Power BI Dashboard Report: Employee Hiring and History Analysis

This report provides a comprehensive overview of employee hiring, separations, and bad hire analysis using Power BI dashboards. The visualizations offer insights into trends by region, age group, gender, separation reasons, and more.

Steps to Create the Dashboard in Power BI

1. Open Power BI Desktop.

2. Load your dataset by clicking on 'Get Data' and selecting the appropriate file format (e.g., Excel, CSV).

3. Use the 'Model' view to set relationships between tables if using multiple sources.

4. Go to 'Report' view and use 'Visualizations' pane to drag and drop charts such as bar charts, donut charts, line charts, etc.

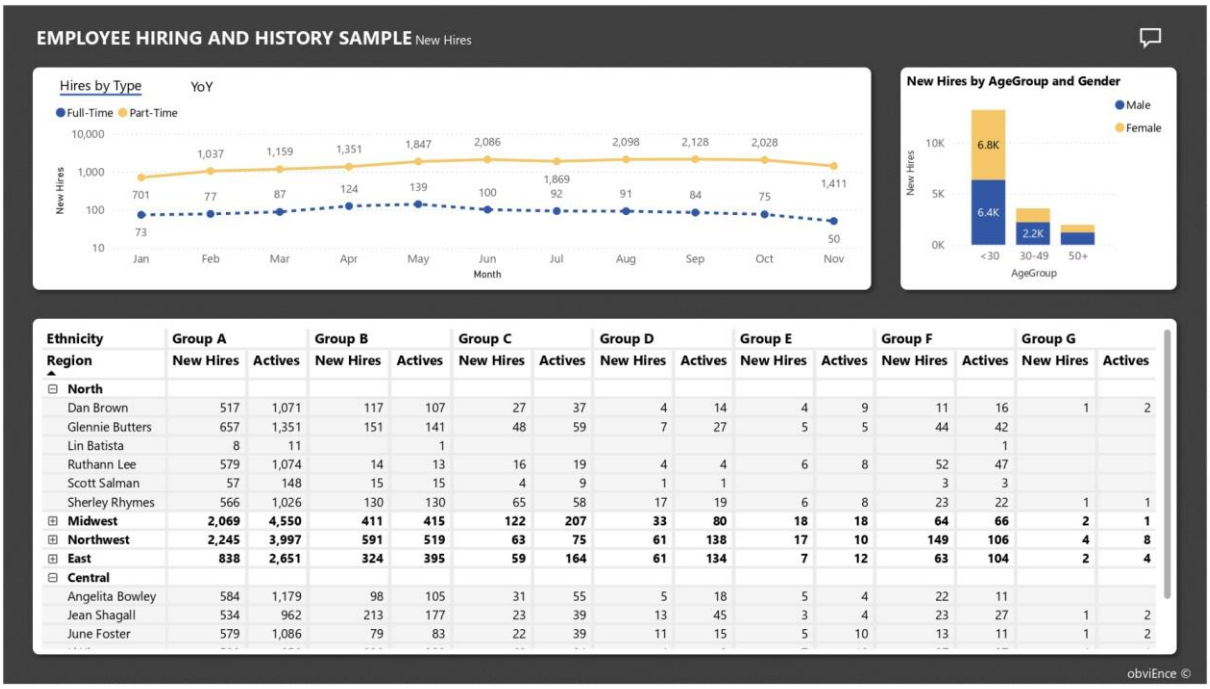
5. Apply filters and slicers to enable interactivity between visuals.

