HR Analytics Dashboard

Overview

This Power BI project, \*HR Analytics - GSM\*, is designed to provide insights into various HR metrics and performance indicators. The dashboard helps stakeholders understand workforce demographics, performance trends, attrition rates, and other critical HR aspects.

File Structure

- \*HR Analytics -GSM.pbix\*: The main Power BI file containing all the reports and data models.

- \*Version\*: Information about the Power BI version used.

- \*[Content\_Types].xml\*: Metadata about the content types in the Power BI file.

- \*DiagramLayout\*: Layout information for the data model diagrams.

- \*Report\*: Contains the report's visualizations and layout settings.

- \*Settings\*: Configuration settings for the Power BI file.

- \*Metadata\*: Metadata information about the data models and relationships.

- \*SecurityBindings\*: Security settings and permissions.

- \*DataModel\*: Contains the data models used in the Power BI report.

## Reports

The Power BI dashboard includes the following reports:

1. \*Employee Demographics\*: Analyzes the composition of the workforce by various demographic factors.

2. \*Performance Analysis\*: Evaluates employee performance across different departments and time periods.

3. \*Attrition Analysis\*: Identifies trends and patterns in employee turnover.

4. \*Compensation & Benefits\*: Reviews salary distributions and benefits allocation.

5. \*Recruitment Metrics\*: Tracks recruitment activities and outcomes.

Data Sources

The data sources integrated into this Power BI file include:

- \*HR Database\*: Contains detailed employee records.

- \*Performance Management System\*: Provides performance evaluation data.

- \*Payroll System\*: Contains compensation and benefits data.

- \*Recruitment System\*: Tracks recruitment process and candidate data.

How to Use

1. \*Opening the File\*: Download the HR Analytics -GSM.pbix file and open it using Microsoft Power BI Desktop.

2. \*Refreshing Data\*: Ensure that the data connections are correctly configured to your local or cloud-based databases. Use the refresh button to update the data.

3. \*Interacting with the Dashboard\*: Use filters and slicers to explore different dimensions and drill down into specific metrics.

Customization

Feel free to customize the dashboard according to your organization's requirements. You can add new data sources, create additional visualizations, or modify existing reports to better suit your needs.

Contributing

If you would like to contribute to this project, please fork the repository and submit a pull request with your changes. Ensure that your contributions align with the project's objectives and standards.

---