Summary of Employee Analytics Power BI Dashboard Project

This Power BI dashboard project provides a data-driven analysis of employee performance, retention, recruitment effectiveness, satisfaction, and salary optimization. The goal is to uncover insights that help improve workforce management and decision-making.

Key Areas of Analysis:

1. **Employee Performance & Productivity**
   - Identifies top-performing departments.
   - Analyzes the correlation between salary and performance.
   - Assesses the impact of special projects on employee performance.
2. **Employee Retention & Turnover**
   - Tracks attrition rates by department and investigates causes.
   - Differentiates between voluntary and involuntary terminations.
   - Evaluates managers' effectiveness in employee retention.
3. **Recruitment Effectiveness**
   - Determines the most effective recruitment sources for high-performing and long-retained employees.
4. **Employee Satisfaction & Engagement**
   - Identifies teams with low engagement based on survey scores.
   - Examines the link between employee satisfaction and absenteeism.
5. **Salary Optimization**
   - Detects salary disparities across departments.
   - Evaluates salary alignment with experience and job performance.

This dashboard provides HR teams and management with actionable insights to improve employee engagement, optimize salaries, reduce turnover, and enhance overall productivity.