

HR ANALYSIS USING POWER BI

PRESENTED BY

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DATASET: HR ANALYSIS DASHBOARD

ABOUT:

This dataset contains employee information across various HR metrics, such as:

DEMOGRAPHICS: GENDER, AGE, MARITAL STATUS, EDUCATION, GROUPS, LAST NAME

JOB INFORMATION: DEPARTMENT, BUSINESS UNIT, JOB CLASSIFICATION, JOB SATISFACTION, JOB INVOLVEMENT

WORK-LIFE BALANCE: WORK-LIFE BALANCE, RELATIONSHIP SATISFACTION

PERFORMANCE METRICS: SICK DAYS, BALANCE DAYS, YEARS IN CURRENT ROLE, YEARS SINCE LAST PROMOTION

COMPENSATION: SALARY, EMPLOYEE TYPE

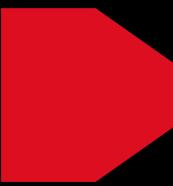
NEED:

This dataset enables HR to monitor employee satisfaction, retention, and work-life balance while optimizing compensation and promotion strategies. It helps identify trends in performance, absenteeism, and job satisfaction across departments.

TOOLS USED

1) EXCEL (for data storage and manipulation)

2) POWER BI (for interactive visuals)



KEY OBJECTIVES

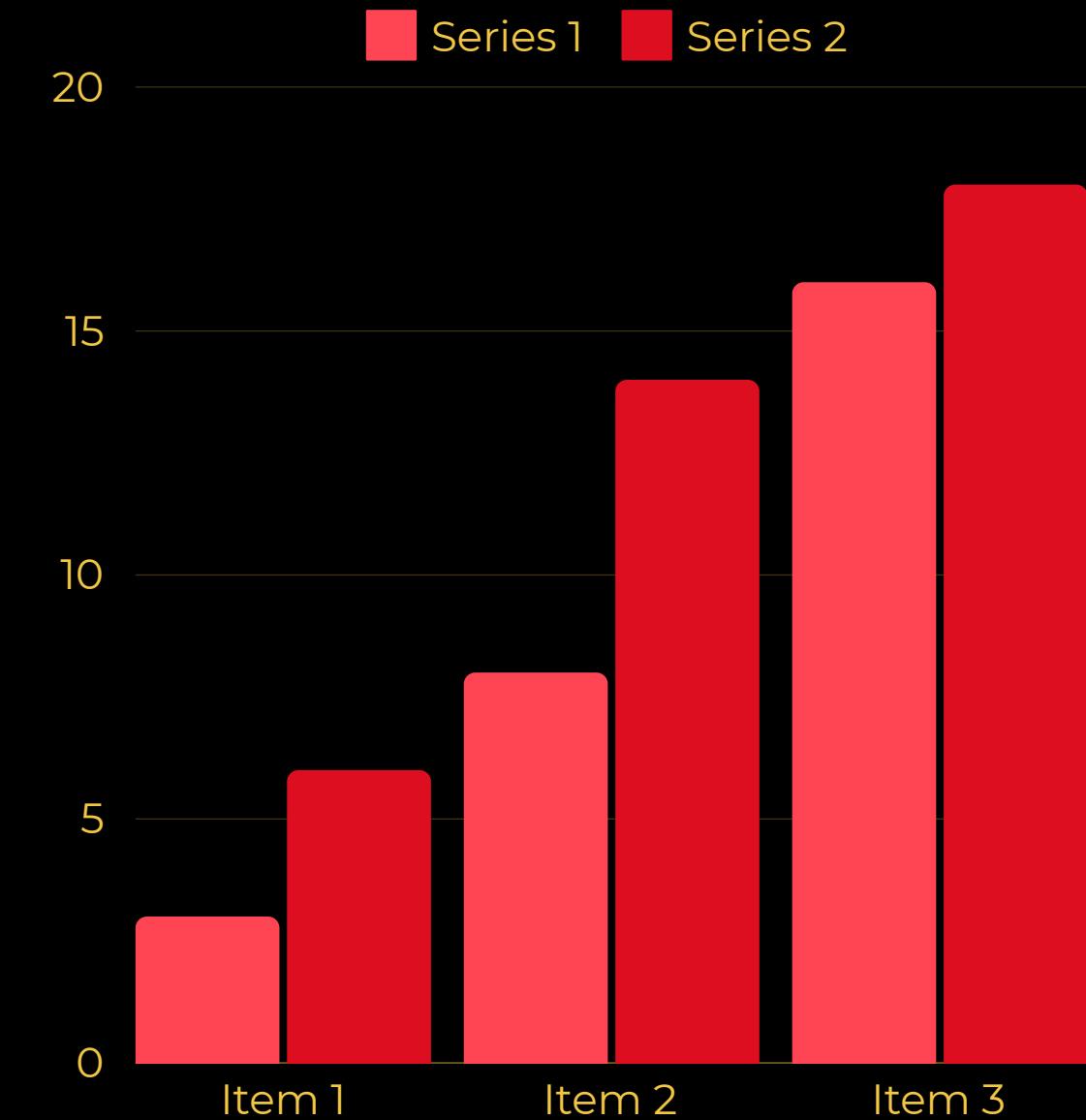
1) IMPROVING EMPLOYEES RETENTION

2) ENHANCING RECRUITMENT

3) MEASURING EMPLOYEES PERFORMANCE

4) OPTIMIZING WORKFORCE PLANNING

5) ENSURING EMPLOYEES SATISFACTION



EMPLOYEE DASHBOARD



HUMAN RESOURCE ANALYTICS DASHBAORD (EMPLOYEE'S OVERVIEW)

PAGE 2

PAGE 3



Job Type
 Full Time
 Part Time

TOTAL EMPLOYEES
 3520

MALE EMPLOYEES
 1767

FEMALE EMPLOYEES
 1753

AVERAGE AGE
 44

Relation..

