**Power BI Project**

**HR ANALYTICS DASHBOARD**

1470 \* 41

The dataset contains 41 columns. Here are the column names:

1. Attrition
2. Business Travel
3. CF\_age band
4. CF\_attrition label
5. Department
6. Education Field
7. emp no
8. Employee Number
9. Gender
10. Job Role
11. Marital Status
12. Over Time
13. Over18
14. Training Times Last Year
15. -2
16. 0
17. Age
18. CF\_current Employee
19. Daily Rate
20. Distance From Home
21. Education
22. Employee Count
23. Environment Satisfaction
24. Hourly Rate
25. Job Involvement
26. Job Level
27. Job Satisfaction
28. Monthly Income
29. Monthly Rate
30. Num Companies Worked
31. Percent Salary Hike
32. Performance Rating
33. Relationship Satisfaction
34. Standard Hours
35. Stock Option Level
36. Total Working Years
37. Work Life Balance
38. Years At Company
39. Years In Current Role
40. Years Since Last Promotion
41. Years With Curr Manager
42. 0 Nulls,

* 0 Nulls
* **Removed Columns** - "Over18", "-2", "0", "Employee Count", "Standard Hours", "emp no", "Employee Number".
* Renaming the column names.
* Created Sort\_Age column to sort Age Band.
* After Data Preprocessing

1470 \* 35.

**Used DAX :**

**SUM.**

**Observations :**

1. **Overall Employees – 1470**
2. **Attrition Employees – 237**
3. **Attrition Rate – 16.12%**
4. **Active Employees – 1233**
5. **Average Age – 37**
6. **Highest Department in Attrition – R&D**
7. **Education Field Wise Attrition – Life Sciences, Medical.**
8. **Highest Attrition Rate – Under age 25.**
9. **Emploee Attrition by Years at Company – Majorly under 6 years.**
10. **Employee Attrition by Job Role – Sales Executive (Level 2), Research Scientist(Level 1).**
11. **Employee Attrition by Training Times Last Year – 2, 3 times shows.**
12. **Employee Attrition by Work Life Balance – Satisfaction ‘3’.**
13. **Employee Attrition by Percent Salary Hike – Under 14% are high.**
14. **Employee Attrition by Num Companies Worked – 1 Company worked person.**