6. Use DAX expressions to calculate Year-over-Year (YoY) change, percentages, or custom KPIs as shown in the dashboards.

7. Format the visuals for readability using themes, labels, and color codes.

8. Publish the report to the Power BI Service if needed for sharing and collaboration.

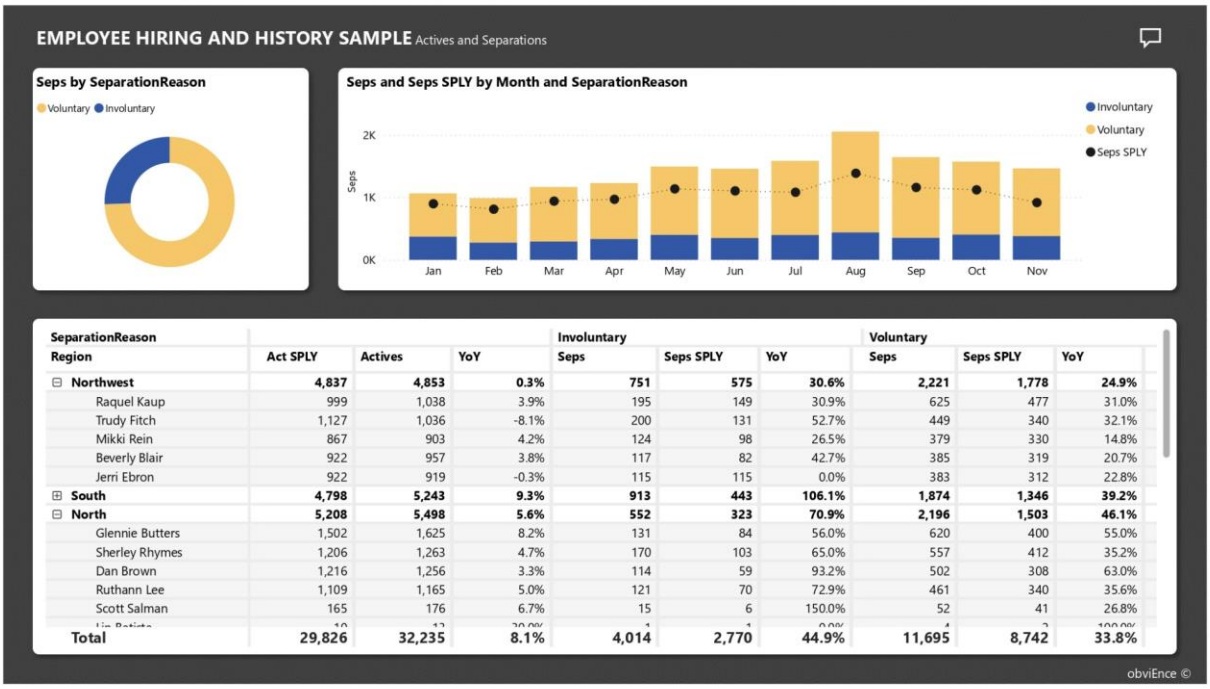
Dashboard 1: Employee Separations Overview



Ethnicity	Group A		Group B		Group C		Group D		Group E		Group F		Group G	
Region	New Hires	Actives	New Hires	Actives	New Hires	Actives	New Hires	Actives	New Hires	Actives	New Hires	Actives	New Hires	Actives
⊟ **North**														
Dan Brown	517	1,071	117	107	27	37	4	14	4	9	11	16	1	2
Glennie Butters	657	1,351	151	141	48	59	7	27	5	5	44	42		
Lin Batista	8	11		1								1		
Ruthann Lee	579	1,074	14	13	16	19	4	4	6	8	52	47		
Scott Salman	57	148	15	15	4	9	1	1			3	3		
Sherley Rhymes	566	1,026	130	130	65	58	17	19	6	8	23	22	1	1
⊞ **Midwest**	**2,069**	**4,550**	**411**	**415**	**122**	**207**	**33**	**80**	**18**	**18**	**64**	**66**	**2**	**1**
⊞ **Northwest**	**2,245**	**3,997**	**591**	**519**	**63**	**75**	**61**	**138**	**17**	**10**	**149**	**106**	**4**	**8**
⊞ **East**	**838**	**2,651**	**324**	**395**	**59**	**164**	**61**	**134**	**7**	**12**	**63**	**104**	**2**	**4**
⊟ **Central**														
Angelita Bowley	584	1,179	98	105	31	55	5	18	5	4	22	11		
Jean Shagall	534	962	213	177	23	39	13	45	3	4	23	27	1	2
June Foster	579	1,086	79	83	22	39	11	15	5	10	13	11	1	2

This dashboard shows that the majority of separations are voluntary. The Northwest region has the highest number of active employees, and YoY separation increases are significant especially in the South and North regions.

