

HR Dashboard - Power BI Project

Project Overview

This HR Dashboard is a dynamic, interactive business intelligence report built in Power BI, aimed at providing key HR insights for organizational decision-making. It visualizes critical human resource metrics, including headcount, gender distribution, recruitment sources, performance ratings, employee satisfaction, and geographical spread.

The dashboard is designed to support HR managers and leadership in tracking workforce dynamics, analyzing employee demographics, and improving strategic HR initiatives.

Dashboard Features

Employee Metrics

- Total Headcount: 311 employees
- Active Employees: 207 employees (67%)
- Terminated Employees: 104 employees (33%)

Gender Distribution

- Male: 135 (43%)
- Female: 176 (57%)

Department-wise Breakdown

- Production: 209 employees
- IT/IS: 50 employees
- Sales: 31 employees
- Engineering: 11 employees
- Admin Offices: 9 employees
- Executive Office: 1 employee

Marital Status of Employees

- Single: 124 (39.87%)
- Married: 137 (44.05%)
- Divorced: 30 (9.65%)
- Separated: 8 (2.57%)

Recruitment Source

- Top sources: Indeed, LinkedIn, Google Search, Employee Referral, CareerBuilder

Performance Ratings

- Fully Meets Expectations: 243 (78.14%)
- Exceeds Expectations: 37 (11.9%)
- Needs Improvement: 13 (4.18%)
- PIP (Performance Improvement Plan): 11 (3.54%)

Satisfaction Levels

- Acceptable: 108 (34.73%)
- Very High: 98 (31.51%)
- High: 94 (30.23%)
- Low: 9 (2.89%)
- Very Low: 2 (0.64%)

Salary Distribution

- Total Salary Budget: 21M
- Major allocation: Production and IT/IS departments

Geographic Distribution

- Employees mapped across multiple U.S. states

Year-wise Filters

- Data available for years 2006 to 2018 for trend analysis

Tools Used

- Microsoft Power BI (DAX, Power Query, Visualization Chats)
- Microsoft Excel (Data Source Preparation)
- Map Visualizations (Power BI Integration)
- Power BI Slicers and Filters

Business Impact

This dashboard helps organizations to:

- Monitor active and terminated employee trends
- Evaluate gender diversity and marital demographics
- Analyze recruitment channel effectiveness
- Track employee satisfaction levels
- Measure performance distributions for HR interventions
- Optimize salary allocations across departments
- Visualize workforce spread geographically

GitHub Tags

#HRDashboard #PowerBI #HRAnalytics #DataVisualization #BusinessIntelligence
#EmployeeSatisfaction #RecruitmentAnalytics #DashboardDesign #WorkforcePlanning

Author

Shaban

Business Intelligence Analyst | Data Visualization Enthusiast