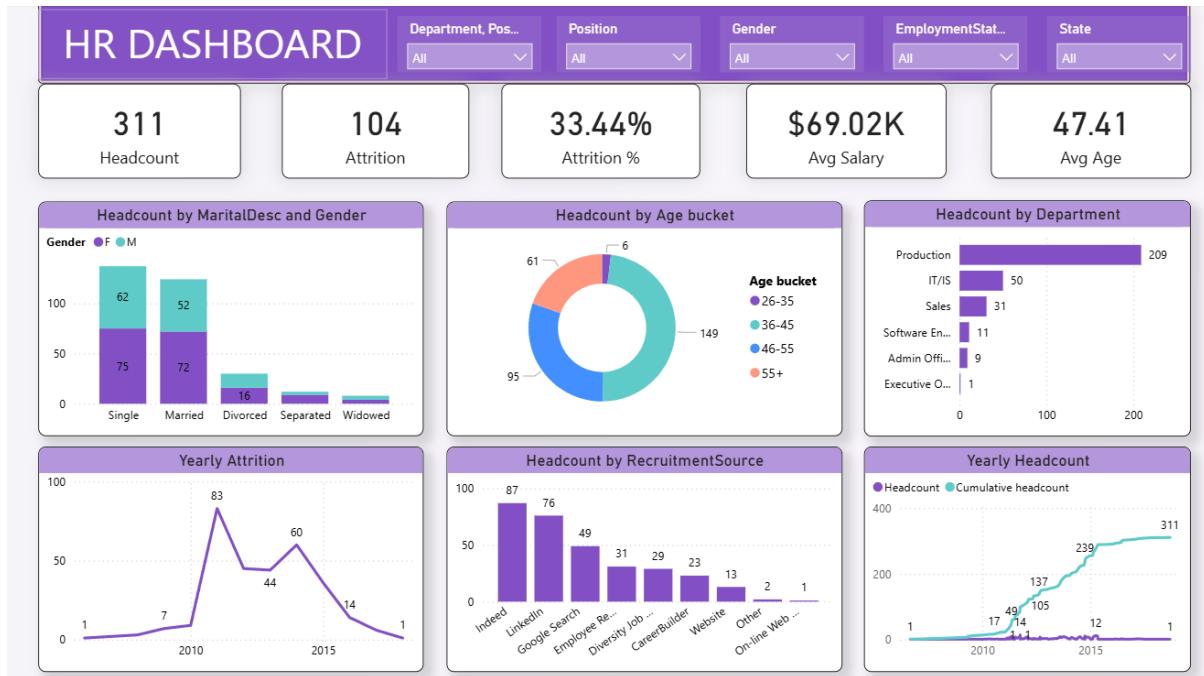


# HR POWERBI DASHBOARD



**HR Dashboard Detail View**

Department	Headcount	Position	State	Salary	Zip	Age	Employee_Name	EmpID
Admin Offices	1	Accountant I	MA	63000	1450	39	Brown, Mia	10238
Admin Offices	1	Accountant I	MA	64520	1460	42	LaRotonda, William	10038
Admin Offices	1	Accountant I	MA	63003	2703	40	Stearns, Tyrone	10147
Admin Offices	1	Administrative Assistant	MA	55000	1844	39	Smith, Leigh Ann	10153
Admin Offices	1	Administrative Assistant	MA	49920	2170	41	Howard, Estelle	10182
Admin Offices	1	Administrative Assistant	MA	51920	2330	38	Singh, Nan	10039
Admin Offices	1	Shared Services Manager	MA	93046	1460	42	LeBlanc, Brandon R	10134
Admin Offices	1	Sr. Accountant	MA	99351	2050	47	Foster-Baker, Amy	10080
Admin Offices	1	Sr. Accountant	MA	106367	2468	39	Boutwell, Bonalyn	10081
Executive Office	1	President & CEO	MA	250000	1902	72	King, Janet	10089
IT/IS	1	BI Developer	MA	96820	2045	43	DeVito, Tommy	10197
IT/IS	1	BI Developer	MA	95920	2110	46	Rachael, Maggie	10239
IT/IS	1	BI Developer	MA	99020	2134	37	Gruber, Hans	10234
IT/IS	1	BI Developer	MA	90100	2134	39	Tannen, Biff	10173
IT/IS	1	BI Director	MA	110929	2045	54	Champaigne, Brian	10108
IT/IS	1	CIO	MA	220450	2067	47	Zamora, Jennifer	10010
IT/IS	1	Data Analyst	MA	83552	1810	40	Costello, Frank	10193
IT/IS	1	Data Analyst	MA	93554	1886	42	Petrosky, Thelma	10016
IT/IS	1	Data Analyst	MA	89883	1886	45	Roby, Lori	10162
IT/IS	1	Data Analyst	MA	87826	2110	56	Simard, Kramer	10178
IT/IS	1	Data Analyst	MA	89292	2148	47	Zhou, Julia	10043
IT/IS	1	Data Analyst	MA	88527	2452	39	Salter, Jason	10229
IT/IS	1	Data Analyst	MA	93093	2747	42	Pearson, Randall	10259
IT/IS	1	Data Analyst	TX	92328	78230	38	Barbosa, Hector	10012
IT/IS	1	Data Architect	MA	150290	2056	54	Roper, Katie	10086
IT/IS	1	Database Administrator	MA	113999	1960	40	Voldemort, Lord	10118
<b>Total</b>	<b>311</b>			<b>21465433</b>				

This project presents a comprehensive **HR Analytics Dashboard** built using **Power BI**, designed to help stakeholders monitor workforce metrics, recruitment effectiveness, and attrition trends. The dashboard transforms raw HR data into actionable insights through intuitive visuals and dynamic filtering.