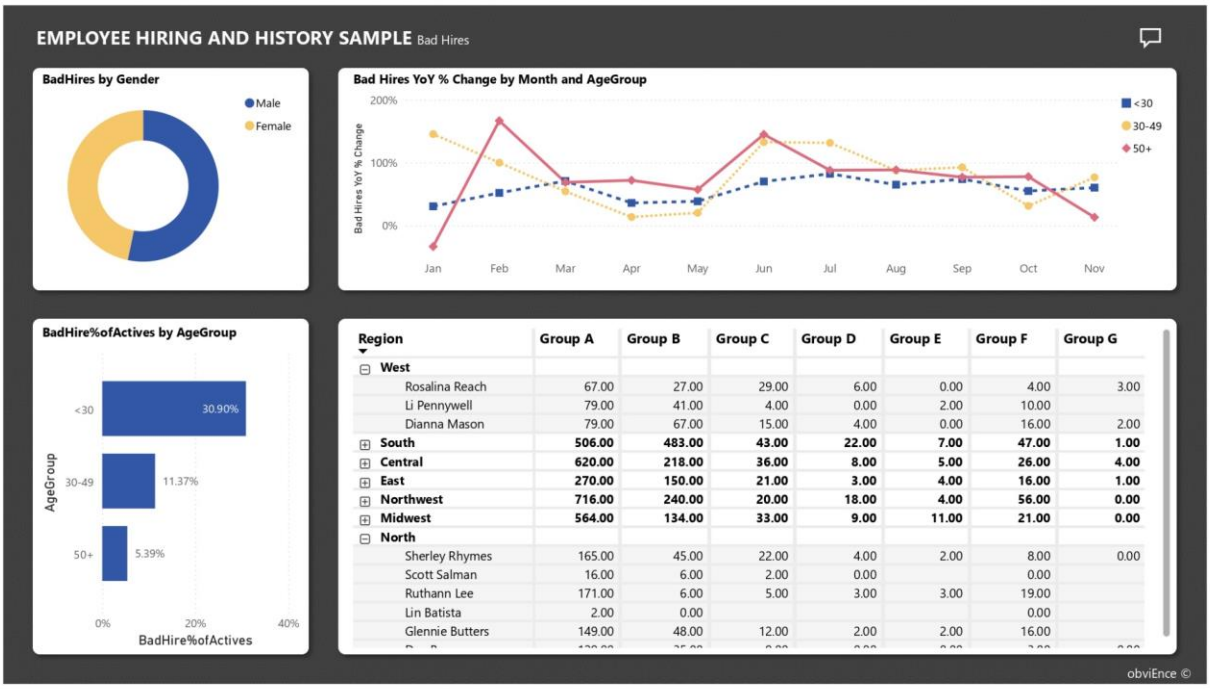
Dashboard 2: New Hires Overview



SeparationReason				Involuntary			Voluntary		
Region	Act SPLY	Actives	YoY	Seps	Seps SPLY	YoY	Seps	Seps SPLY	YoY
⊟ **Northwest**	**4,837**	**4,853**	**0.3%**	**751**	**575**	**30.6%**	**2,221**	**1,778**	**24.9%**
Raquel Kaup	999	1,038	3.9%	195	149	30.9%	625	477	31.0%
Trudy Fitch	1,127	1,036	-8.1%	200	131	52.7%	449	340	32.1%
Mikki Rein	867	903	4.2%	124	98	26.5%	379	330	14.8%
Beverly Blair	922	957	3.8%	117	82	42.7%	385	319	20.7%
Jerri Ebron	922	919	-0.3%	115	115	0.0%	383	312	22.8%
⊞ **South**	**4,798**	**5,243**	**9.3%**	**913**	**443**	**106.1%**	**1,874**	**1,346**	**39.2%**
⊟ **North**	**5,208**	**5,498**	**5.6%**	**552**	**323**	**70.9%**	**2,196**	**1,503**	**46.1%**
Glennie Butters	1,502	1,625	8.2%	131	84	56.0%	620	400	55.0%
Sherley Rhymes	1,206	1,263	4.7%	170	103	65.0%	557	412	35.2%
Dan Brown	1,216	1,256	3.3%	114	59	93.2%	502	308	63.0%
Ruthann Lee	1,109	1,165	5.0%	121	70	72.9%	461	340	35.6%
Scott Salman	165	176	6.7%	15	6	150.0%	52	41	26.8%
Total	**29,826**	**32,235**	**8.1%**	**4,014**	**2,770**	**44.9%**	**11,695**	**8,742**	**33.8%**

