Executive Summary

HR Analytics Dashboard — Employee Attrition & Insights
Analyzing workforce attrition and employee satisfaction for strategic HR insight

This dashboard provides a detailed analysis of employee attrition and workforce metrics to support strategic HR decision-making. Key insights were derived from a dataset of **1,470 employees** using Python, Power BI, and data visualization best practices.

Key Metrics:

- **Total Employees:** 1,470

- **Attrition Count:** 237

- **Attrition Rate:** 16%

- **Average Tenure:** 7 years

- **Average Salary:** 6,500

- **Average Satisfaction:** 3

Attrition Insights:

- **By Department:** Research & Development has the highest attrition (133), followed by Sales (92); Human Resources has the lowest (12).

- **By Job Level:** Level 1 experiences the highest attrition (143), Level 5 the lowest (5).

- **By Job Satisfaction:** Employees with a satisfaction score of 3 show the highest attrition.

- **By Gender:** Male employees: 150, Female employees: 87.

- **By Marital Status:** Single employees show the highest attrition (120), Married: 84, Divorced: 33.

- **By Job Role:** Laboratory Technicians have the highest attrition (62), Research Directors the lowest (2).

Actionable Insights:

- Early-career employees (Level 1) and Research & Development staff are most at risk of leaving — targeted retention programs can reduce attrition.

- Employee engagement initiatives could focus on those with satisfaction scores of 3 to improve overall retention.

- Gender- and role-specific strategies may help balance workforce stability and reduce turnover.

- Insights on marital status and tenure provide guidance for HR planning and employee support programs.
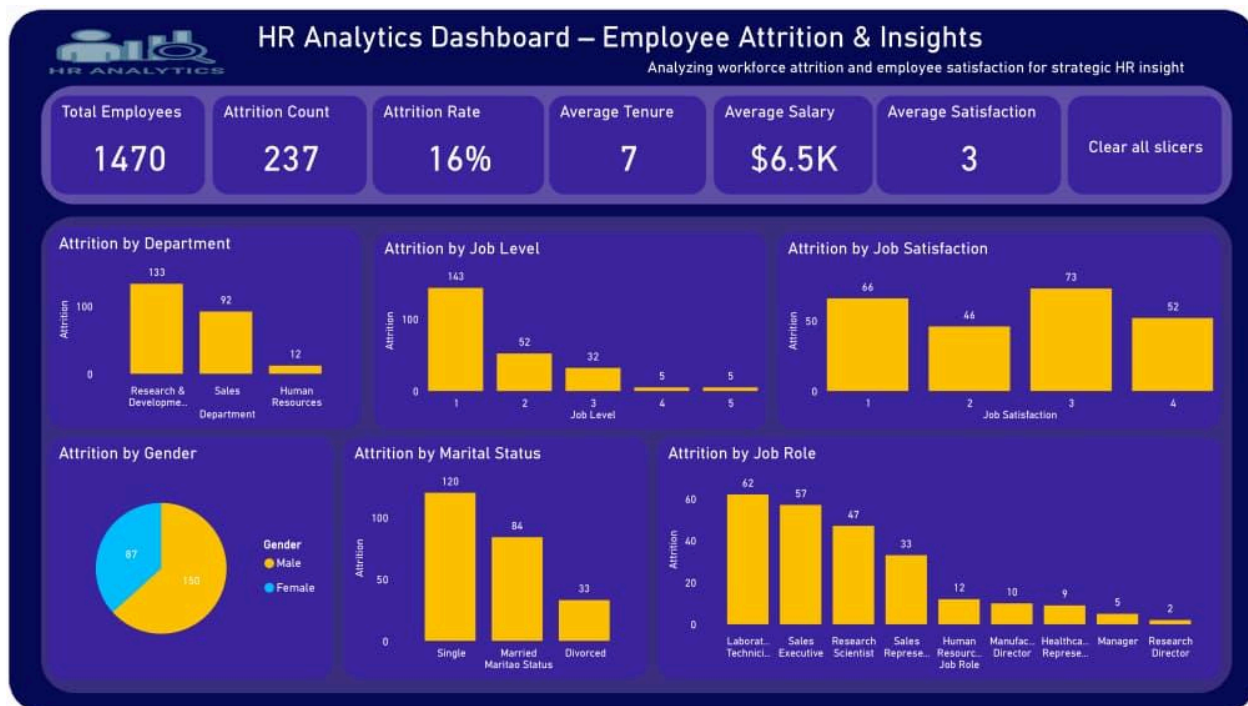
HR Analytics Dashboard — Key workforce metrics and attrition insights.