

Career Development Analysis Dashboard

1. Data Loading and Preparation

a. Import Dataset

- Open Power BI Desktop.
- Go to Home > Get Data > Excel (or appropriate data source) and import your dataset.

b. Data Cleaning

- Review the dataset for any missing or inconsistent data.

2. Data Modeling

a. Create Measures (for KPIs)

- Average years since last promotion = AVERAGE('Employee-Attrition'[YearsSinceLastPromotion])
- AverageYearsAtCompany = AVERAGE('Employee-Attrition'[TotalWorkingYears])
- AverageYearsAtCompany = AVERAGE('Employee-Attrition'[YearsInCurrentRole])

3. Dashboard Design

1. AverageYearsAtCompany

- Drag a KPI visual onto the report canvas
- Set the Value to AverageYearsAtCompany from the new measure.
- Add card visual for AverageYearsAtCompany.

2. AverageYearsAtCompany

- Click on new visual
- Now similarly, set the value for AverageYearsAtCompany from the new measure table.
- Add card visual for the AverageYearsAtCompany

3. Attrition

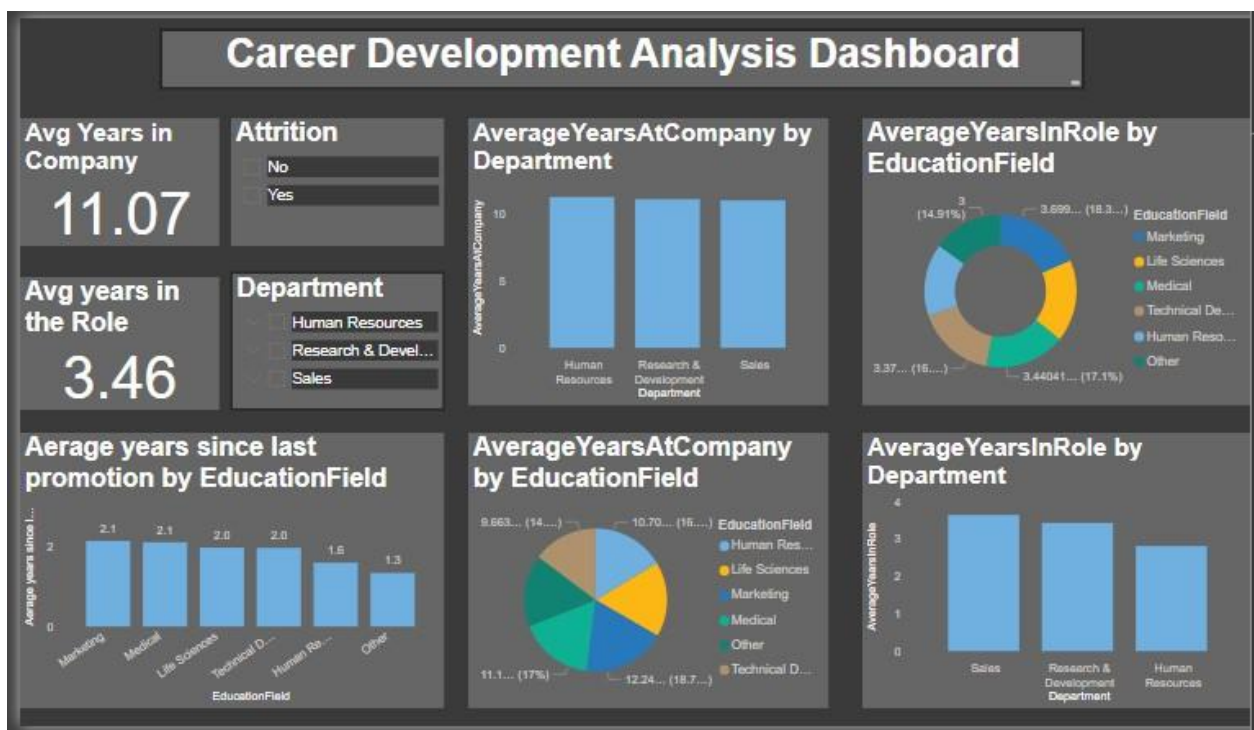
- Add a Slicer visual.
- And drag attrition column from the table.

- Such that we can check how the attrition is effecting department wise, educational field wise average years in company , average years in the current role and average years since last promotion.
4. Department
 - Add a Slicer visual.
 - And drag column Department form the table.
 - Such that we can check the changes according to department wise.
 5. Average years at company by department
 - Click on new visual
 - Add a bar chart
 - And select the department column and the average year at company which we have created by using DAX.
 6. Average years at company by Educational Field
 - Click on new visual
 - Add a pie chart
 - And select the educational field and Average years at company which we have created by using the DAX.
 7. Average year in the current role by Educational Field
 - Click on new visual
 - Add a Donut chart
 - And select the educational field and Average year in the current role which created by using DAX.
 8. Average year in the current role by Department
 - Click on new visual
 - Add a bar chart
 - And select the department column from table and Average year in the current role which we have created using the DAX.
 9. Average years since last promotion by Educational Field
 - Click on the new visual
 - Add a bar chart
 - Select Educational Field from table and Average years since last promotion which we have created using DAX.

Conclusion:

- We can see Average Years At Company is 11.04
- Average years in the current role is 3.46
- Average years at company by department we can see human resources has 11.25 highest and followed by research & development by 11.09 and sales department by 11.00

- Average years at company by Educational Field we used pie chart we can see that the Marketing field has the highest area i.e., 18.71% followed by Medical by 17%, Life Sciences by 16.96% , human resources by 16.36% , others by 10.36% and technical degree by 14.77%
- Average year in the current role by Educational Field we used donut chart we can see that the Marketing field has the highest area i.e., 18.38% followed by Medical by 17.1%, Life Sciences by 17.51% , human resources by 15.32% , others by 14.91% and technical degree by 16.78%
- Average year in the current role by Department we used bar chart for this and we can see sales department has highest years i.e., 3.64 , Research and development has a 3.43 and human resources has 2.81 years.
- Average years since last promotion by Educational Field in this we can see Marketing has highest promotion i.e., 2.12 ,medical has 2.09 , Life sciences has 1.96, technical degree has 1.95 and Human Resources has 1.58 and others has 1.33.
- With the help of sliders for attrition and department we can find attrition and check the department wise factors effecting the KPI's



Finally we can conclude that the average years since last Promotion , average years in company and average years in the current role by Educational field has highest in Marketing .

And department wise for average years in current role is more for sales and average year in company is for Human resources.