

HR Analyst Dashboard

Power BI Project

Analyzing employee workforce data to uncover insights about gender diversity, business units, job roles, and geographical representation.





Project Overview



Mission

Develop an interactive Power BI dashboard to help HR professionals make data-driven decisions on staffing, diversity, and workforce planning.



Dataset

227 employee records from Employee Sample Data, including demographics, roles, business units, and hire dates.



Technology

Microsoft Power BI for visualization, Excel for data transformation, and DAX for calculated measures and dynamic KPIs.

Key Objectives

01

Employee Headcount

Provide a clear view of overall employee count and workforce composition.

02

Diversity Analysis

Identify gender distribution and diversity trends across the organization.

03

Role Distribution

Analyze employee roles and business unit distribution patterns.

04

Growth Tracking

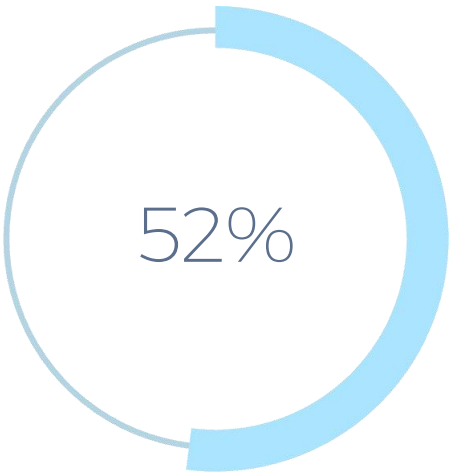
Monitor employee growth trends over time for strategic planning.

05

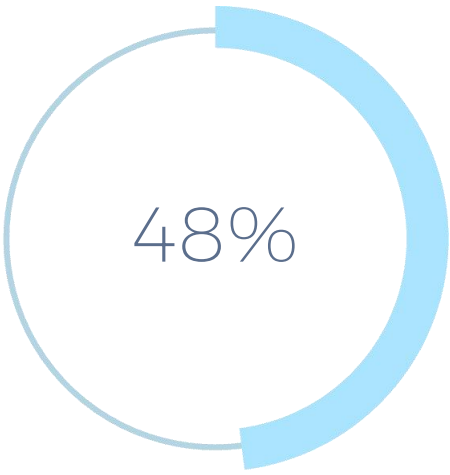
Data-Driven Decisions

Enable HR departments to make informed, evidence-based workforce decisions.

