**HR Analyst Project – Documentation**

**Summary:**

This project focuses on analyzing a Human Resources (HR) dataset using Tableau. The main objective is to understand employee-related trends such as attrition, job satisfaction, departmental performance, and demographic distributions. By transforming raw HR data into visual insights, this project aims to support better decision-making for HR departments and stakeholders.

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**Project Overview:**

The HR Analyst Tableau project is built to visualize key HR metrics and offer interactive dashboards that help answer important business questions. Each visualization is designed to offer clarity and allow users to explore data through filters and dimensions. The dashboards focus on answering questions such as:

- Which departments are experiencing the highest employee attrition?

- How satisfied are employees across different job roles?

- What is the distribution of employees by age, gender, education, and department?

- How does job satisfaction or performance vary by experience or income?

This project reflects how data visualization can be used to drive people-centric strategies in organizations.

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**Tools & Technologies Used:**

- Tableau – for creating dashboards and visual analytics

- Microsoft Excel / CSV – as the base data source

- (Optional) Excel or similar tools – for any minor data cleaning or preprocessing

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**Dataset Structure:**

The dataset used in this project includes the following columns:

- Employee ID

- Department

- Job Role

- Education Level

- Monthly Income

- Gender

- Age

- Job Satisfaction

- Attrition (Yes/No)

- Years at Company

- Performance Rating

This structured dataset allows multi-dimensional analysis and enables the creation of relevant KPIs for the HR department.

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**Dashboards and Visuals Created:**

1. **Attrition Dashboard**
   Highlights employee attrition across departments and job roles, identifying high-risk areas.

2. **Job Satisfaction Dashboard**
   Visualizes satisfaction scores to understand which roles or departments may need attention.

3. **Demographic Overview**
   Shows employee distribution across gender, age brackets, and education levels.

4. **Performance Analysis**
   Breaks down performance ratings across experience levels and job categories.

5. **Income vs Experience**
   Analyzes how income varies with education and years at the company.

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**Project Requirements:**

To build and interact with this Tableau project, the following are required:

- A working installation of Tableau Desktop or Tableau Public

- Clean HR data in Excel or CSV format

- Understanding of:

   o Tableau data connections and field types

   o Basic calculated fields and aggregations

   o Creating interactive filters and dashboards

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**Final Notes:**

This project is a practical example of how Tableau can be used for HR analytics. It showcases the value of visual storytelling in data analysis and emphasizes how key HR decisions can be supported through data. Whether it's identifying departments with high attrition or understanding employee satisfaction, the dashboards make it easier to act on insights.

The final output is designed to be simple, clean, and easy to understand for both technical and non-technical stakeholders.