# HR Insights and Trends Dashboard

**Overview**

This Power BI dashboard provides insights into HR metrics such as employee attrition, salary trends, and demographic analysis. It helps identify patterns and key factors driving employee retention and turnover.

**Key Metrics**

|  |  |
| --- | --- |
| Metric | Value |
| Total Employees | 1416 |
| Attrition | 229 |
| Attrition Rate | 16.2% |
| Average Age | 37 years |
| Average Salary | 6.5K |
| Average Years at Company | 7.0 |

Analysis

1. Attrition Across Education Fields

- Life Sciences has the highest attrition (38%).

- Medical and Marketing follow at 25% and 15%, respectively.

2. Attrition by Age Group

- The highest attrition is in the 26-35 age group (111 employees).

- Attrition decreases significantly for the 46+ age group.

3. Attrition by Salary Slab

- Most attrition occurs in the Up to 5K salary slab (158 employees).

4. Education Demographics Across Department

- Departments with the highest attrition rates:

- Sales: 223 employees

- Finance: 174 employees

Insights

1. Focus on employee retention strategies for the 26-35 age group.
2. Improve employee engagement in Life Sciences and Medical fields.
3. Offer competitive salary packages to reduce attrition in the lower salary brackets.

Technologies Used

- Power BI

- Data Visualization

- DAX

- Data Modeling

Project Link

👉 [GitHub Repository](https://github.com/yourusername/HR-Insights-and-Trends)