

## Problem Statement:

That's a great request. Let's make the problem statement big, clear, and easy to understand using plain language, focusing on the real-world challenge HR faces.

Here is the expanded and simplified Problem Statement structure for your HR Analytics Dashboard project:

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### Project Problem: Why We Can't Stop People From Quitting

#### The Challenge: A Slow Response to Turnover

Our company is facing a constant drain of talent, but our Human Resources (HR) team is always reacting, not preventing. By the time we realize people are leaving, it's too late. We only get basic reports once a month, which means managers are always one step behind. This delay is causing us to spend too much money on recruiting and losing valuable knowledge when experienced employees walk out the door.

#### The Missing Link in Our Data

Right now, we cannot quickly connect the dots between **who is leaving** and **why they are leaving**. We can't tell if the problem is poor job satisfaction, unmanageable workloads in a specific department, or if we're losing people only in certain age brackets.

We need a clear tool to answer these urgent questions immediately:

- Which department, like **R&D or Sales**, is the *most* likely to lose employees next?
- Are we keeping employees with **high job satisfaction**, or are we failing even them?
- Is our money being wasted training certain **age groups** (e.g., under 35) who leave shortly after?

Without this instant view, our HR strategy is like driving by looking only in the rearview mirror—we can see where we've been, but not where we're going.

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### Solution: The Proactive Workforce Dashboard

This **HR Analytics Dashboard** was created in Tableau to fix this problem. It gives all managers a live, interactive map of the entire workforce. The goal is to move HR from simply reporting the bad news to being able to predict and **prevent employee turnover** before it happens.

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## What Questions Does This Tool Answer?

This is what the dashboard empowers managers to find out in seconds:

- **What is our risk level right now?** (The current **Attrition Rate** of 16.12% and the total number of **Active Employees**.)
- **Which age groups are the most volatile?** (The chart shows, for example, that the 25–34 age group has the highest volume of attrition.)
- **Which employees are at the highest risk?** (The breakdown of attrition by **Job Role** and **Job Satisfaction Rating**.)
- **Is our problem centralized?** (The **Department-wise Attrition** chart pinpoints exactly where the problem is worst, likely **R&D**.)