

HR Analytics Dashboard using Power BI

Identifying Key Trends and Insights in HR Analytics

HR ANALYTICS DASHBOARD

Department

Human Resources

Research & Development

Sales

Attrition by Gender

Male

Female

Overall Employee

1470

Attrition

237

Attrition Rate

16.1%

Average Salary

6.5K

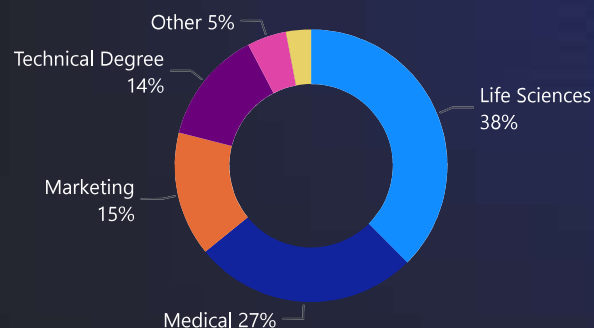
Average Age

37

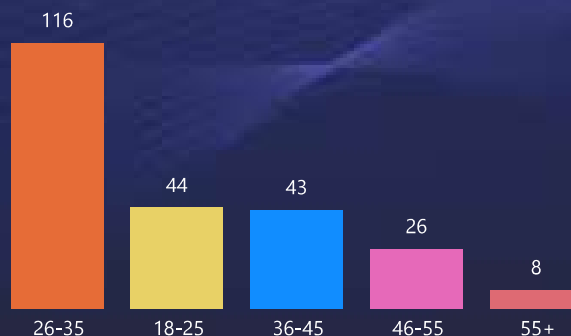
Average Years at Company

7.0

Attrition by Education



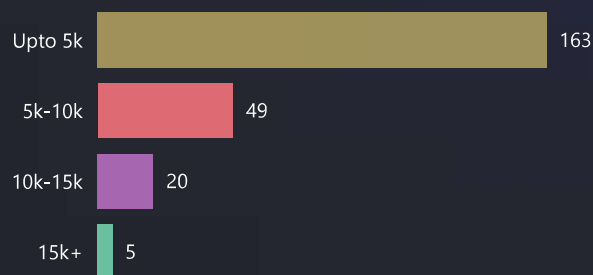
Attrition by Age



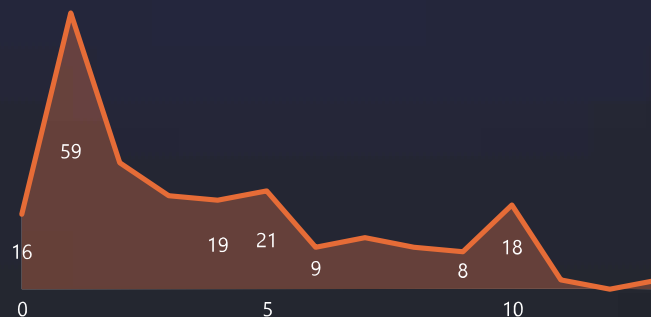
Attrition on the basis of Job Satisfaction

Job Role	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

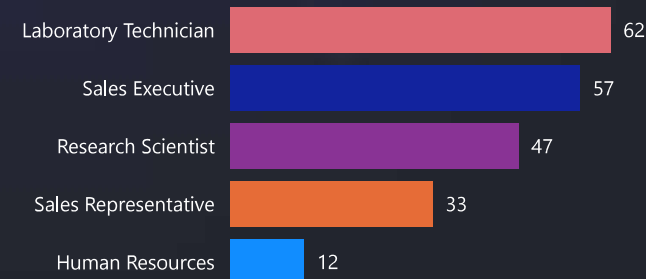
Attrition by Salary Slab



Attrition by Years at Company



Attrition by Job Role



Objective

The objective of this HR Analytics Dashboard is to help the organization improve employee performance and increase employee retention by reducing attrition through data-driven insights.