High
 Low

Groups

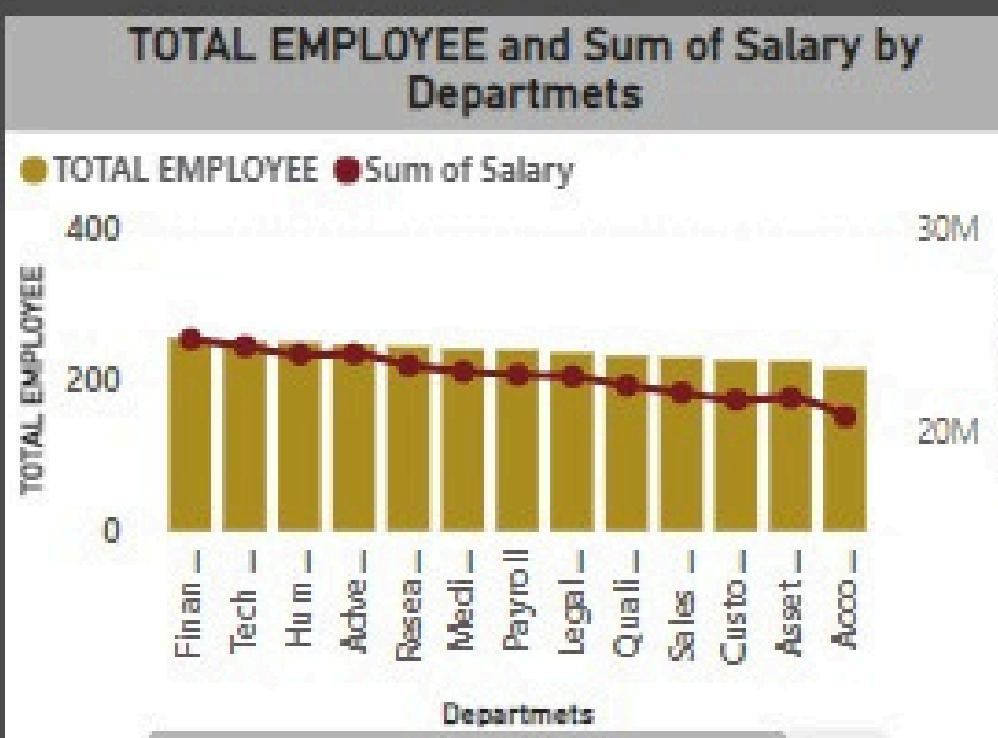
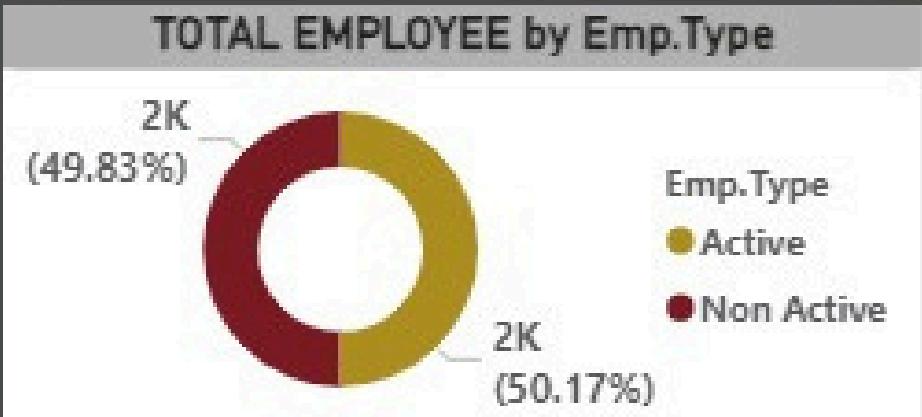
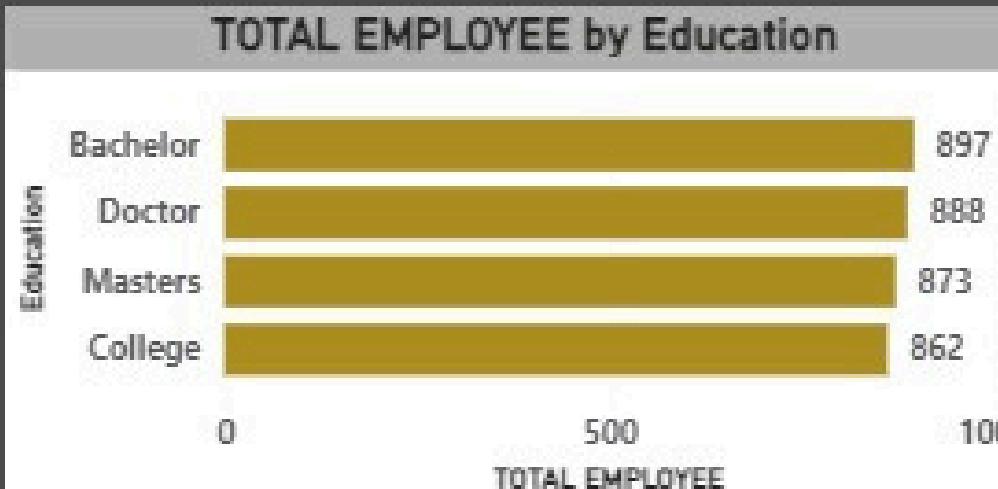
Group A
 Group B

Years in..

1 Year
 2 Years

Job Inv..

High
 Low



EMPLOYEE DEMOGRAPHICS

KEY METRICS

Total Employees: 3,520.

Male Employees: 1,767.

Female Employees: 1,753.

Average Age: 44 years.

SLICER

For dynamic filtering The slicers used here are

- Groups
- Years in current role
- Year since last promotion
- Gender
- Job classification
- Work life balance



EMPLOYEE DEMOGRAPHICS



CHARTS

MAP VISUALIZATION:

Displays employee distribution across business units.

Helps identify regions with the highest or lowest employee counts to address hiring needs.

