

# HR Analytics Dashboard

Using Power BI

# Project Objective

- ▶ To analyze employee attrition and HR metrics through interactive visualizations.  
The goal is to assist HR decision-making by identifying key factors impacting employee turnover and engagement.

This dashboard enables HR professionals to:

- ▶ Identify critical areas of employee loss
- ▶ Examine patterns across departments, age groups, salary brackets, and job roles
- ▶ Improve strategic planning for employee retention
- ▶ Enhance workforce satisfaction and reduce voluntary exits

# Tools Used

- ▶ Microsoft Power BI
- ▶ Microsoft Excel (Data Preparation)

## Dashboard Description

- ▶ The dashboard highlights employee attrition by Age, Gender, Education, Salary, and Job Role.
- ▶ Filters allow exploration by departments like HR, Sales, and R&D.
- ▶ Visuals include donut charts, bar charts, and line graphs.

# Key Insights

- ▶ Attrition Rate: 16.1% (237 out of 1470 employees)
- ▶ Highest attrition in 26-35 age group
- ▶ Life Sciences and Medical backgrounds dominate attrition
- ▶ Low salary ranges (Up to 5K) see maximum attrition
- ▶ Top roles with high attrition: Lab Technician, Sales Executive
- ▶ Male attrition higher than female

# Conclusion & Recommendations

- ▶ Review compensation for lower salary groups
- ▶ Implement retention strategies for high-risk roles
- ▶ Conduct exit interviews for deeper insights
- ▶ Improve career growth paths and employee engagement

# Future Scope

- ▶ Add predictive attrition modeling
- ▶ Track performance vs attrition
- ▶ Automate data refresh from live HR systems

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- ▶ LinkedIn: <https://www.linkedin.com/in/rohit-lakha/>
- ▶ GitHub: <https://github.com/Rohitlakha>