Card Visual Highlights

- The company has a total of 1,470 employees.
- A total of 237 employees have left, resulting in an attrition rate of 16.1%.
- The average monthly salary of employees is ₹6.5K.
- The average age of employees in the company is 37 years.
- Employees have an average tenure of 7.0 years.

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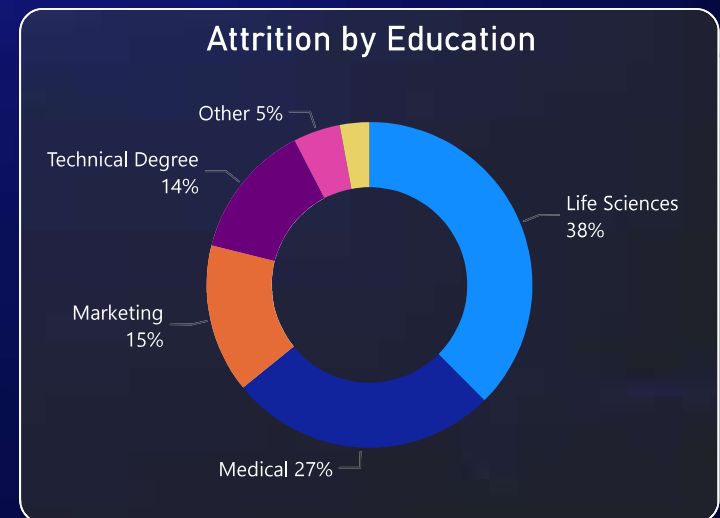
Average Years at Company

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UNDERSTANDING THE DATA : CHART EXPLANATIONS

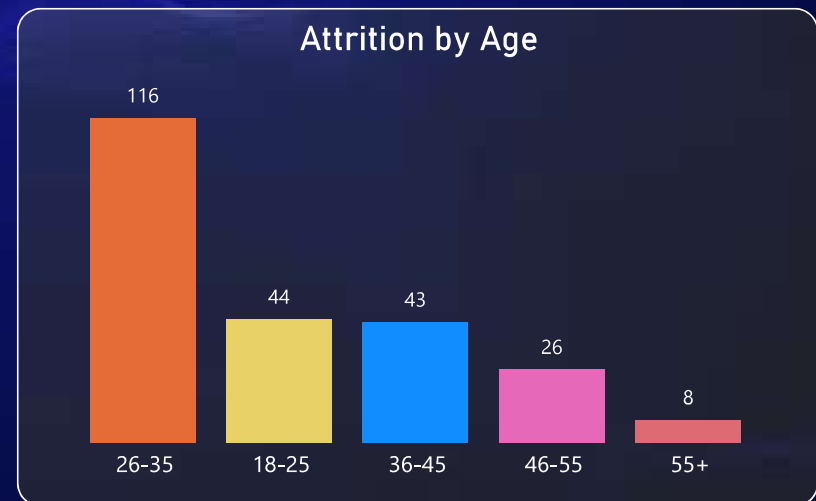
Key Insight

- Lifesciences (38%) , Medical (27%) and marketing (15%) fields show high attrition, highlighting retention challenges.
- Technical (14%) , other fields (5%) and HR (2%) roles have lower attrition, indicating higher job satisfaction.



Key Insight

- The **26-35 age group** has the highest attrition (116), indicating retention challenges in early to mid-career.
- Employees aged **55+** have the lowest attrition (8), showing greater stability among older employees.



Key Insight

- Laboratory Technicians (62 attrition), Sales Executives (57 attrition), and Research Scientists (47 attrition) have the highest turnover, with 20 out of 62, 16 out of 57, and 13 out of 47 employees respectively rating their job satisfaction as 1.
- Research Directors (2 attrition) and Managers (5 attrition) have the lowest turnover, reflecting higher job satisfaction in leadership roles.

