**Sample HR Analytics Dashboard Report**

Sample **HR Analytics Dashboard** built in Power BI, designed to provide insights into employee metrics and attrition analysis.

Here's a detailed breakdown of the dashboard:

**Key Features:**

1. **Header Metrics:**
   * **Count of Employees**: Displays the total number of employees (446).
   * **Average Years**: Represents the average tenure of employees (7.28 years).
   * **Average Age**: Highlights the average age of employees (36.54 years).
   * **Average Salary**: Shows the average salary (6.96K).
   * **Attrition Count**: Indicates the number of employees who left the company (92).
   * **Attrition Rate**: Reflects the attrition percentage (21%).
2. **Department-Wise Breakdown:**
   * A list of departments such as **Human Resources**, **Research & Development**, and **Sales**, providing a drill-down capability for analyzing department-specific metrics.
3. **Attrition by Education:**
   * A donut chart showing the distribution of attrition by education levels, including fields like Marketing (38%), Life Sciences (32%), Medical (15%), and others.
4. **Attrition by Age:**
   * A bar chart displaying attrition counts by age groups:
     + Highest attrition is in the 26-35 age group (41).
     + Other groups include 18-25, 46-55, and 36-45.
5. **Attrition by Salary:**
   * A horizontal bar chart categorizing attrition based on salary ranges:
     + Highest attrition occurs in the "Up to 5K" range (43).
     + Other ranges include 5K-10K, 10K-15K, and 15K+.
6. **Attrition by Job Role:**
   * A bar chart showing the attrition distribution across roles:
     + Sales Executives have the highest attrition (57).
     + Sales Representatives follow with 33, and Managers with 2.
7. **Attrition by Years:**
   * A line graph depicting attrition over the years:
     + Peaks at 17 for certain years and dips for others.
8. **Job Satisfaction Table:**
   * A matrix showing job satisfaction levels (1 to 4) across roles (Manager, Sales Executive, and Sales Representative):
     + Sales Executives have the highest counts across all satisfaction levels.

**Purpose of the Dashboard:**

* To analyze workforce composition, average tenure, and salary details.
* To identify key areas contributing to employee attrition.
* To understand demographic and role-based trends in attrition.
* To evaluate the satisfaction levels of employees based on job roles.

**Use Cases:**

1. **Understand Attrition Trends**: Pinpoint the departments, roles, and demographics with the highest attrition to design retention strategies.
2. **Salary and Age Analysis**: Analyze if salary ranges or age groups correlate with higher attrition.
3. **Job Satisfaction**: Assess how satisfaction scores relate to employee turnover and take corrective actions.
4. **Targeted Actions**: Focus on departments or job roles with critical attrition rates (e.g., Sales Executives) for retention planning.

This dashboard provides an in-depth view of employee metrics and can be a valuable tool for HR strategy and workforce planning.