

**AtliQ Technologies**

# **HR- Analytics**

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**Power-Bi Project**

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# PROBLEM STATEMENT

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Pinali Mandalia, an HR professional at AtliQ Technologies, a data solution company, provides three months' worth of employee presence data. While maintaining employee anonymity by not disclosing real names, the dataset includes actual data with attendance key codes. Pinali seeks HR-related insights through a user-friendly dashboard for easy comprehension.

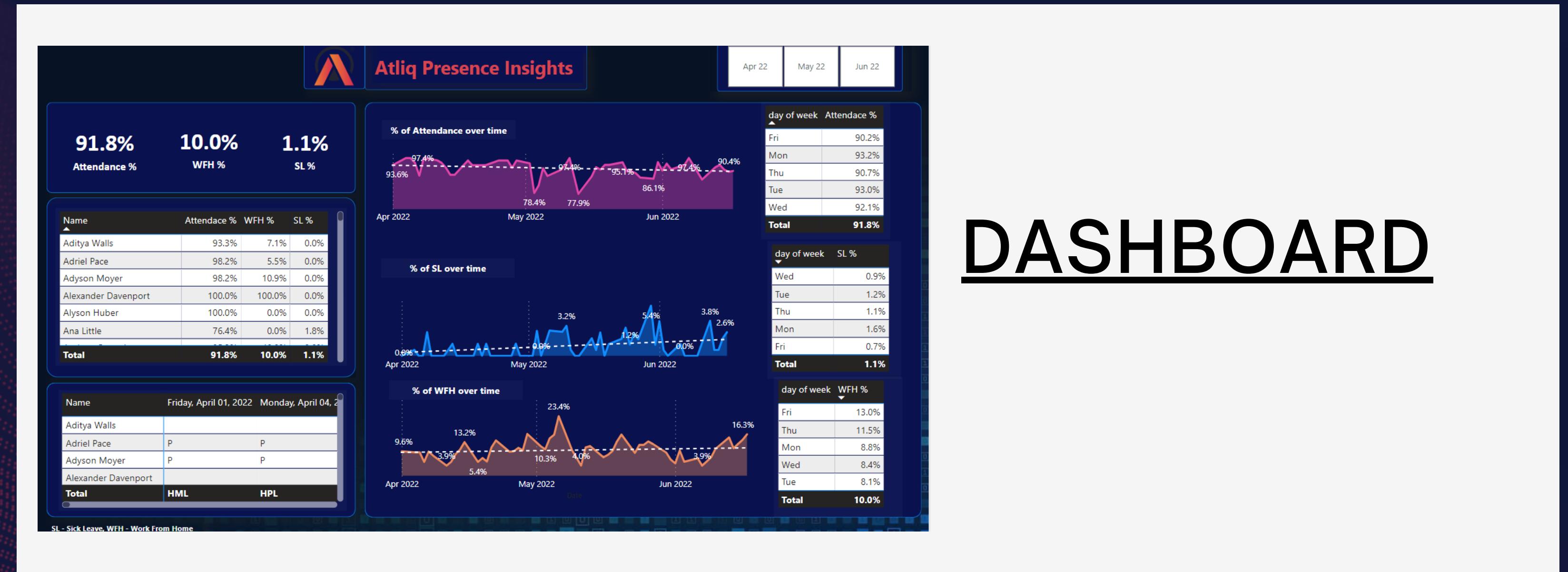
# Understanding the requirements

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HR Manager Pinali provided an Excel sheet for this project, containing three months' worth of data. Her objective was to extract insights from the sheet, particularly focusing on understanding employees' work preferences. She aimed to identify patterns such as the days employees tend to take leave, especially if it's on Mondays or Fridays, and the days they opt for remote work. Pinali also sought to uncover reasons behind unplanned leaves, considering potential safety measures in the office. Additionally, the AtliQ team aimed to analyze the presence data to strategically plan meetings, team lunches, or other company events when a majority of employees are available.

# STEPS FOLLOWED

CONNECTION	POWER QUERY	DAX MEASURES	COLUMNS	DASHBOARD
Imported the Excel data set to PowerBI.	Performed ETL and data cleaning on the imported data using power Query	Created different measures as per the need and used them in creating visuals in powerbi	Created additional columns using DAX formulas	At last created Dashboard as per the requirements



# DASHBOARD

# INSIGHTS



**Attendance Analysis:** May experiences the lowest attendance percentage among the three months. This trend is attributed to many employees planning trips during this time, likely due to their children's school holidays.



**Work-From-Home Preferences:** There's a noticeable trend where employees predominantly request to work from home on Thursdays and Fridays. This pattern suggests a preference to extend their weekends, allowing them more time to spend with their families.



**Sick Leave Trends:** When comparing the three months, April shows a lower percentage of sick leaves taken by employees. This could indicate better overall health or fewer instances of illness during this period.



**THANK YOU**