



HR ANALYTICS DASHBOARD



DESCRIPTION

The HR Analytics Dashboard built in Power BI provides a comprehensive analysis of employee attrition, allowing HR professionals to make data-driven decisions.

THE DASHBOARD PRESENTS KEY METRICS SUCH AS:

- a) Overall Employees:*** The total number of employees in the organization (1,470) and the current attrition count (238), along with an attrition rate of 16.1%.
- b) Demographics:*** The average age of employees (37) and their average years at the company (7.01).
- c) Attrition by Education:*** This section breaks down employee attrition by educational background, with categories like Life Sciences, Medical, and Marketing.

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- d) Attrition by Age:*** The age distribution of employees who have left the company, with the highest attrition seen in the 26-35 age group (116 employees).
- e) Attrition by Salary Slab:*** It highlights attrition based on salary range, showing that most attrition occurs in the "Upto 5k" salary bracket.
- f) Attrition by Years at Company:*** This graph shows attrition trends over the years, revealing peak attrition around 0-2 years and another spike at 8-10 years.
- g) Attrition by Job Role:*** Analyzes attrition by specific job roles, with Laboratory Technicians (62), Sales Executives (58), and Research Scientists (47) showing the highest attrition rates.

CONCLUSION

The dashboard also includes a gender breakdown (151 males and 87 females) and presents the data in a visually appealing and easy-to-understand layout with charts, graphs, and tables. It offers HR teams a powerful tool to identify trends, target retention strategies, and optimize workforce management.



THANK YOU