INTERACTIVE POWER BI DASHBOARD – HR ATTRITION ANALYSIS

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Tool Used: Power BI

1. Dashboard Overview

This project focuses on building an **interactive Power BI dashboard** to analyze **Employee attrition** and identify key factors influencing employee turnover. The dashboard transforms raw HR data into meaningful insights that help understand patterns related to departments, age groups, education fields, salary levels, and years at the company.

The objective of this dashboard is to demonstrate **data cleaning, visualization, interactivity, and analytical thinking**, which are essential skills for a Data Analyst role.

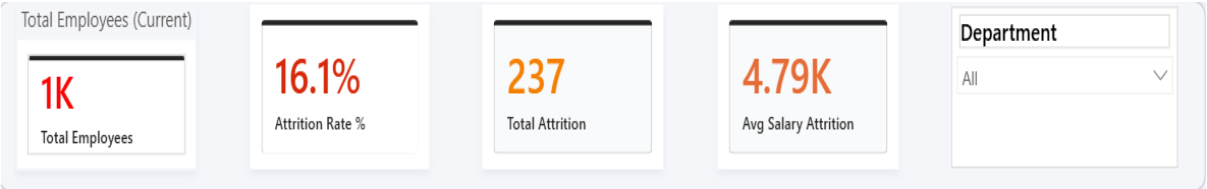
Attrition is 24.2%, with attrited employees earning ~₹4.1K on average, below the company average of ~₹5.8K.

2. Key Performance Indicators (KPIs)

The dashboard includes the following KPIs to provide a quick summary of attrition metrics:

- **Total Employees:** Represents the total number of employees present in the dataset.
- **Total Attrition:** Shows the total count of employees who have left the organization.
- **Attrition Rate:** Indicates the percentage of employees who exited the organization.
- **Average Salary Attrition:** Displays the average salary of employees who left, helping to analyze salary-related attrition trends.

These KPIs help stakeholders quickly understand the overall attrition situation at a glance.



3. Visual Analysis & Insights

The dashboard contains multiple visuals to analyze attrition from different perspectives:

- **Attrition by Department:**
  Highlights which departments experience higher employee attrition, helping identify areas that may need attention.
- **Attrition by Age Group:**
  Shows how attrition varies across different age ranges, revealing trends related to career stages.

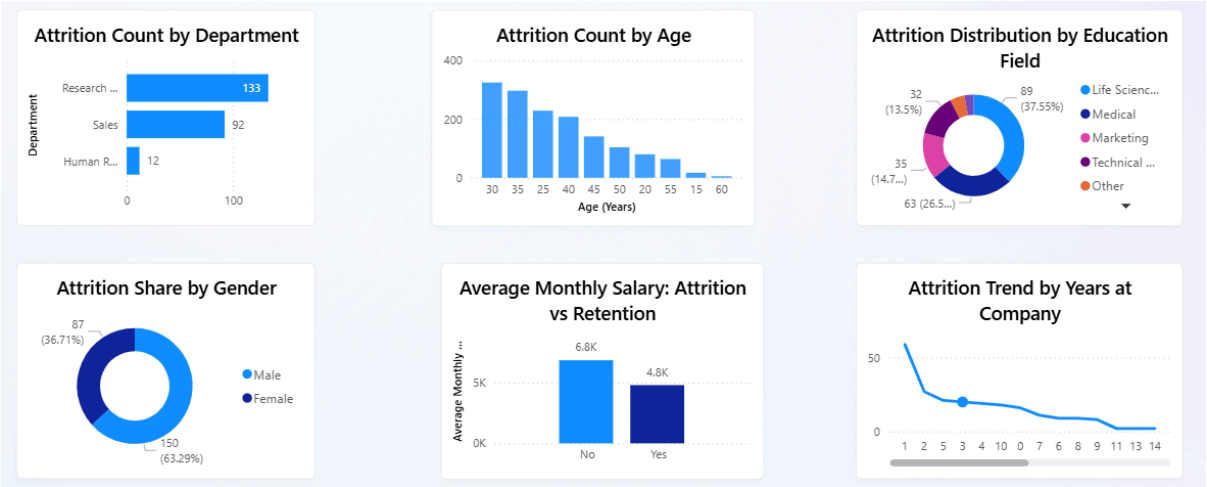
- **Attrition by Education Field:**
  Analyzes attrition based on employees' educational backgrounds.

- **Attrition by Gender:**
  Displays gender-wise attrition distribution.

- **Salary vs Attrition:**
  Examines the relationship between salary levels and employee retention.

- **Attrition Trend by Years at Company:**
  Illustrates how attrition changes with employee tenure, helping understand long-term retention patterns.

Each visual supports better decision-making through clear and meaningful data representation.