Gender Diversity Insights



Male Employees
119 employees

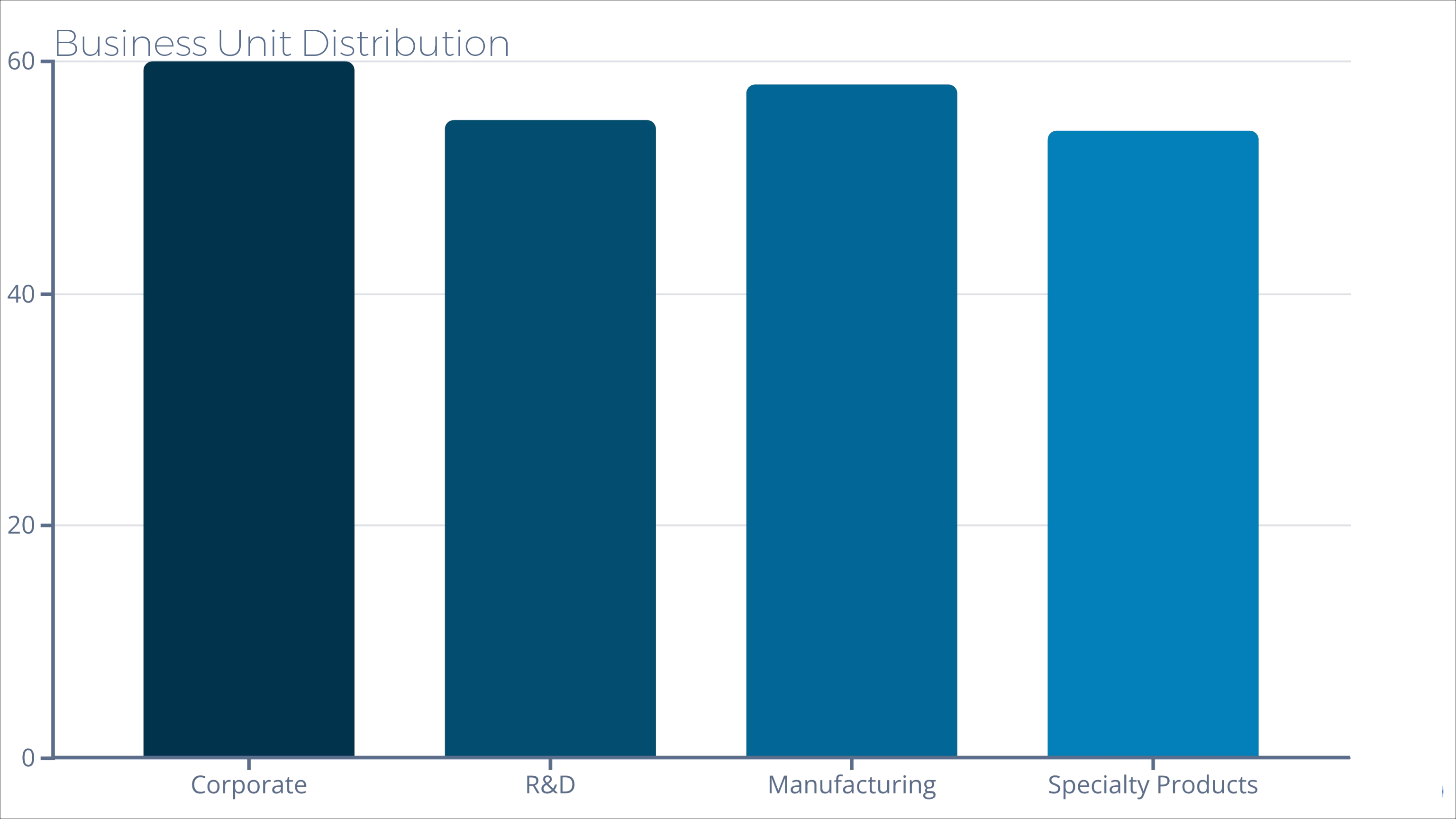


Female Employees
108 employees

Balanced Workforce

The organization demonstrates strong gender diversity with a nearly equal distribution between male and female employees, reflecting inclusive hiring practices. This balanced ratio supports diverse perspectives and collaborative decision-making across all business units.





Workforce Composition



Management Roles

Majority of employees hold management-level positions including Managers, Directors, and Vice Presidents.



Age Demographics

Most employees are aged 59-65 years, showing an experienced and knowledgeable workforce.



Geographic Spread

Highest employee concentration in China, with representation across multiple countries globally.

Key Performance Indicators

227

Total Employees

**Complete workforce
headcount**

60

Corporate Team

Largest business unit

52%

Male Ratio

Gender distribution

59-65

Dominant Age

**Most common age
range**



Growth Trajectory

Consistent Expansion

The organization has demonstrated steady headcount growth since 1997, reflecting sustained business expansion and strategic workforce planning.

This upward trend indicates organizational stability and continued investment in human capital.



Business Impact



Enhanced Visibility

Improved HR visibility into workforce structure, diversity metrics, and organizational composition.



Pattern Recognition

Identified age and role distribution patterns to support strategic workforce planning initiatives.



Strategic Planning

Supported planning for new hires, training programs, and succession strategies across business units.



Transparency

Enhanced organizational transparency and reporting accuracy for stakeholders and leadership.

Future Enhancements

1

Attrition Analysis

Integrate attrition and retention analysis to identify turnover patterns and improve employee retention strategies.

2

Performance Metrics

Add salary and performance metrics to provide comprehensive workforce analytics and compensation insights.

3

Predictive Forecasting

Use Power BI forecasting tools for predicting headcount trends and future workforce requirements.

4

Automation

Automate data refresh using Power BI Service and scheduled updates for real-time reporting capabilities.