**HR Analytics Dashboard**

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**Objective**

The project aims to analyze HR data to uncover factors influencing employee attrition and provide actionable insights. This dashboard serves as a data-driven tool for HR professionals to improve retention strategies and optimize workforce planning.

Help an organization to improve employee performance and improve employee retention ( reduce attrition ) by creating a HR Analytics Dashboard Using Microsoft Power BI.

**Key Features**

* **Interactive Dashboard**:
  + Built using Power BI for real-time exploration of HR data.
  + Includes filters for age, department, performance ratings, and satisfaction levels to perform detailed analyses.
* **Visualizations**:
  + Attrition trends by demographics (age, gender, marital status).
  + Department-specific attrition analysis.
  + Relationship between performance ratings and attrition.
  + Insights into work-life balance and job satisfaction.
* **Data Cleaning & Preprocessing**:
  + Cleaned raw HR dataset for consistency and accuracy using Power BI's Power Query.
  + Cleaned raw data by removing null and duplicate values.
  + Created new calculated columns to generate precise insights.
  + Ensured data consistency to improve analysis accuracy.

**Technologies Used**

* **Power BI**: For creating dashboards and visualizations.
* **Excel/Power Query**: For data cleaning and transformation.
* **Domain Knowledge**: Understanding HR metrics like attrition, satisfaction, and performance.

**Insights Generated**

1. **Attrition Factors**: Identified work-life balance, job satisfaction, and performance as major contributors to employee turnover.
2. **Demographic Analysis**: Found specific age groups and marital statuses prone to attrition.
3. **Departmental Insights**: Highlighted departments with the highest attrition rates for targeted interventions.
4. **Performance Analysis**: Revealed how low ratings correlate with higher attrition.

**Project Scope**

* Helps HR teams reduce employee turnover by identifying actionable areas.
* Enables data-driven decision-making through user-friendly and dynamic dashboards.
* Improves workforce satisfaction and retention strategies.
* Which are the reasons and important key factors are responsible for the higher attrition of the company.

**Repository Structure**

* HR\_Analytics\_Dashboard.pbix: The Power BI dashboard file.
* Dataset.xlsx: Raw HR dataset used in the project.
* README.md: Project documentation and usage instructions.
* Screenshots of key dashboard elements.

**Instructions to View the Dashboard**

1. Download the HR\_Analytics\_Dashboard.pbix file.
2. Open it in Power BI Desktop.
3. Explore the dashboard using available filters and visualizations.