EMPLOYEE BY EDUCATION:

Displays employee count by education level (Bachelor's, Master's, Doctorate)

Helps align training programs with education levels.

EMPLOYEE BY MARITAL STATUS:

Shows the number of employees segmented by marital status (Married, Single, Divorced).



EMPLOYEE DEMOGRAPHICS

CHARTS

EMPLOYEE TYPE:

Displays the percentage of active vs. non-active employees.

Helps monitor workforce participation and inactive employees for optimization.

DEPARTMENTS (EMPLOYEES AND SALARY):

Shows total employees and salary distribution across departments

Identifies departments contributing most to salary expenses..

AGE VS. SALARY CHART:

Tracks salary and employee count by age group.

Helps analyze pay trends across age brackets, e.g., younger employees might earn less.

HIRING AND PERFORMANCE ANALYSIS



HUMAN RESOURCE ANALYTICS DASHBOARD(EMPLOYEE'S PERFORMANCE AND DETAILED INSIGHTS)

PAGE 1

PAGE 3



Groups

- Group A
- Group B

Years L...

- 1 Year
- 2 Years

Years s...

- 1 Year
- 2 Years

Gender

- Female
- Male

Job Cla...

- Blue Col...
- Other

WorkL...

- Bad
- Best

TOTAL DEPARTMENTS

15

TOTAL BUSINESS UNITS

4

AVERAGE BALANCE DAYS

12.56

AVERAGE SICK DAYS

6.59

AVERAGE SALARY

95.11K

Year	Departments	Count of ID	Average of Balance Days	Average of Sick Days	Performance Rating	Average of Salary
2013	Accounting	9	12.67	5.56	Excellent	101650.78
2013	Accounting	9	12.00	5.33	Good	93371.56
2013	Accounting	11	12.73	5.27	Low	95173.18
2013	Accounting	3	15.67	6.00	Outstanding	91619.67
2013	Advertising	9	15.56	8.67	Excellent	98095.78
Total		3520	12.46	6.50		95247.58

TOTAL EMPLOYEE by Performance Rating



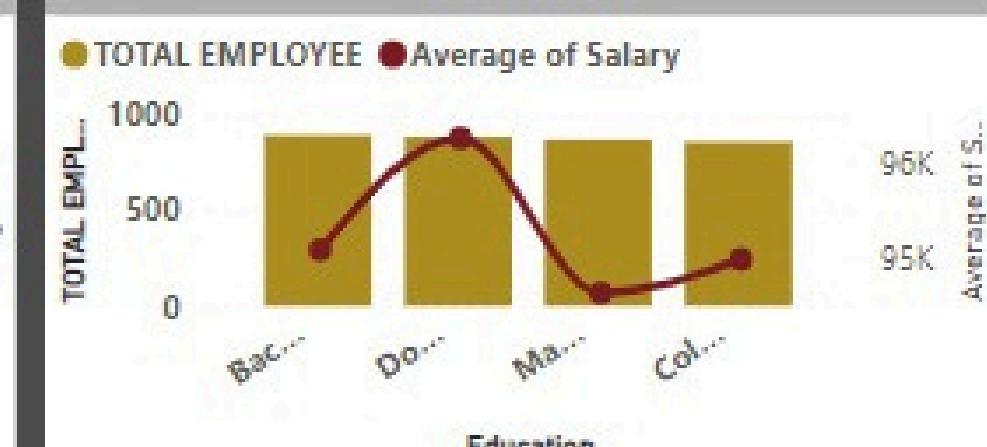
TOTAL EMPLOYEE and Average of Salary by Job Involvement



TOTAL EMPLOYEE and Average of Salary by Business Unit and Performance Rating



TOTAL EMPLOYEE and Average of Salary by Education



HIRING AND PERFORMANCE ANALYSIS

KEY METRICS

Total Departments: 15 (Number of functional departments).

Total Business Units: 4 (Number of organizational units).

Average Balance Days: 12.56 (Remaining leave days per employee on average).

Average Sick Days: 6.59 (Sick leave days per employee on average).

