# HR Insights and Trends Dashboard Report

## 📌 Project Overview

This report summarizes the insights and trends derived from the HR Data Dashboard built using Power BI. The dashboard provides an in-depth analysis of employee attrition, salary distribution, hiring trends, and demographic patterns within the company.

## 🎯 Objective

The main goal of this dashboard is to:  
✅ Identify key drivers of employee attrition.  
✅ Analyze salary trends across different roles and departments.  
✅ Provide actionable insights to improve employee retention and hiring processes.

## 1. Key Metrics and KPIs

|  |  |  |
| --- | --- | --- |
| **Metric** | **Value** | **Description** |
| Total Employees | 1416 | Total number of employees in the dataset |
| Attrition Count | 229 | Number of employees who left the company |
| Attrition Rate | 16.2% | Percentage of employees who left the company |
| Average Age | 37 | Average age of employees |
| Average Salary | 6.5K | Average salary across all departments |
| Average Years at Company | 7.0 | Average employee tenure |

## 2. Attrition Analysis

### 2.1 By Age Group

• Highest attrition occurs in the 26-35 age group with 111 exits.  
• Lowest attrition is in the 55+ age group with only 8 exits.

### 2.2 By Gender

|  |  |  |
| --- | --- | --- |
| **Gender** | **Count** | **Percentage** |
| Male | 136 | 59.4% |
| Female | 76 | 40.6% |

### 2.3 By Education Field

• Life Sciences has the highest attrition at 38%.  
• Medical and Marketing fields follow with 25% and 15% respectively.

## 3. Salary Insights

### 3.1 Salary Slabs and Attrition

|  |  |  |
| --- | --- | --- |
| **Salary Slab** | **Attrition Count** | **Percentage** |
| Up to 5K | 158 | Highest |
| 5K – 10K | 48 | Moderate |
| 10K – 15K | 18 | Low |
| 15K+ | 5 | Lowest |

### 3.2 Highest Paid Employees

|  |  |  |  |
| --- | --- | --- | --- |
| **Country** | **Name** | **Salary** | **Gender** |
| NZ | Caro Chappel | $104,410 | Female |
| IND | KrishnaKanta | $1,12,780 | Male |

## 4. Department-Wise Insights

• Sales and Finance have the highest number of employees.  
• HR and Procurement have fewer employees but stable attrition rates.

## 5. Hiring Trends

• Significant hiring spikes in July, suggesting seasonal trends.  
• Lowest hiring activity towards the end of the year.

## 6. Recommendations

🔹 Focus on improving employee retention in the 26–35 age group through targeted engagement strategies.  
🔹 Review salary structure to reduce attrition in the lower salary slab.  
🔹 Offer better training and growth opportunities to reduce attrition in life sciences and marketing roles.  
🔹 Optimize hiring processes to address the seasonal spikes and balance workforce distribution.

## 7. Conclusion

The Power BI dashboard provides clear insights into employee attrition patterns, salary distribution, and department-wise trends. By acting on these insights, the company can improve employee satisfaction, reduce turnover, and enhance overall business performance.

📊 Created by: Surya raghavendra  
📅 Date: 20th March 2025