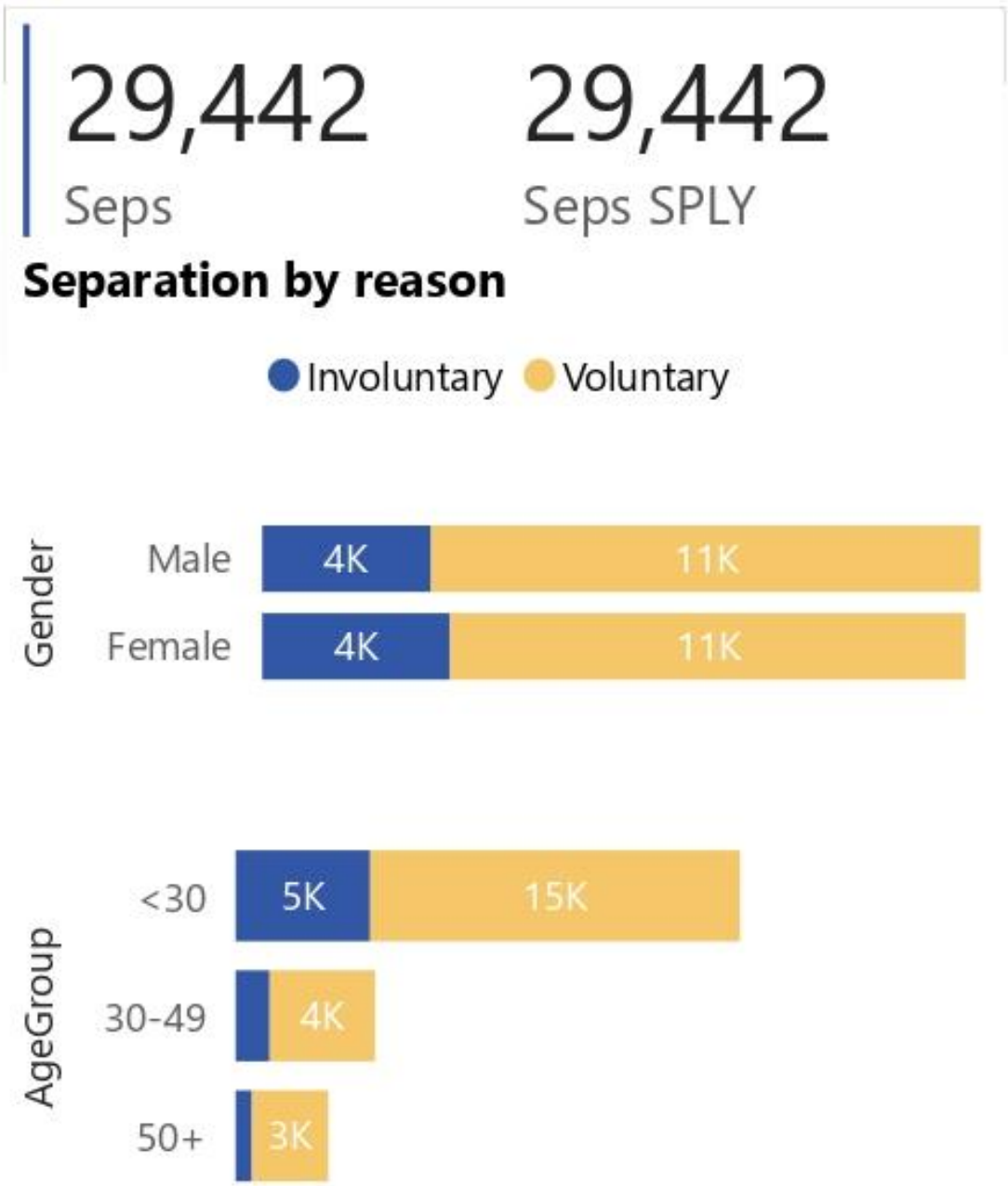
This dashboard highlights that part-time hires significantly outnumber full-time hires. Most hires are in the North and Midwest regions, with Group A being the most active category across regions.

Dashboard 3: Bad Hires Analysis



This dashboard focuses on bad hires, which are disproportionately higher in the <30 age group and among females. The South and Northwest regions show the most concern in terms of bad hire volume.

Dashboard 4: Separation Summary by Gender and Age



This summary dashboard reinforces earlier findings: voluntary separations are the main driver of turnover, and younger employees (<30) have the highest separation rates, both involuntary and voluntary.