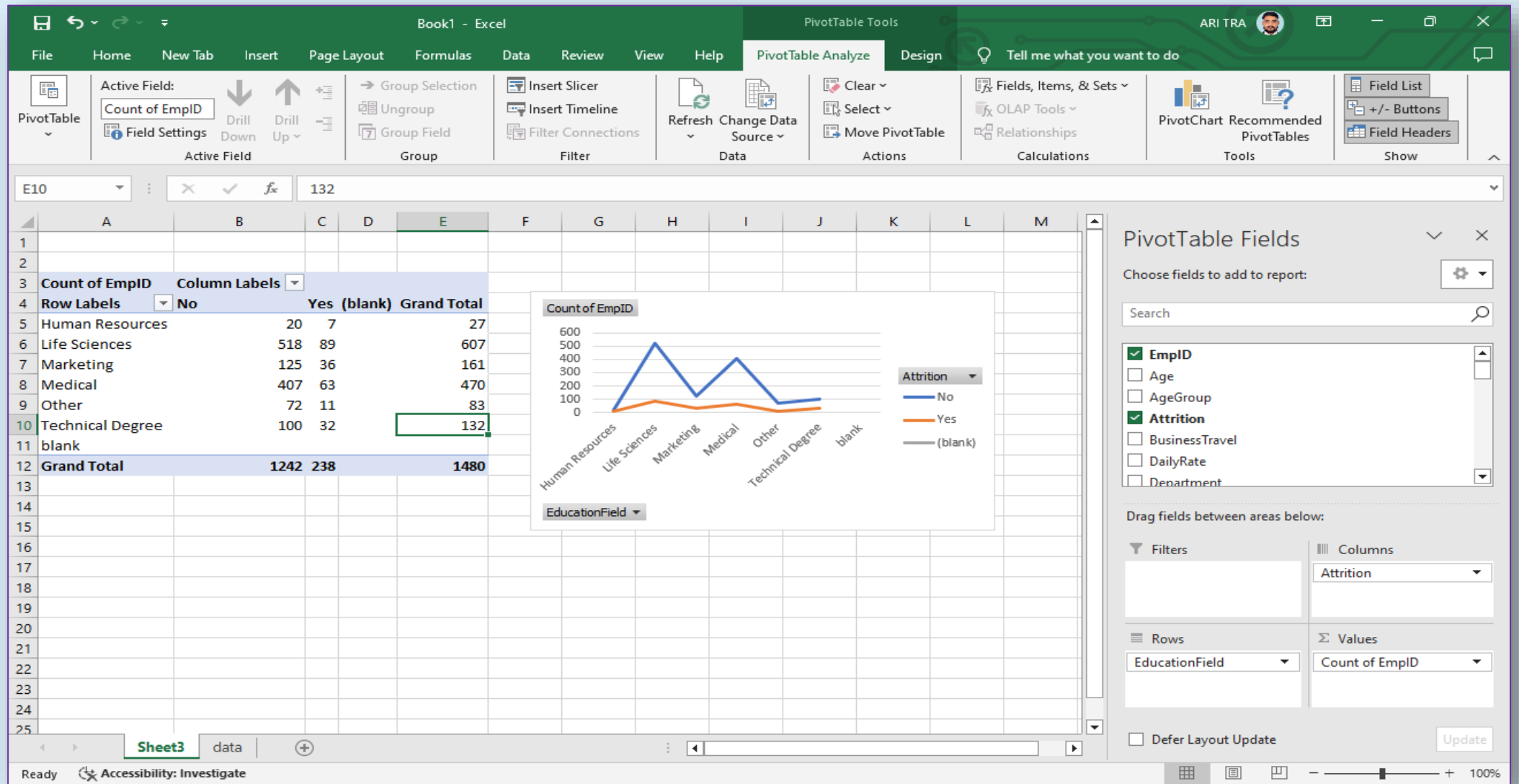


# Excel

- Data imported in csv format.
- Surveyed the quality of data.
- Add columns depending on the scope of the project (AgeGroup, SalaryRange).
- Analyzed different columns with Pivot Tables and Excel Charts and got the Key Performance Indicators(KPI's) according to the scope.

[raw data link](#)

# Excel



# PowerBI

- Loaded the structured data in Power Query Editor tool.
- Viewed the statistics of loaded data and removed the Null values.
- With the help of Group By function, eliminated duplicate entries from Primary Key.
- Replaced some column entries that might cause error.
- An user understandable Dashboard is prepared by the help of charts, text-cards, matrix, slicers.

