

Project Report:

HR Analytics Dashboard – Workforce Overview & Workforce Insights

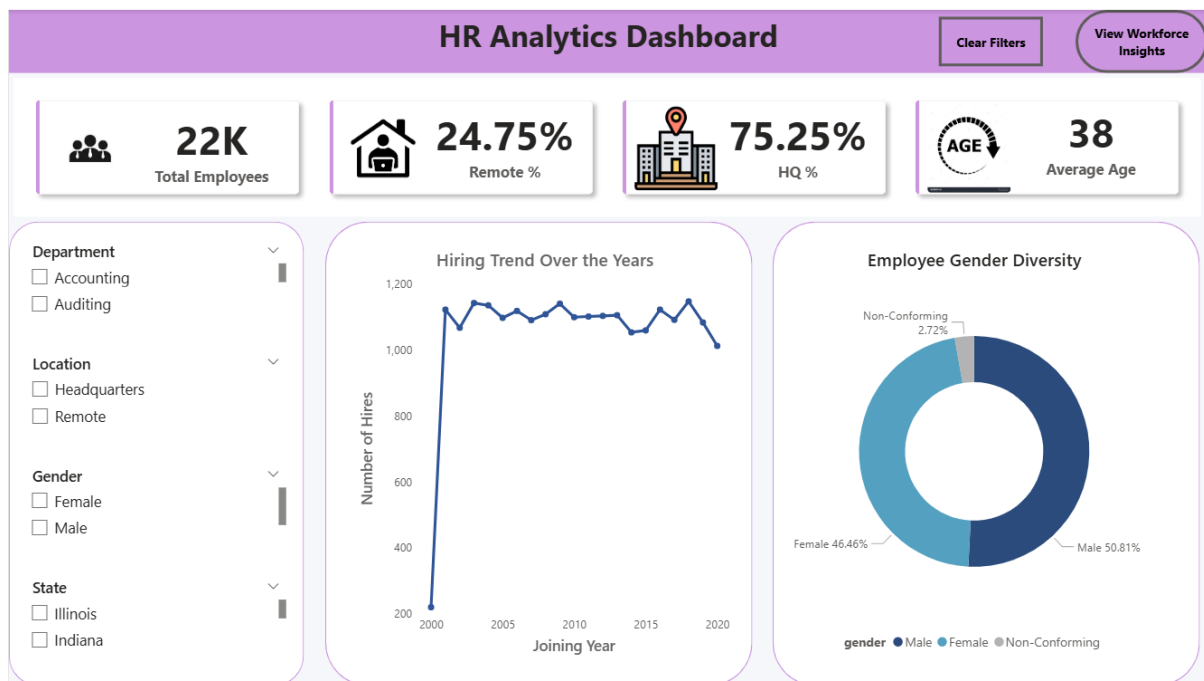
1. Executive Summary

This HR Analytics project focuses on analysing workforce composition and hiring trends using an interactive Power BI dashboard. The analysis provides insights into total employees, work location distribution, average employee age, hiring trends over time, and workforce diversity across departments, states, gender, and race. The dashboard helps HR teams understand workforce structure and supports data-driven workforce planning.

2. Tools & Technologies Used

- Power BI – Dashboard creation and visualization
- Excel / CSV – Data source
- DAX – KPI calculations and measures

3. HR Overview Dashboard (Page 1)



Caption: HR Overview dashboard showing total employees, remote vs headquarters workforce distribution, average employee age, hiring trend over the years, and gender diversity.

