# HR Analytics Dashboard Report

## Project Overview

The HR Analytics Dashboard is an interactive visualization designed to analyze and monitor key HR metrics such as employee attrition, job satisfaction, demographics, and education levels. It enables HR professionals to identify trends, patterns, and actionable insights to improve workforce retention and satisfaction.

## Objective

To provide a data-driven understanding of employee attrition, workforce demographics, education levels, and job satisfaction to help management make informed decisions.

## Key Metrics

|  |  |  |
| --- | --- | --- |
| **Metric** | **Value** | **Description** |
| Total Employees | 1,470 | Total number of employees in the organization |
| Attrition | 237 | Employees who left the organization |
| Active Employees | 1,233 | Currently working employees |
| Attrition Rate | 16.1% | Overall turnover rate |
| Average Age | 37 years | Mean age of employees |
| Job Satisfaction Rating | 2.6 / 5 | Average satisfaction score |

## Dashboard Highlights

**1. Total Employees by Gender:**  
 - Female: 588  
 - Male: 882  
 Shows a balanced gender ratio across the company.

**2. Education-wise Attrition:**  
 - Highest attrition from employees with a Bachelor's Degree (99).  
 - Doctoral Degrees (5) showed the least attrition.

**3. Department-wise Attrition:** - HR: 56.12%  
 - Sales: 38.82%  
 - R&D: 5.06%  
 Sales and HR departments show the highest turnover.

**4. Attrition by Job Role:** - Major attrition from Sales Executives and Laboratory Technicians.  
 Indicates higher pressure or dissatisfaction in these roles.

**5. Attrition by Age Group:**  
 - 25–34 years: 112 employees (highest attrition).  
 Indicates younger employees are more likely to leave for better opportunities.

**6. Attrition by Marital Status:**  
 - Married: 673 employees (highest count).  
 Attrition is relatively balanced among all marital statuses.

## Insights & Recommendations

- Focus retention strategies on employees aged 25–34 and those in Sales roles.  
- Conduct employee engagement surveys to improve job satisfaction.  
- Provide career development programs for employees with Bachelor's degrees.  
- Review workload and benefits in HR and Sales departments.

## Tools & Technologies Used

• Tableau / Power BI – for dashboard visualization

• Excel / CSV dataset – for data preprocessing

• GitHub – for version control and project documentation

## 

## How to Run

1. Clone the repository using the command:  
 git clone https://github.com/yourusername/hr-analytics-dashboard.git  
2. Open the Tableau or Power BI file in respective software.

3. Explore different filters (Education, Department, Marital Status) to gain deeper insights.

## Conclusion

This HR Analytics Dashboard provides actionable insights to help organizations understand workforce trends, identify retention issues, and improve employee satisfaction.