# PowerBI

Untitled - Power Query Editor

File Home Transform Add Column View Tools Help

Close & Apply New Source Recent Sources Enter Data Data source settings Manage Parameters Refresh Preview Properties Advanced Editor Choose Columns Remove Columns Keep Rows Remove Rows Sort Split Column Group By Data Type: Whole Number Use First Row as Headers Replace Values Combine Text Analytics Vision Azure Machine Learning AI Insights

Queries [1] HR\_Analytics

fx = Table.SelectRows("#Grouped Rows", each ([Count] = 2))

|       | EmpID  | Count      |
|-------|--------|------------|
| Valid | 100%   | Valid 100% |
| Error | 0%     | Error 0%   |
| Empty | 0%     | Empty 0%   |
| 1     | RM1465 | 2          |
| 2     | RM1468 | 2          |
| 3     | RM1461 | 2          |
| 4     | RM1464 | 2          |
| 5     | RM1470 | 2          |
| 6     | RM1466 | 2          |
| 7     | RM1463 | 2          |
| 8     | RM1467 | 2          |
| 9     | RM1469 | 2          |
| 10    | RM1462 | 2          |

Query Settings

PROPERTIES

Name

HR\_Analytics

All Properties

APPLIED STEPS

Source

Promoted Headers

Removed Columns

Grouped Rows

Filtered Rows

2 COLUMNS, 10 ROWS Column profiling based on top 1000 rows

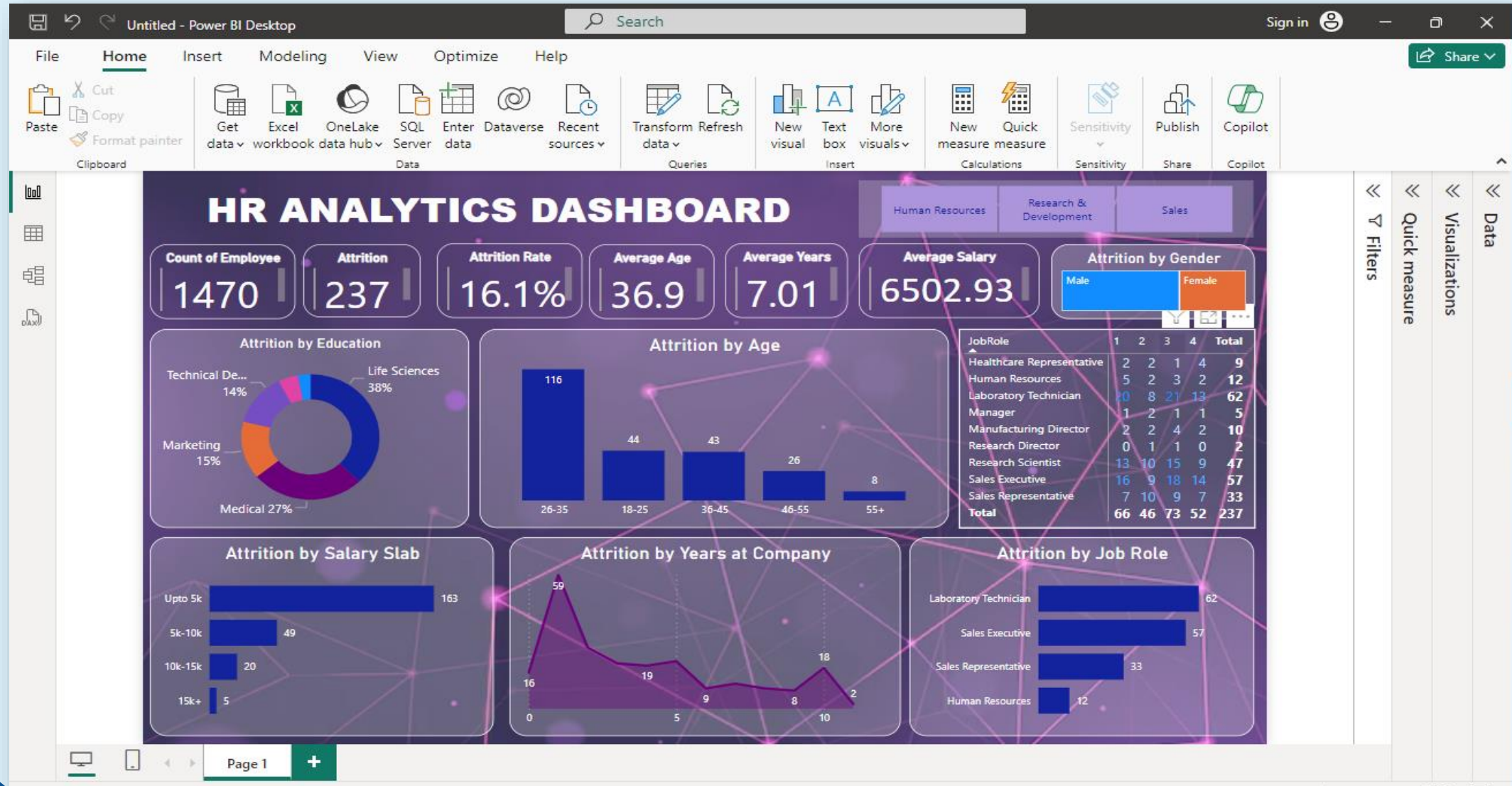
PREVIEW DOWNLOADED AT 11:29

# Final Report

- The Attrition Rate is higher in Male employees who are from Life Science background working as Lab Technician.
