HR Dashboard Analysis Summary

Introduction: The HR Landscape at a Glance

Our organization's human capital snapshot reveals a diverse and complex workforce with varied needs and strengths. Through our Power BI dashboard, we've uncovered key patterns and opportunities across departments, roles, and demographics.

1. Salary Distribution: Who Earns What and Where

Production and IT/IS departments command the largest salary budgets, reflecting their size and possibly seniority-heavy roles. Sales and Software Engineering follow closely. Executive and Admin Offices have smaller, focused payrolls.

2. Salary by Marital Status

Single employees draw the highest total salary (~$9.6M), followed by Married (~$8.7M) and Divorced (~$1.9M). This may reflect tenure, age, or role types-single employees may dominate technical roles.

3. Salary by Year of Hire

Employees hired between 2014 and 2018 account for the majority of salary outlay, indicating they form the core workforce. Earlier hires show lower salaries-possibly due to attrition or smaller team sizes.

4. Recruitment Effectiveness

Indeed and LinkedIn lead recruitment with 87 and 76 hires respectively. Other channels like referrals and niche sites yield less.

5. Performance Score Distribution

100% of evaluated employees meet or exceed expectations. 37 exceed, 13 need improvement or are in PIP.

6. Termination Reasons

Most common reasons: Another position, Unhappy, More money, Career change. Indicates voluntary exits dominate.

7. Diversity Overview

Breakdowns by race and citizenship show most are US Citizens, with a mix of Non-Citizens. Useful for refining DEI strategies.

Final Thoughts

The dashboard equips HR leaders to shape equitable policies, focus retention, improve hiring ROI, and boost diversity outcomes. Your data isn't just numbers-it's the story of your people.