## Key Features

- **Interactive Filters:** Department, Position, Gender, Employment Status, and State
- **Summary KPIs:**
  - Total Headcount
  - Attrition Count and Percentage

- Average Salary
- Average Age
- **Demographic Breakdown:**
  - Headcount by Marital Status and Gender
  - Age Buckets (e.g., 26–35, 36–45)
- **Departmental Insights:**
  - Headcount by Department
  - Recruitment Source Effectiveness
- **Trend Analysis:**
- Yearly Attrition (2007–2020)
- Yearly Headcount with Cumulative Growth

## Tools & Technologies

- **Power BI:** Data modeling, DAX measures, interactive visuals
- **SQL:** Data extraction, cleaning, and transformation
- **DAX:** Custom measures for age buckets, cumulative headcount, attrition rates
- **Excel/CSV:** Source data preparation

## DAX Highlights

- SWITCH(TRUE()) for age bucketing
- CALCULATE + FILTER + ALL for cumulative headcount
- DIVIDE for safe percentage calculations
- COUNTROWS, AVERAGE, IFS for summary metrics

## Business Impact

This dashboard enables HR teams to:

- Track hiring and attrition trends over time
- Identify recruitment channels with highest yield
- Understand workforce composition by age, gender, and marital status

Make data-driven decisions for staffing and retention

## Key Findings from HR Analytics Dashboard

- **Workforce Size & Composition**
  - Total headcount: **311 employees**

- Average age: **47.4 years**
- Gender and marital distribution shows a balanced workforce, with notable representation of single and married employees.
- **Attrition Trends**
  - Total attrition: **104 employees**
  - Attrition rate: **33.44%**, indicating a significant turnover challenge.
  - Attrition peaked in **2010 (83 employees)**, highlighting a critical period of workforce instability.
- **Salary Insights**
  - Average salary: **\$69.02K**
  - Salary distribution aligns with departmental roles, with Production holding the largest share of employees.
- **Age Demographics**
  - Largest age group: **36–45 years (149 employees)**
  - Younger workforce (26–35 years) forms the second largest group (95 employees).
  - Limited representation in the 55+ category (6 employees), suggesting fewer senior professionals.
- **Departmental Breakdown**
  - **Production** dominates with **209 employees** (~67% of workforce).
  - IT/IS and Sales follow with 50 and 31 employees respectively.
  - Executive Office has minimal representation (1 employee).
- **Recruitment Sources**

Top sources: **Indeed (87)** and **LinkedIn (76)**.

  - Google Search and Employee Referral also contribute significantly.
  - Niche sources like Diversity Job Fair and CareerBuilder show targeted hiring impact.
- **Cumulative Headcount**
  - Workforce grew steadily from 2007 to 2020, reaching **311 employees**.
  - Despite attrition spikes, overall headcount trend shows long-term growth.

💡 These findings highlight both strengths (steady growth, strong recruitment channels) and challenges ((high attrition, age concentration in mid-career groups)).

## Recommendations

- **Address High Attrition**
  - Conduct exit interviews to identify root causes of turnover.
  - Strengthen retention strategies such as career development programs, mentorship, and flexible work policies.
  - Monitor attrition trends by department to target interventions where needed most.
- **Optimize Recruitment Channels**
  - Focus on high-performing sources like **Indeed** and **LinkedIn**, which deliver the largest share of hires.
  - Evaluate cost-effectiveness of niche sources (e.g., job fairs, referrals) to balance diversity and efficiency.
  - Build stronger employer branding to attract talent organically through the company website.
- **Balance Workforce Demographics**
  - Encourage succession planning to address limited representation in the **55+ age group**.
  - Invest in leadership development for mid-career employees (36–45), the largest segment, to prepare them for senior roles.
  - Promote diversity and inclusion initiatives across gender and marital status categories.
- **Departmental Strategy**
  - Production dominates workforce composition (~67%). Assess workload distribution and explore automation or reskilling to reduce dependency.
  - Strengthen talent pipelines in IT/IS and Sales to ensure balanced growth across functions.
  - Review staffing needs in smaller departments (Admin, Executive Office) to align with organizational priorities.
- **Salary & Compensation**
  - Benchmark salaries against industry standards to ensure competitiveness.
  - Explore performance-based incentives to retain top talent and reduce attrition.
  - Monitor pay equity across departments and demographics to maintain fairness.
- **Long-Term Workforce Planning**
  - Use cumulative headcount trends to forecast future staffing needs.
  - Align recruitment and retention strategies with business growth projections.

- Implement predictive analytics to anticipate attrition and hiring gaps.