- Also the employees with less than average salary package and of age group **26-35** leaving the most after **1<sup>st</sup>** year of experience.



# Final Report



# HR ANALYTICS DASHBOARD

Count of Employee

1470

Attrition

237

Attrition Rate

16.1%

Average Age

36.9

Average Years

7.01

Average Salary

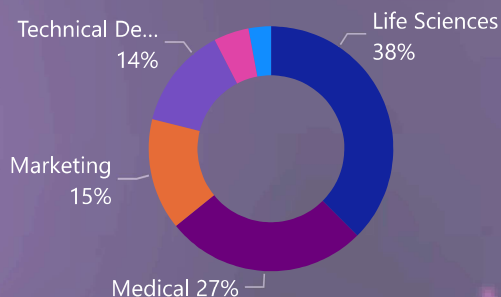
6502.93

Attrition by Gender

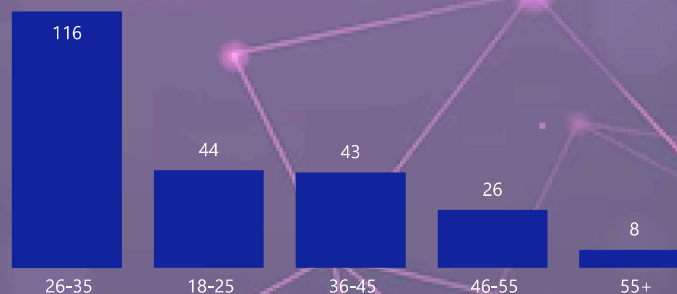
Male

Female

Attrition by Education

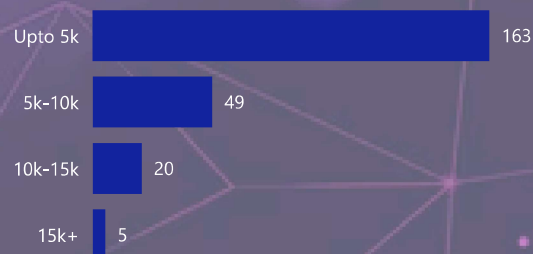


Attrition by Age

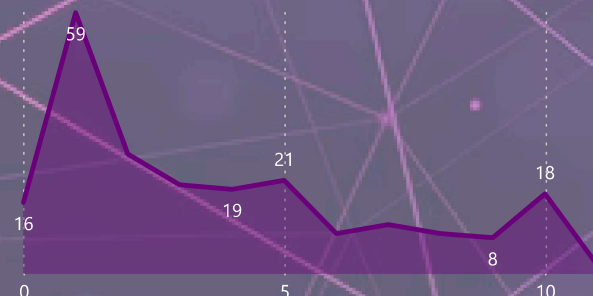


| JobRole                   | 1  | 2  | 3  | 4  | Total |
|---------------------------|----|----|----|----|-------|
| Healthcare Representative | 2  | 2  | 1  | 4  | 9     |
| Human Resources           | 5  | 2  | 3  | 2  | 12    |
| Laboratory Technician     | 20 | 8  | 21 | 13 | 62    |
| Manager                   | 1  | 2  | 1  | 1  | 5     |
| Manufacturing Director    | 2  | 2  | 4  | 2  | 10    |
| Research Director         | 0  | 1  | 1  | 0  | 2     |
| Research Scientist        | 13 | 10 | 15 | 9  | 47    |
| Sales Executive           | 16 | 9  | 18 | 14 | 57    |
| Sales Representative      | 7  | 10 | 9  | 7  | 33    |
| Total                     | 66 | 46 | 73 | 52 | 237   |

Attrition by Salary Slab



Attrition by Years at Company



Attrition by Job Role