4. Interactivity, Filters & Tooltips

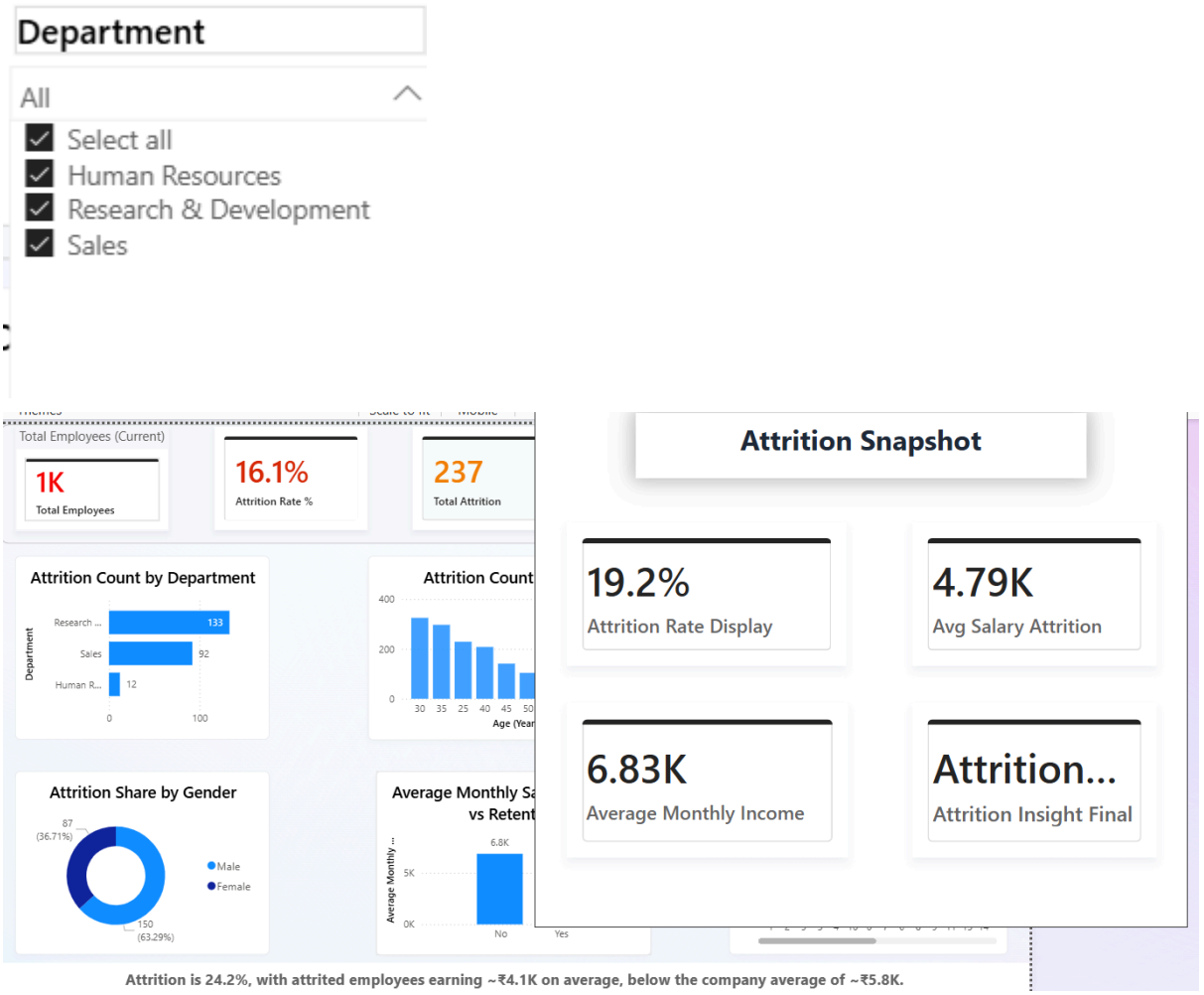
The dashboard is designed to be **highly interactive**, allowing users to explore data dynamically:

- **Slicers:**
  A department slicer enables users to filter data and analyze attrition for specific departments.

- **Cross-Filtering:**
  Selecting a data point in one visual automatically filters other visuals, enhancing data exploration.

- **Custom Tooltips:**
  Tooltip pages provide additional insights on hover, such as key metrics and supporting details, without cluttering the main dashboard.

These interactive features improve usability and help uncover deeper insights efficiently.



5. Conclusion

This Power BI dashboard demonstrates practical skills in **data visualization, interactivity, and analytical storytelling**. By combining KPIs, diverse visuals, slicers, and tooltips, the dashboard effectively highlights employee attrition patterns and insights.

The project showcases my ability to convert raw data into actionable insights using Power BI, aligning with the responsibilities of a Data Analyst role.