Key KPIs

- Total Employees: **22,000**
- Remote Employees: **24.75%**
- Headquarters Employees: **75.25%**
- Average Employee Age: **38 years**

Hiring Trend Over the Years

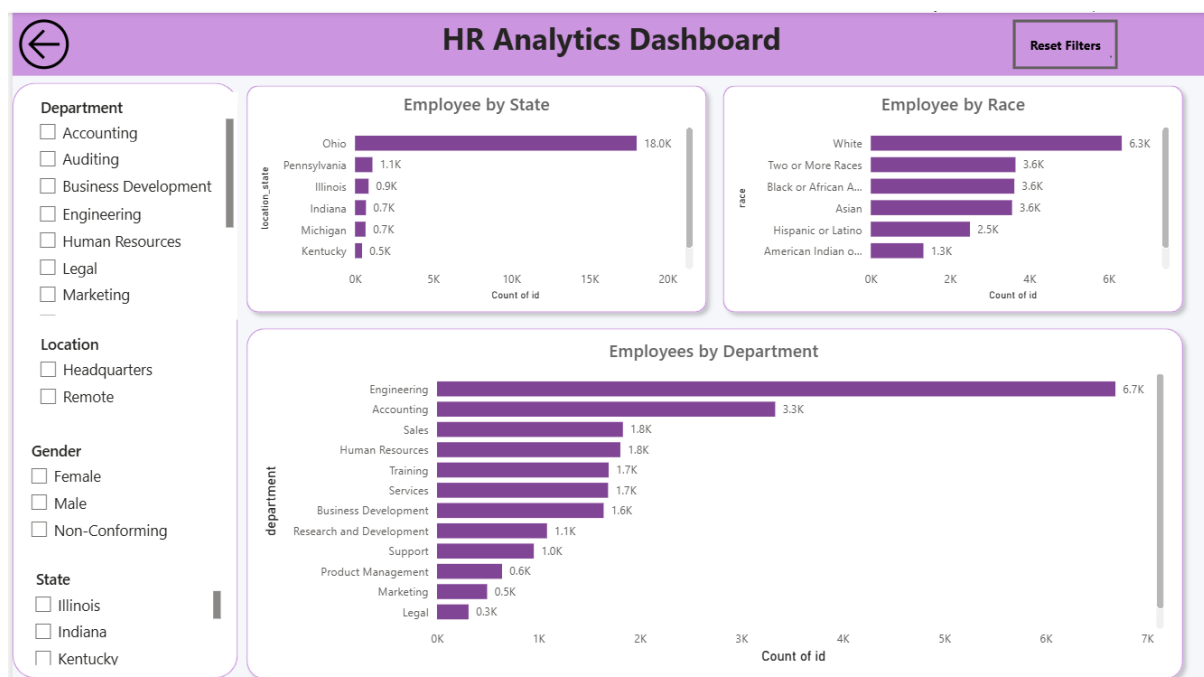
- The hiring trend shows a sharp increase after the year 2000
- From 2001 onwards, hiring remains relatively stable with minor fluctuations
- This indicates consistent hiring and steady workforce growth over time

Employee Gender Diversity

- Male: **50.81%**
- Female: **46.46%**
- Non-Conforming: **2.72%**

The dashboard shows a balanced gender distribution with representation across all categories.

4. Workforce Insights Dashboard (Page 2)



Caption: Workforce Insights dashboard showing employee distribution by department, state, and race.

Employees by Department

- Engineering has the highest number of employees
- Accounting is the second-largest department
- Sales and Human Resources have similar workforce sizes
- Auditing and Legal departments have the smallest employee counts

This indicates a strong focus on technical and operational departments.

Employees by State

- Ohio has the highest concentration of employees
 - Other major states include Pennsylvania, Illinois, Indiana, Michigan, and Kentucky
 - The workforce is mainly concentrated in a few key states
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Employees by Race

- White employees form the largest group
- Two or More Races, Black or African American, and Asian groups show similar representation
- Hispanic or Latino and American Indian or Alaska Native groups are also represented

This reflects visible racial diversity across the workforce.

5. Key Insights

- Majority of employees are based at headquarters, with a significant remote workforce
 - Hiring trends show steady growth over the years
 - Engineering is the largest department in the organization
 - Workforce diversity is visible across gender, race, and geography
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6. Conclusion

This HR Analytics project demonstrates how workforce data can be transformed into meaningful insights using Power BI. The dashboards provide a clear and interactive overview of workforce composition, hiring patterns, and diversity metrics. This project strengthened my understanding of HR analytics, data visualization, and dashboard storytelling.