Average Salary: \$95.11K (Overall average salary).

SLICER

For dynamic filtering The slicers used here are

- Groups
- Years in current role
- Year since last promotion
- Gender
- Job classification
- Work life balance



HIRING AND PERFORMANCE ANALYSIS

CHARTS

TABLE:

Displays overall KPIs like total departments (15), average balance days (12.56), sick days (6.59), and salary (95.11K). Performance rating.

Provides a quick snapshot of organizational health and performance trends.

PERFORMANCE RATING:

Displays the number of employees segmented by performance ratings (Low, Good, Excellent, Outstanding).

EDUCATION:

Shows employee count and average salary by education level (Bachelor's, Master's, etc.).

HIRING AND PERFORMANCE ANALYSIS



CHARTS

JOB INVOLVEMENT VS. SALARY:

Shows how job involvement levels relate to average salaries.

Employees with higher involvement likely earn more, emphasizing the value of engagement.

BUSINESS UNIT:

Business unit wise employee's performance rating and average salary



● ATTRITION RATE ANALYSIS DASHBOARD ●



ATTRITION RATE ANALYSIS

PAGE 1 PAGE 2 

Gender

Female

Male

Groups

Group A

Group B

Job Clas.

Blue Coll.

Other

Job Inv.

High

Low

Job Type

Full Time

Part Time

Relatio...

High

Low

TOTAL EMPLOYEE, Attrition Rate and Active Employees by Business Unit



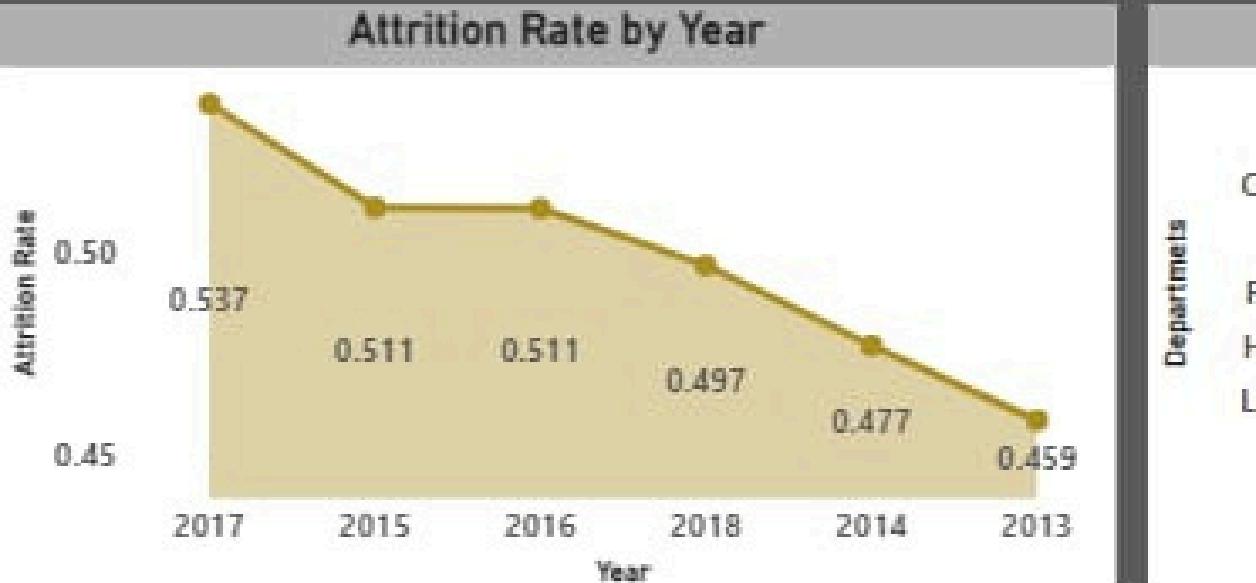
Seattle
New York City
Los Angeles
Houston
Gulf of Mexico

