HR Analytics Dashboard

A Power BI project by Sourabh Singh

Portfolio Project

Department:HR

HR ANALYTICS DASHBOARD

Human Resources	Research & Development	Sales

Count of Employees	Avg Monthly Income	Avg Job Satisfaction	Avg Age	Avg Work Years
588	6.69K	2.68	37.33	11.73

Attrition by Education

Life Sciences 16%
Technical De... 4%
Marketi... 5%
Medical 13%

Attrition by Education

26-35   36-45   46-55   18-25   55+
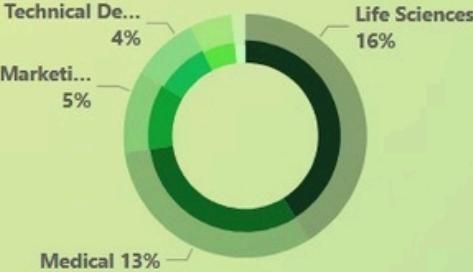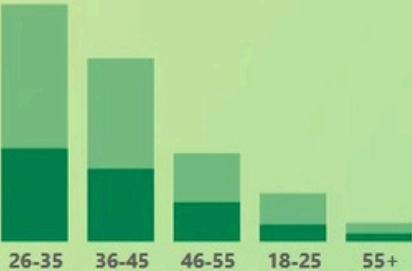
JobRole	1	2	3	4	Total
Sales Executive	29	19	42	42	132
Research Scientist	22	26	38	28	114
Laboratory Technician	21	18	20	26	85
Manufacturing Director	17	13	24	18	72
Healthcare Representative	8	9	17	17	51
Manager	10	11	12	14	47
Sales Representative	2	10	14	12	38
Research Director	8	7	9	9	33
Human Resources	2	5	5	4	16
Total	119	118	181	170	588

Gender

Male	Female
882	588

Salary Slab

Upto 5k
5k-10k
10k-15k
15k+

Job Role

Sales Executive
Research Scientist
Laboratory Technician
Manufacturing Director
Healthcare Represent...
Manager
Sales Representative
Research Director
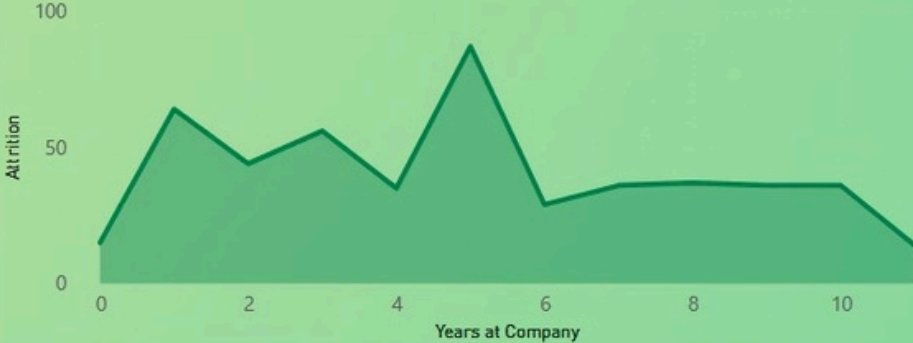Human Resources

Tenurity

Attrition (100, 50, 0)
Years at Company (0, 2, 4, 6, 8, 10)

Executive summary

Thechallenge

HR teams often struggle to understand workforce dynamics such as attrition trends, employee satisfaction, and departmental performance due to fragmented or underutilized data.

My solution

Ideveloped an interactive Power BI dashboard using real-world HR data to uncover insights across job roles, departments, age groups, and tenure. The dashboard centralizes key metrics and trends in a visual, data-driven format.

Expectedoutcomes

- Identify high-risk attrition segments
- Monitor satisfaction and tenure patterns
- Support strategic HR decisions using evidence-backed visuals
- Enable leadership to improve retention and engagement

Investment

This solution was built using Power BI (free desktop version) and Microsoft Excel4making it a low-cost, high-impact analytics tool suitable for any mid-sized HR team aiming to make better workforce decisions.

Why Me?

I bring hands-on experience in analyzing real HR data and turning it into actionable insights through Power BI. This project showcases my ability to solve business problems using data, storytelling, and practical tools.

Workforce Overview

Metric	Value
Total Employees	588
Average Monthly Income	₹6,690
Average Job Satisfaction	2.68 / 4
Average Age	37.33 years
Average Work Years	11.73 years

Detailed Insights

Attrition by Education Field

- Life Sciences and Medical fields show higher attrition compared to Marketing and Technical Degrees.

- Life Sciences: ~16% attrition rate. Indicates these professionals may face unmet expectations

- or better opportunities elsewhere.

Age Group Trends

- The highest attrition is among 26- and 36-year-olds, who are often actively pursuing growing careers.

- Very low attrition in the 55+ age group suggests long-term retention or stable roles.

Job Role Distribution

Job Role	Employee Count
Sales Executive	132
Research Scientist	114
Laboratory Technician	85
Manufacturing Director	72
Healthcare Rep.	51
Manager	47
Sales Representative	38
Research Director	33
Human Resources	16

- Sales Executives and Scientists form the core of the workforce.

- Roles with lower counts (e.g., HR, Research Director) may need a deeper look at growth potential or succession planning.

Salary Distribution

- Majority earn between 5K - 15K/month.

- Very few fall in the below 5K or above 15K bands. This

- implies a concentrated mid-range pay structure.

Tenure and Attrition

- Attrition is highest in early tenure (especially 33 years).

- Employees with 6+ years tend to stay longer.

- Suggests that improving onboarding and early engagement could boost retention.

Gender Distribution

Gender	Count
Male	882
Female	588

Strategic Recommendations

- Focus Retention on New Joiners: Provide mentorship, onboarding, and early-career engagement programs for employees with <3 years of tenure.

- Investigate Life Sciences Attrition: Conduct exit interviews and satisfaction surveys to uncover root causes.

- Role-Based Development Plans: Build clear career pathways for high-attrition roles like Sales Executives and Scientists.

- Compensation Audit: Review salaries across departments to ensure equitable pay distribution, especially for top talent.

- Support Mid-Career Employees: Provide growth opportunities and training to those in the 26-45 age bracket.

Conclusion

The HR Analytics Dashboard uncovers vital workforce insights that can guide employee engagement strategies, optimize retention,and align HRgoals with business outcomes. It is a valuable addition to any HR analyst's portfolio to demonstrate both data analysis and business acumen.
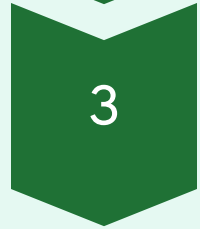
Files Included in Project

1 PowerBI Dashboard(PBIXfile)

2 Dataset (Excel format)

3 Insights Report (PDF)