Attrition on the basis of Job Satisfaction

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Key Insight

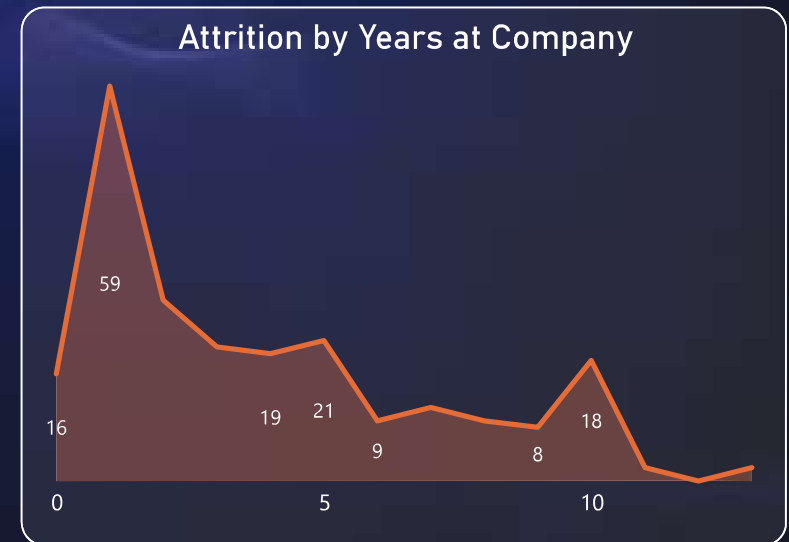
- Employees with salaries up to **₹5K** experience the highest attrition, indicating a link between low pay and turnover.
- As salaries increase, attrition rates drop, suggesting higher pay improves employee retention.

Attrition by Salary Slab



Key insight

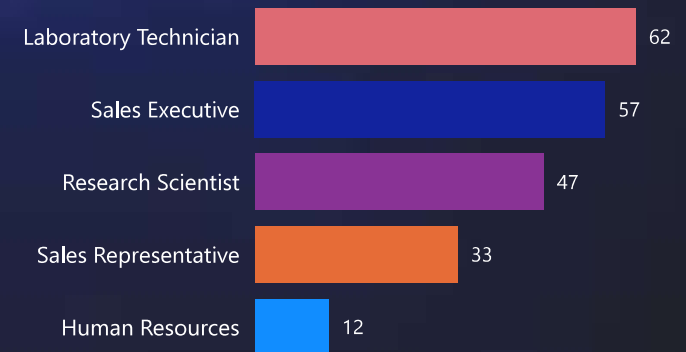
- A significant number of employees (59) leave within their first year, indicating early attrition challenges.
- Attrition spikes again at the five-year mark, with 21 employees leaving, suggesting potential mid-career dissatisfaction.
- After ten years, 18 employees leave, indicating potential challenges in retaining long-term employees.



Key insight

- The top three job roles with the highest attrition are Laboratory Technician (62), Sales Executive (57), and Research Scientist (47), indicating high turnover in these positions.

Attrition by Job Role



Recommendations

- Focus on retention programs for Lifesciences, Medical, and Marketing employees to reduce high turnover.
- Improve onboarding, career growth opportunities, and benefits for employees in their first year to address early attrition.
- Enhance job satisfaction for Laboratory Technicians, Sales Executives, and Research Scientists to reduce dissatisfaction-driven attrition.
- Offer competitive salaries, especially for employees earning ₹5K or less, to lower attrition linked to low pay.
- Provide tailored career paths and incentives for the 26-35 age group to reduce attrition during key career stages.
- Offer promotions and skill development at the five-year mark to reduce mid-career attrition.
- Apply leadership retention strategies used for Research Directors and Managers to other roles to improve retention.

Conclusion

Attrition is highest among Lifesciences, Medical, and Marketing employees, especially those with low salaries or in early-career stages. Technical, HR, and leadership roles have better retention, suggesting strategies to reduce turnover. Prioritizing pay, career growth, and job satisfaction can improve overall retention.