HR Analytics Dashboard

Final Milestone – Infosys Springboard Internship

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Importance of Data Analysis
- Data analysis transforms raw data into meaningful insights for strategic decisions.

Key Benefits:

Identifies trends and patterns.

Enhances productivity and efficiency.

Supports evidence-based decision-making.

Drives innovation through actionable insights.

Importance of HR Data Analysis
- HR analytics uses employee data to improve organizational strategies and workforce management.

Key Outcomes:

Identifies attrition patterns.

Enhances employee satisfaction and performance.

Aligns HR practices with business goals.

Provides a data-driven approach to recruitment and retention.

Dataset Overview

Dataset Details:

45 columns from HR data focusing on employee demographics, job roles, and satisfaction metrics.

Default Columns Examples:

Age, Attrition, Job Satisfaction, Monthly Income, Department.

Conditional Columns Added:

Attrition Flag, Job Level Category, Gender Flag, Distance Category.

DAX Columns Added:

Attrition Risk Index, Experience Level, Retention Potential, Salary Hike Analysis, Workload Analysis.

Removed Column:

Over18 (Not relevant to insights).

Created Conditional Columns Examples and Logic:

Attrition Flag: Converts "Yes/No" to binary (1/0).

Job Level Category: Entry Level, Mid-Level, Senior Level, Leadership.

Gender Flag: Male = 1, Female = 0.

Distance Category: Close (<=10km), Far (>10km).

Education Category: High School, College, Bachelor, Master.

High Performer: Performance Rating = 4 → Yes; else → No.

DAX Formulas Used Examples and Their Purpose:

Attrition Risk Index:Categorizes employees as High, Moderate, or Low risk based on satisfaction and overtime.

Experience Level: Junior, Mid-Level, Senior based on total working years.

Promotion Analysis: Identifies overdue or recent promotions.

Retention Potential: Evaluates retention likelihood using satisfaction scores.

Salary Hike Analysis: Categorizes hikes into Low, Moderate, and High.

Workload Analysis: Evaluates workload based on overtime and job involvement.

Dashboard Overview -Visual Components

Cards: Average Monthly Income. Total Employee Count.

Filters/Slicers: Gender, Department.

Key Visuals:

Line Chart: Job Level vs. Avg. Monthly Income (Attrition as legend).

Clustered Bar Chart: Attrition Count by Department and Gender.

Funnel Chart: Job Satisfaction vs. Employee Count.

Donut Chart: Department vs. Attrition Count.

Advanced Visualizations

1.Q&A Plot:

Answers queries like "What is the average monthly income by job roles?"

2.Decomposition Tree:

Analyze: Attrition count. Explain by: Job Satisfaction.

3.Key Influencers:

Analyze: Attrition. Explain by: Job Satisfaction, Work-Life Balance, Distance from Home.

Insights from Dashboard

Attrition Trends:

-High attrition observed in employees with low job satisfaction and frequent overtime. Departments with lower work-life balance face higher attrition rates.

Gender Trends:

-Attrition is slightly higher among females due to specific department workloads.

Retention Potential:

-Employees with high Environment Satisfaction have better retention potential.

Salary and Job Level:

-Senior-level employees have higher average salaries and retention.

-Employees with moderate salary hikes tend to have steady satisfaction.

Key Metrics and Trends

Workload and Job Satisfaction

- High workload impacts job satisfaction negatively.

- Employees without overtime report better job satisfaction.

Promotion Analysis

- Overdue promotions correlate with increased attrition risk.

Significance of HR Analytics:

-Helps mitigate attrition risks.
-Enhances decision-making for promotions, salary hikes, and workload management.

Future Scope:

-Incorporate predictive analytics for proactive retention strategies.

-Broaden data sources for more robust insights.

