**HR Analytics Dashboard**

🚀 **My First Tableau Project: HR Analytics Dashboard**  
🎯 **Project Type**: Interactive & Dynamic Dashboard  
📊 **Tool Used**: Tableau  
🧠 **Objective**: To analyze employee attrition trends and uncover actionable HR insights

**🖥️ Dashboard Overview**

This HR Analytics Dashboard provides a comprehensive view of workforce metrics, focusing on employee attrition. It helps HR teams make data-driven decisions related to retention, job satisfaction, and workforce planning.

**📌 Key Metrics at a Glance**

🔹 **Employee Count**: 1,470  
🔹 **Attrition Count**: 237  
🔹 **Attrition Rate**: 16.12%  
🔹 **Active Employees**: 1,233  
🔹 **Average Age**: 37  
🔹 **Filter Included**: Education filter for customized insights

**📊 Detailed Visual Insights**

**1. Department-wise Attrition (Pie Chart)**

* Visualizes attrition distribution across departments:
  + **R&D** has the highest attrition (56.12%)
  + Followed by **Sales** (38.82%)
  + **HR** has the lowest (5.06%)
* 📈 **Insight**: R&D might need special attention regarding employee retention strategies.

**2. Employee Age Distribution (Histogram)**

* Binned employee age data reveals:
  + Most employees fall between ages **29 to 36**
  + Peak at age **30–33 group** with 213 employees
* 📉 **Insight**: Younger and mid-career employees dominate the workforce.

**3. Job Satisfaction Rating by Job Role (Heatmap Table)**

* Visual matrix showing satisfaction levels (scale 1–4) across different job roles.
* **Sales Executives** and **Research Scientists** have high representation in both lower and higher satisfaction ratings.
* 📌 **Insight**: Targeted employee engagement programs can be planned for roles with high dissatisfaction (ratings 1 & 2).

**4. Education Field-Wise Attrition (Bar Chart)**

* Highlights which educational backgrounds experience more attrition:
  + **Life Sciences** is highest with 89 attritions.
* 📚 **Insight**: Tailored training or retention efforts can be made for specific education groups.

**5. Attrition by Gender and Age Group (Donut Charts)**

* Compares attrition rates by gender in different age groups:
  + **25–34 age group** has the highest attrition (112)
  + **Males** show higher attrition in every group
* 🎯 **Insight**: Young male employees need targeted retention strategies.

**💡 Dynamic Features**

* The dashboard includes slicers (like **Education field filter**) for interactive data exploration.
* All charts and KPIs update dynamically based on filter selection.
* Color-coding and visual hierarchy improve user experience.

**🛠️ Skills Demonstrated**

* Tableau Data Visualization
* Dashboard Design Principles
* Data Wrangling & Cleaning
* Interactive Filtering & Parameters
* Business Insight Generation
* Storytelling with Data

**💬 Final Thoughts**

This project gave me hands-on experience with Tableau and deepened my understanding of HR analytics. It simulates a real-world HR scenario where decisions are made based on clear, visual data insights.