# HR Data Analysis & Dashboard Project

*Because HR isn't just hiring and firing — it’s a data story waiting to be told.*

## Project Overview

In this project, I took on the role of a data detective (with Power BI as my magnifying glass), investigating the inner workings of an organization using HR data.

The dataset had everything you’d expect from a typical HR department… except for coffee spills and office gossip:

- Employee ID, Gender, Age

- Department, Job Role

- Salary, Bonus, Rating

- Performance reviews that were almost too honest

A total of 1,000+ employees spilled their secrets into Excel rows — and I turned that mess into meaning.

## Analysis Goals

My mission (which I \*definitely\* chose to accept):

1. Understand salary and bonus allocation

2. Track performance ratings by gender and department

3. Reveal patterns that scream “Hey, promote this guy!” or “HR, we have a problem...”

4. Visualize the employee landscape using Power BI dashboards — because tables alone just don’t cut it

## Tech & Tools

- Power BI: The storytelling canvas for data

- Power BI Visualizations: For deep slicing and dicing

- Data colors and formatting: For some visual drama

- DAX measures and calculated columns for performance segmentation, bonus calculations, and more

- Power BI visuals: bar charts, donut charts, slicers — I made the dashboard pop

## Key Insights (a.k.a. The Gossip)

- The Performance Queen/King: We identified the top performers (who deserve a raise, or at least a pizza party )

- Bonus Bias? Not on my watch! We checked for fairness in bonus allocation

- Department Drama: Who’s thriving? Who’s surviving? Department-wise insights revealed it all

- Salary Trends: Uncovered pay patterns that say, “We need to talk, HR.”

## What’s in the Folder

- Clean HR dataset (after detox)

- Calculated columns and DAX measures

- Power BI dashboard with interactive visuals, filters & clean design

- This fun PDF write-up

## Outcome

A professional HR dashboard that's not only insight-packed but also management-approved (and a little bit fun). Whether you're a hiring manager, team lead, or data enthusiast, this project shows how HR data can talk — if you know how to listen with Power BI.

## Quote

“People analytics isn’t about numbers. It’s about people — with numbers attached.” – Probably Me