HR Dashboard Report

📁 Project Title:

Employee Demographics and Attrition Analysis Dashboard – Power BI

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🧭 Objective of the Dashboard

This HR dashboard was developed in Power BI to enable the HR department and senior management to:

- Visualize the overall structure of the workforce.
- Monitor key HR metrics such as attrition, tenure, income, job roles, and departmental composition.
- Identify patterns and factors influencing employee turnover.
- Support data-driven decision-making around hiring, retention, and organizational development.

📊 Dashboard Overview and Pages

1. Overview Page

- **KPI Cards** showing:
  - Total Employees
  - Average Monthly Income
  - Attrition Rate (%)
  - Average Years at Company
- **Pie Charts** displaying:
  - Depart Wise Attrition
  - Attrition by Gender
- **Bar Charts**:
  - Employees by Department
  - No of Employee by Age

Insights:

- Gender distribution is approximately balanced.
- Some departments exhibit higher attrition, particularly in [insert specific department if known].
- Majority of employees fall into the [insert job role or education level] segment.

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2. Attrition Analysis

- **Stacked Bar Chart**:
    - Attrition by Department and Gender
- **Line or Area Chart**:
    - Attrition Trend over Time
- **Slicer Filters**:
    - Department, Gender, Education, Job Role

Insights:

- Attrition is concentrated in specific job roles and departments.
- Younger or less tenured employees are more likely to leave.
- Gender trends may indicate underlying job satisfaction or policy concerns.

🧩 Interactive Features Used

- **Slicers** for Gender, Department, Job Role, Education
- **Tooltips** to enhance insights on hover
- **Filters** to isolate trends by demographic or professional attribute

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📌 Conclusion & Recommendations

The Power BI HR dashboard provides a centralized and interactive view of the organization's workforce. By using this dashboard, HR leaders can:

- **Identify areas of high attrition** and investigate causes.
- **Evaluate pay equity** and income distribution across roles and departments.
- **Understand workforce composition** in terms of gender, education, and experience.
- **Plan for retention** by targeting at-risk segments such as newer employees or specific job roles.

☑ Recommended Actions:

- Conduct exit interviews in high-attrition departments.
- Review compensation packages for equity and competitiveness.
- Offer career development for roles with low tenure/high turnover.
- Monitor demographic trends for DEI initiatives.