HR Analytics Dashboard using Power BI

Project Overview

This project demonstrates how to build an HR Analytics Dashboard using Power BI. The dashboard helps HR teams analyze employee data, understand attrition patterns, and make data-driven workforce decisions.

Dataset Used

1. Employee ID and Demographics (Age, Gender, Education)
2. Department and Job Role
3. Salary, Years at Company, and Performance
4. Attrition Status (Yes / No)

Dashboard KPIs

1. Total Employees
2. Total Attrition
3. Attrition Rate (%)
4. Average Age of Employees
5. Average Monthly Income
6. Average Years at Company

Key Visualizations Explained

1. **Attrition by Department:** Identifies departments with the highest employee turnover.
2. **Attrition by Age Group:** Shows that younger employees have comparatively higher attrition.
3. **Attrition by Salary Slab:** Indicates that lower salary ranges experience higher attrition.
4. **Attrition by Job Role:** Highlights specific roles with frequent employee exits.
5. **Gender-wise Attrition:** Helps analyze attrition trends across genders.

DAX & Power BI Concepts Used

1. Calculated measures for Attrition Count and Attrition Rate
2. Use of CALCULATE, COUNT, and DIVIDE functions
3. Data cleaning and transformation using Power Query
4. Proper data modeling and relationship management

Business Insights

The dashboard enables HR managers to identify high-risk attrition areas, optimize compensation strategies, improve employee engagement, and plan better retention policies.

Conclusion

This HR Analytics Dashboard project showcases practical use of Power BI for real-world HR decision-making. It is well-suited for portfolio presentation, interviews, and professional reporting.

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