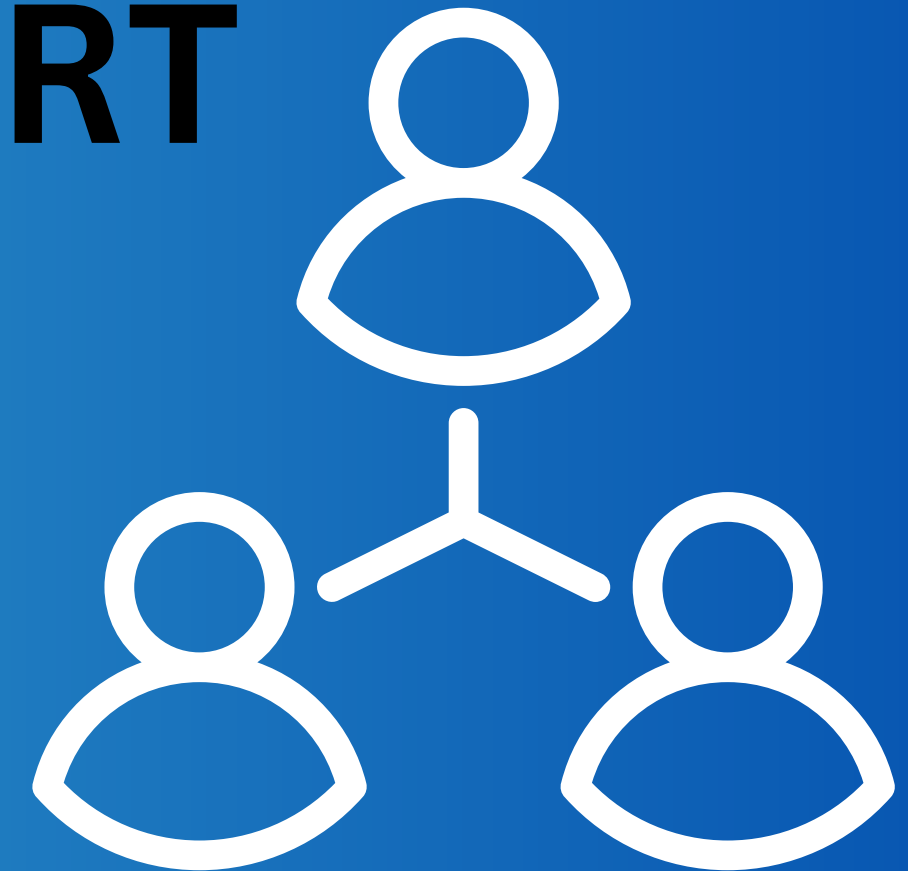


# HR ANALYSIS REPORT



# CASE STUDY

HR workforce data was analysed to give a clear picture of trends and insights regarding human resources personnel in Company X. Indicators such as Gender, Training, Attrition Rate, Number of Years, and Promotion Frequency were analysed under 3 major categories:

- Employee Demographics
- Job Role Details
- Employment Details

The analysis was done **entirely with Power BI to clean, transform and visualise** insights from the HR data

# DATA CLEANING & TRANSFORMATION PROCESS

1

Data cleaning was done in Power BI via Power Query to **validate data types and replace missing values.**

2

**Data Grouping** was done via the '**Column From Selection**' feature on values such as age, last promotion, time duration with current manager.

3

Numerical 'satisfaction' values were converted with **conditional columns** from numbers to text descriptions (very satisfied – very dissatisfied) for easy digestibility.

4

**DAX Formulas** were used to create quick measures for visualisation e.g **Attrition Rate**

# KEY INSIGHTS

Employee Count



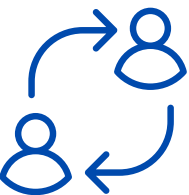
1400

Average Training Per Year



3

Attrition Rate



16%

Employees Working Overtime



28%

≤ 5 Years With Company X



62%



[Vist Here To Access Interactive Dashboard](#)

## KEY NOTES

- **Attrition is at 16% and 62% of employees** at Company X have spent only about 5 years. Company X needs to dive deeper to understand why. Anonymous employee surveys and exit interviews can be leveraged to understand better the sentiments of employees who leave the company leading to strategies being adopted to reduce attrition.
- Most employees get **promoted every 3 years** with an **average training frequency of 3 times per year**. These numbers show the importance of career progression and upskilling at Company X
- Company X is **intentional about reducing their carbon emission, 70% of their employees do not require constant traveling to fulfill their job responsibilities.**