

# HR Attrition & Retention Dashboard - Project Overview

This project is an **HR Analytics Dashboard** built in Power BI to analyze employee attrition and retention trends. The dashboard provides actionable insights for HR managers to identify high-risk departments, age groups, and job roles, and to help strategize retention efforts.

**Skills & Tools Used:** - Power BI (Data Visualization & Dashboarding) - DAX (Calculated Columns & Measures) - Data Cleaning & Transformation (Power Query) - Star Schema Data Modeling (Fact & Dimension Tables) - Interactive Features (Slicers, Drillthrough, Top N Ranking)

**Key Insights & KPIs Delivered:** - Overall **Attrition Rate (%)** and **Retention Rate (%)** - **Headcount & Average Tenure** by Department - **Top 5 Departments by Attrition** - **Age Group & Gender-based Attrition Analysis** - **Tenure Category vs Attrition Trends** - **Drillthrough-enabled Employee Details Page**

The dashboard demonstrates end-to-end skills in data preparation, modeling, and visualization and is designed to be **interactive, recruiter-ready, and portfolio-friendly**. For the full project (including the `.pbix` file and dataset), visit the [GitHub repository](#).