HR ANALYTICS DASHBOARD -INFOSYS SPRINGBOARD MILESTONE [FINAL MILESTONE]

Average MonthlyIncome

6.50K

Number Of Employees

1470

Gender

Female | Male

Department

Human Resources | Research & Development | Sales

Average of MonthlyIncome by JobLevel and Attrition

Attrition ●No ●Yes
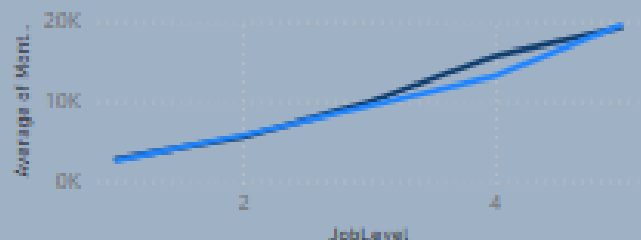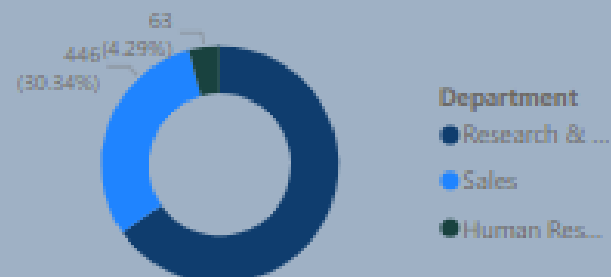

Count of Attrition by Department and Gender

Gender ●Female ●Male
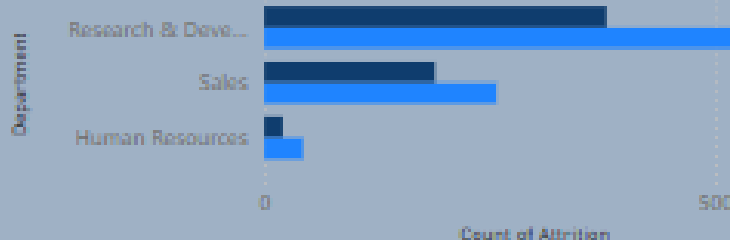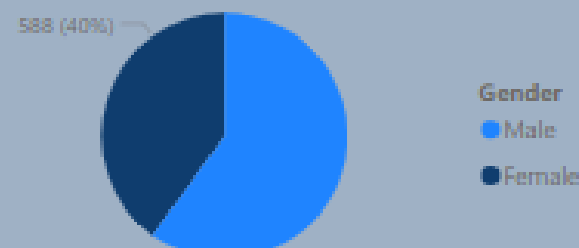

