📘 Project Summary: Employee Performance and Retention Analysis (Power BI)

🔍 Objective

To analyse HR data using Power BI and uncover key factors contributing to employee attrition and performance patterns. The goal is to help HR teams make data-driven decisions to improve retention, satisfaction, and organizational productivity.

📊 Dashboard Overview

The Power BI dashboard provides a consolidated view of:

- **Total Employees**: 1470
- **Attrition Count**: 237
- **Attrition Rate**: 16%
- **Active Employees**: 1233
- **Average Age**: 37 years

🧩 Key Visual Insights

🔹 Attrition Analysis

- Highest attrition is seen in the **R&D department**, followed by Sales.
- Younger employees (especially **under 35**) show higher churn rates.

🔹 Demographics Breakdown

- Majority of the workforce is **male**, married, and in the age group **25–44**.
- Most active employees hold a **Bachelor's or Master's degree**.
- Educational background is largely in **Life Sciences (41.93%)** and **Medical fields (32.52%)**.

🔹 Performance & Satisfaction

- Performance ratings are highest in **R&D**, followed by Sales.
- **Job Satisfaction** varies by role — Laboratory Technicians and Managers show both high employee count and satisfaction.

🔹 Income & Role Analysis

- **Monthly income** is highest for Managers and Healthcare Representatives.
- Roles with lower income and job satisfaction show higher attrition trends.

💡 Insights & Recommendations

- **Work-life balance** and **job satisfaction** are key drivers of retention.
- **Sales and R&D** departments need targeted engagement strategies.
- Consider mentorship programs for **young employees**, especially in high-attrition roles.
- Incentivize **job satisfaction and performance** improvements in underperforming roles.

🧠 What I Learned

- Building end-to-end BI dashboards with interactive filters and DAX logic
- Identifying trends from HR data and turning them into actionable strategies
- Communicating insights effectively through visual storytelling