

# HUMAN RESOURCES (HR)-DASHBOARD ANALYSIS



## OBJECTIVE

To create **HR Analytics Dashboard** for Attrition Analysis in Excel and Power BI with the help of dummy Data for a small Clothing Manufacturing company

## BREIF EXPLANATION

At the top, there is a department-level filter; by choosing any department, it will get the filter for that particular department.

Then, the major KPIs are there to give you a summary view, i.e., the Number of employees, Attrition, Attrition rate, and Average Age, Average Salary, Average number of years an employee stays with the company, etc.

## KEY PERFORMANCE INDICATOR(KPI's)

- Attrition Count
- Attrition Rate
- Attrition by Gender
- Attrition by Education Field
- Average Employee Age
- Average Working Years
- Average Salary

## **PROJECT LEARNINGS:**

- Created interactive dashboard to track and analyze HR analytics for attrition.
- Identified key factors to reduce attrition.
- Used different types of customized visualizations
  - 1.Cards
  2. Slicer
  3. Tree Map
  4. Donut Chart
  5. Clustered Bar Charts
  6. Stacked Column Chart
  7. Matrix.
- Improved Hiring Process.
- Around 69% Employees who left the organizations because their salary is below average salary
- 26- to 35-year-old Employees have maximum numbers of Attrition
- 38% of Employees left the organization are from "Life Science"
- 27% Employees left the organization are with 1 years of experience