Count of EmployeeNumber by JobSatisfaction

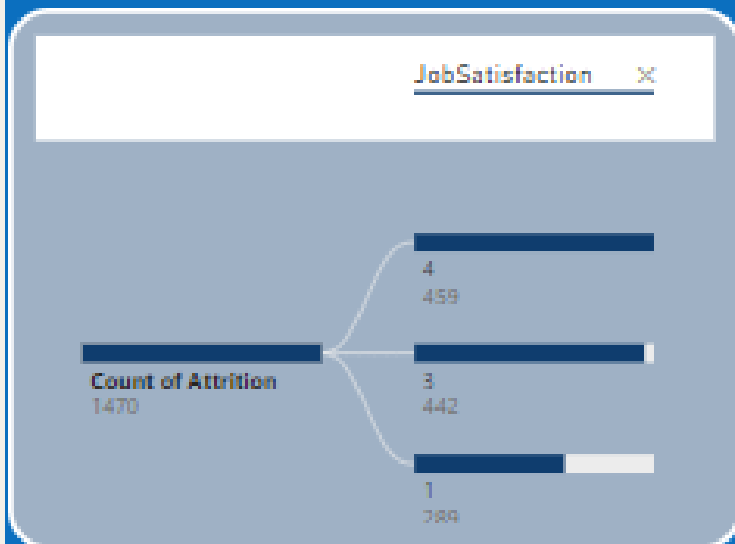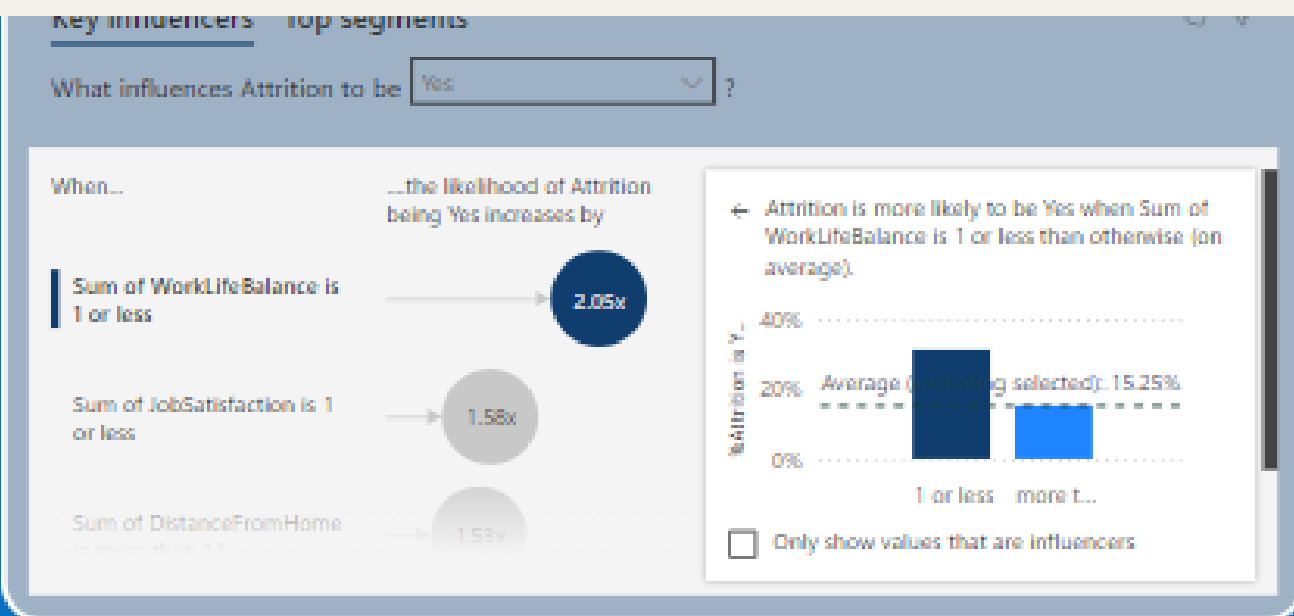|	
4	459
3	442
1	289
2	280

100%

61%

Count of Attrition by Department

63
446 (4.29%)
(30.34%)
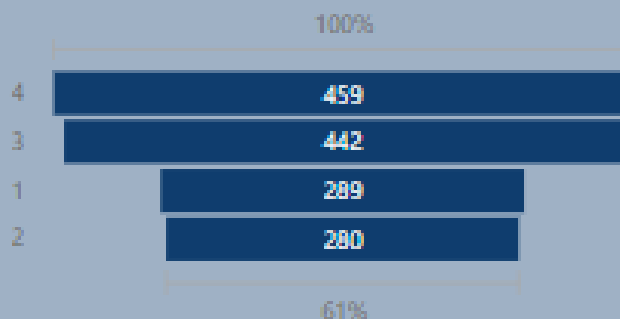
Department
● Research & ...
● Sales
● Human Res...

JobRole	Average of Age	Average of MonthlyIncome
Healthcare Representative	39.81	7528.76
Human Resources	35.50	4235.75
Laboratory Technician	34.10	3237.17
Manager	46.76	17181.68
Manufacturing Director	38.30	7295.14
Research Director	44.00	16033.55
Research Scientist	34.24	3239.97

Count of EmployeeNumber by Gender

588 (40%)

Gender
● Male
● Female

THANK YOU!