HR ATTRITION DASHBOARD REPORT (POWER BI)

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Dataset Source: Kaggle (IBM HR Analytics Employee Attrition Dataset)

GitHub: https://github.com/PreciousAnalyticsBI/PowerBI-Portfolio

Google Drive: https://drive.google.com/drive/folders/1QH9K-LZO2YtLauLQSrX5d4kB9oR-Z8Kj

Project Overview

This interactive Power BI dashboard analyzes key trends and insights related to employee attrition at IBM.
It is designed to support HR managers and business stakeholders in identifying patterns behind employee turnover and developing
effective retention strategies.

Project Objectives

- Visualize overall attrition rate and breakdown across demographics
- Identify key contributors to high attrition
- Provide actionable insight through data storytelling
- Demonstrate Power BI capabilities in HR analytics

Dashboard Features & Visuals

- KPI Cards: Total Employees, Attrition Count, Attrition Rate, Average Age, Average Monthly Income
- Bar Charts: Attrition by Department, Gender, Marital Status
- Column Charts: Attrition by Age Group, Years at Company
- Treemap: Attrition by Job Role
- Satisfaction Comparison: Attrition by Job Satisfaction, Work-Life Balance, Environment Satisfaction
- Donut Chart: Attrition Rate by Overtime Status
- Slicers: Status (Attrition Yes/No), Department, Gender, Job Role

Key Insights

- Higher attrition among younger employees and those with lower job satisfaction

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- Overtime employees showed a significantly higher attrition rate

- Sales and R&D departments had the highest number of exits

- Single employees were more likely to leave compared to married employees

Techniques Used

- Data Cleaning & Transformation using Power Query

- DAX Calculations for age group, tenure group, satisfaction metrics

- Dynamic Visuals with slicers for interactivity

- Custom Measures for attrition rate and key KPIs

Supporting Files

- Power BI Report (.pbix)

- Dashboard Screenshot (.png)

- Project README (.md on GitHub)

- This PDF Report