HR DASHBOARD

TOTAL EMPLOYEES	AVERAGE INCOME	AVERAGE TENURE	SATISFACTION INDEX	ATTRITION RATE (%)	RETENTION RATE (%)	PROMOTION RATE (%)	OVERTIME RATE (%)
1470	6.5K	7.0	2.72	16.1	83.9	16.1	28.3

Attrition
All

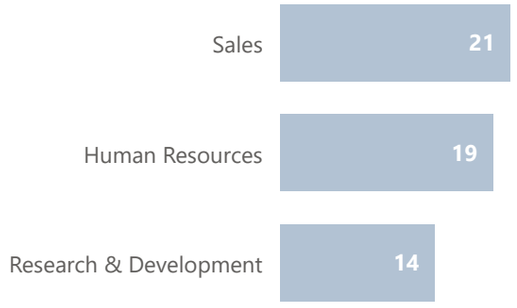
Gender
All

Age Group
All

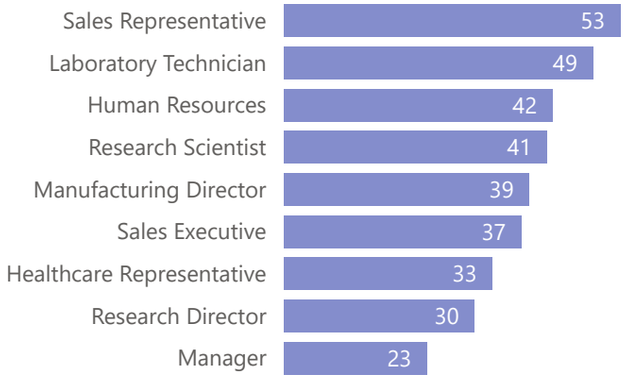
Department
All

JobRole
All

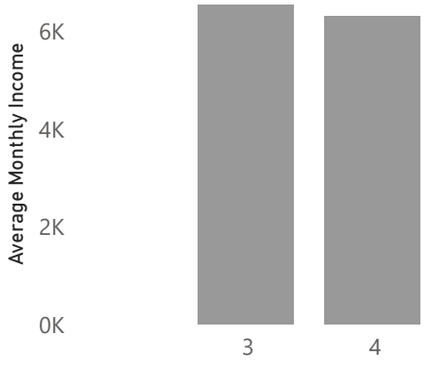
Attrition Rate (%) by Department



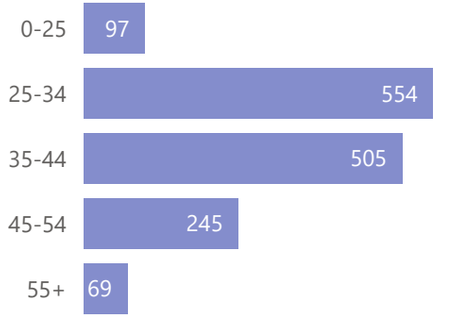
Promotion Rate (%) by Job Role



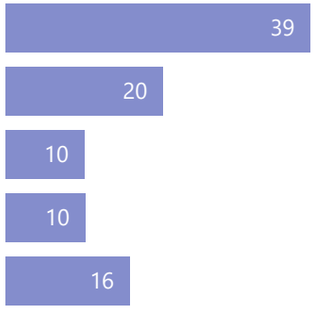
Performance vs Salary



Age Distribution



Attrition Rate (%) vs Age



Gender Pay Gap and Avg. Satisfaction in different Job Roles

Job Role	Avg. Income (F)	Avg. Income (M)	Gender Pay Gap %	Avg. Job Sat
Sales Representative	2,671.95	2,587.20	-3.28	2.73
Sales Executive	6,764.31	7,033.12	3.82	2.75
Research Scientist	3,344.47	3,173.04	-5.40	2.77
Research Director	15,144.48	16,657.79	9.08	2.70
Manufacturing Director	7,409.17	7,182.67	-3.15	2.68
Manager	16,915.28	17,409.33	2.84	2.71
Laboratory Technician	3,246.91	3,232.41	-0.45	2.69
Human Resources	4,540.69	4,100.22	-10.74	2.56
Healthcare Representative	7,433.80	7,589.30	2.05	2.79

Summary Report

Objective:
Design a professional HR analytics dashboard that enables management to monitor workforce trends, evaluate attrition, performance, and promotion metrics, and support data-driven HR decisions

Structure:
The dashboard consists of the following key sections
- Overview – High-level KPIs and workforce composition
- Attrition & Retention – Attrition rates across departments, demographics, and roles
- Performance & Salary Analysis – Relationship between performance rating and pay
- Promotions & Tenure – Promotion rates by job role and tenure distribution
- Demographics Snapshot – Gender, age

DAX Measures Included:
- Attrition Rate (%) = (Rows where Attrition = "Yes")/(Total number of rows) * 100
- Promotion Rate (%) = (Promoted Employees)/(Total Employees) * 100
- Average Monthly Income
- Gender Pay Gap (%) = [(Average Male Salary) - (Average Female Salary)]/(Average Male Salary)* 100
- Age Group (calculated column)
- Overtime Rate (%)

Key Insights:
- Attrition Rate is notably higher in certain departments and among employees with lower satisfaction or longer tenure.
- High-performing employees show signs of attrition, particularly when promotion opportunities are lacking.
- There is variation in salary across performance ratings and job roles, suggesting potential pay equity gaps.
- Overtime and low satisfaction scores are common among employees who left.

Recommendations:
- Improve retention by targeting at-risk departments with better engagement and satisfaction strategies.
- Promote career growth by identifying and rewarding high performers with advancement opportunities.
- Review compensation structure to ensure top performers are compensated fairly across roles.

Balance workloads and support wellness initiatives to reduce stress and burnout, especially in high-overtime roles.

Challenges:: extended screen time trying to build the dashboard. I just had to be patient through the process, and I took short breaks whenever I felt overwhelmed or exhausted