UNITED STATES
MEXICO
CUBA

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Job Satisfaction	Performance Rating	TOTAL EMPLOYEE	Active Employees	Attrition Rate
High	Excellent	220	105	0.52
High	Good	237	125	0.47
High	Low	232	134	0.42
High	Outstanding	206	100	0.51
Low	Excellent	220	121	0.45
Low	Good	219	124	0.43
Low	Low	236	114	0.52
Low	Outstanding	192	86	0.55
Total		3520	1766	0.50

Attrition Rate by Year



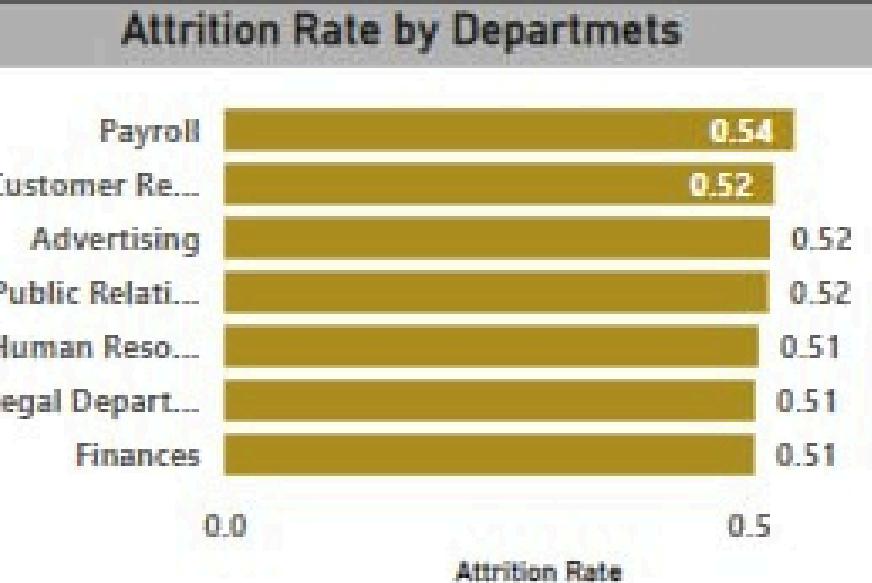
Attrition Rate

Year

2017 2015 2016 2018 2014 2013

0.537 0.511 0.511 0.497 0.477 0.459

Attrition Rate by Departments



Departments

Payroll
Customer Re...
Advertising
Public Relati...
Human Reso...
Legal Depart...
Finances

Attrition Rate

0.0 0.5

Attrition Rate by Marital Status



Divorced
Married
Single

Attrition Rate

0.0 0.5

ATTRITION RATE ANALYSIS DASHBOARD

SLICER

For dynamic filtering The slicers used here are

- Groups
- Job type
- Job involvement
- Gender
- Job classification
- Work life balance
- Relationship status

CHARTS

MAP VISUALIZATION:

Employee distribution by business unit.

Visualizes regions with high/low attrition.



ATTRITION RATE ANALYSIS DASHBOARD



CHARTS

TABLE:

Table showing total employees and active employees and Attrition rate based on employee's performance rating ,Job satisfaction

ATTRITION RATE BY YEAR:

Tracks attrition rate trends (2017–2021).

Declining rates indicate improved retention.

ATTRITION RATE BY DEPARTMENTS:

Compares attrition across departments.

Payroll has the highest attrition rate

ATTRITION RATE BY MARITAL STATUS:

Attrition segmented by marital status.

Divorced employees show slightly higher attrition.





SUMMARY:

Total Workforce: The company employs 3,520 individuals with an almost equal gender split (1,767 male and 1,753 female).

Performance Trends: High performers (rated as excellent or outstanding) tend to earn significantly higher salaries.

Overall Attrition: The attrition rate has declined over recent years, currently at 0.50.

High-Risk Areas: Departments like Payroll and Advertising experience higher attrition rates, while single employees and those with lower job satisfaction are more likely to leave.

Job Satisfaction: A clear link exists between job satisfaction levels and retention, with lower satisfaction driving higher attrition.





THANK YOU