

# HR Analytics Dashboard

## Power BI

Empowering HR Decision-Making through Interactive Data Visualization

# Presentation Agenda

- Project Overview
- Tools & Skills Utilized
- Key Features & Functionality
- Insights Derived from Data
- Value Proposition
- Dashboard Visual Preview
- Summary for Professional Platforms

# Project Overview

Designed a comprehensive HR dashboard using Power BI to analyze employee data and enhance workforce decision-making. This interactive tool centralizes critical HR metrics, enabling stakeholders to gain deeper insights into their human capital.



# Tools & Skills Utilized

## Tools

- **Power BI:** For interactive dashboard creation and data visualization.
- **Power Query:** Essential for data extraction, transformation, and loading.
- **DAX (Data Analysis Expressions):** For complex calculations and custom measures.
- **Excel:** Used for initial data preparation and storage.

## Skills

- **Data Cleaning & Modeling:** Ensuring data accuracy and structure for analysis.
- **KPI Development:** Defining and tracking key performance indicators relevant to HR.
- **Visualization:** Creating compelling and informative visual representations of data.
- **HR Metrics Expertise:** Applying knowledge of workforce analytics to derive meaningful insights.

# Key Features



## KPI Cards

Snapshot of Total Employees, Attrition Rate, Average Tenure, and Job Satisfaction scores for quick overview.



## Attrition Analysis

Detailed breakdown of attrition by department, age groups, and other demographic factors to pinpoint trends.



## Workforce Breakdown

Visualizations showing headcount distribution across various departments and job roles within the organization.



## Performance & Salary

Correlation analysis between employee performance ratings and salary levels to identify potential pay gaps.



## Dynamic Filters

Interactive filters allow users to drill down by department, age group, education field, and more, for granular analysis.

# Key Insights Delivered



## Attrition Hotspots

Identified an overall attrition rate of 16.1%, with the highest rates observed within the Sales and Research & Development departments.



## Satisfaction Gaps

Revealed lower job satisfaction levels among employees in mid-age demographics, indicating a potential area for targeted HR initiatives.



## Undervalued Talent

Pinpointed high-performing employees who appear to be undervalued based on performance vs. salary correlation, signaling compensation review opportunities.



## Tenure & Satisfaction

Calculated an average employee tenure of 7 years, coupled with stronger job satisfaction reported by senior staff members, highlighting retention strengths.

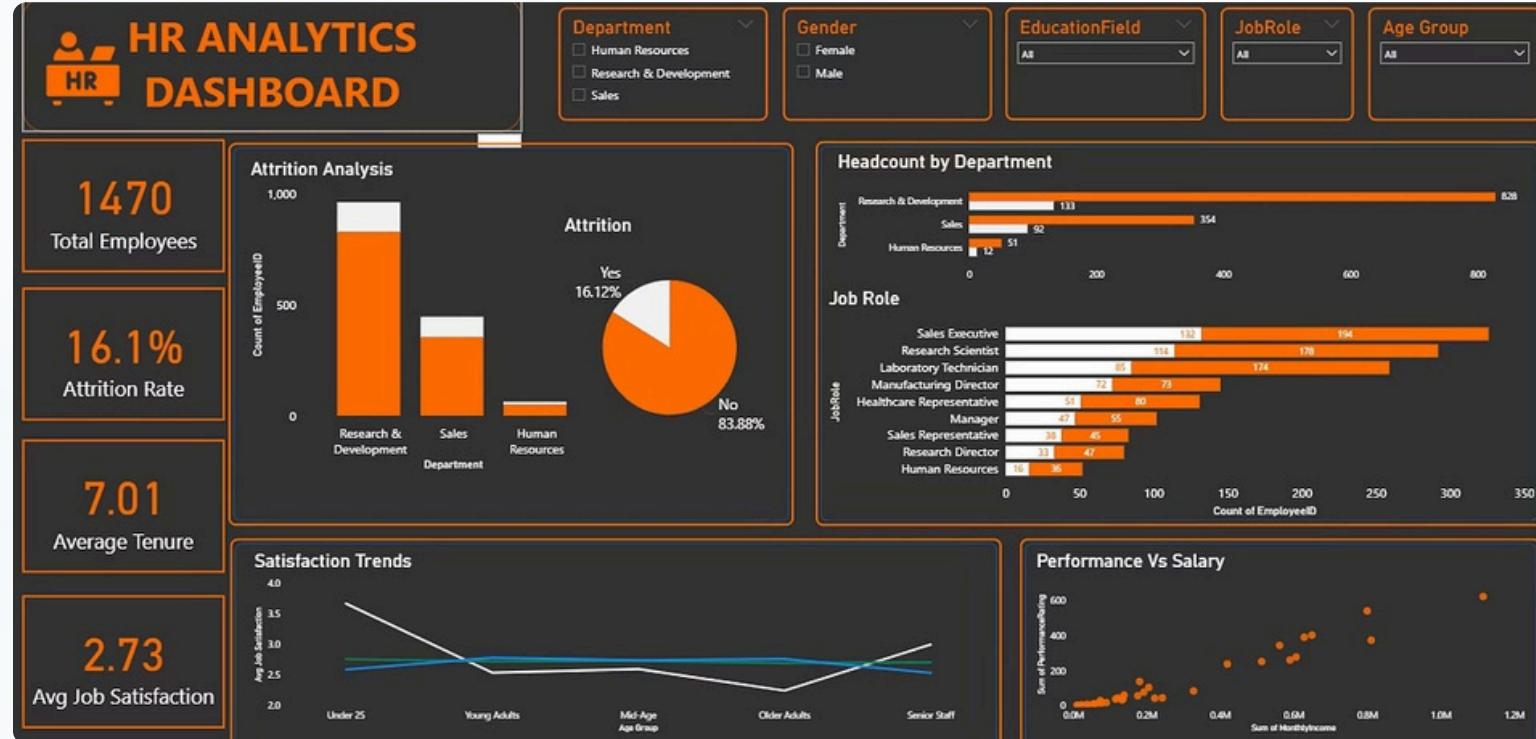
# Value Provided

The interactive HR dashboard empowers stakeholders to explore workforce data, identify critical risk areas, and make informed strategic decisions. This leads to improved talent retention, optimized resource allocation, and a more engaged workforce. It transforms raw data into actionable intelligence, fostering proactive HR management.



# Dashboard Visual Preview

A glimpse into the interactive and comprehensive HR Analytics Dashboard, showcasing key metrics and dynamic visualizations for effortless data exploration.



# Summary for Professional Platforms

Built a dynamic Power BI dashboard to equip HR teams with robust tools for data-driven decision-making. This solution helps identify critical attrition trends, monitor employee satisfaction levels, and understand performance gaps through the analysis of real-world HR data. Enhance your HR strategy with actionable insights.

