HR Analytics Dashboard Project Report

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1. Introduction

The HR Analytics Dashboard project aims to provide actionable insights into workforce dynamics such as attrition, age distribution, performance by department, and job role trends. The dashboard is designed using Power BI to enable HR managers to make informed decisions based on visual data analysis.

2. Dataset Description

The dataset used in this project is an HR dataset containing details about employees such as Employee ID, Department, Age, Performance Rating, Job Role, and Attrition status. Derived columns like Age Group were also created to facilitate visual grouping and distribution analysis.

3. Dashboard Components

a) Attrition Rate (Card Visual)
• Displays overall attrition rate as a percentage using a card visual.
b) Age Distribution (Clustered Bar Chart)
• Shows the count of employees in different age groups using a clustered bar chart.
c) Performance by Department (Stacked Bar Chart)
• Compares employee performance ratings across departments using a stacked bar chart.
d) Slicers (Filters)
• Four slicers added for Department, Age Group, Performance Rating, and Job Role to filter dashboard insights interactively.

4. Insights & Analysis

• Certain departments show higher attrition rates compared to others, indicating potential areas for HR intervention. • Age distribution reveals that the majority of employees fall within the 25-35 age group, which may impact succession planning. • Performance ratings vary significantly by department, highlighting areas where targeted training programs could be beneficial. • Job role filters provide detailed insights into attrition and performance trends by role, aiding in role-specific HR strategies.

5. Conclusion

The HR Analytics Dashboard successfully provides HR professionals with a clear and interactive way to analyze employee-related data. By visualizing key metrics such as attrition, age distribution, and performance ratings, the dashboard enhances decision-making and supports workforce planning initiatives.

6. Future Scope

• Incorporating predictive analytics to forecast attrition trends. • Adding sentiment analysis from employee feedback surveys. • Enhancing visuals with drill-through reports for deeper analysis. • Automating dataset refresh to ensure real-time insights.