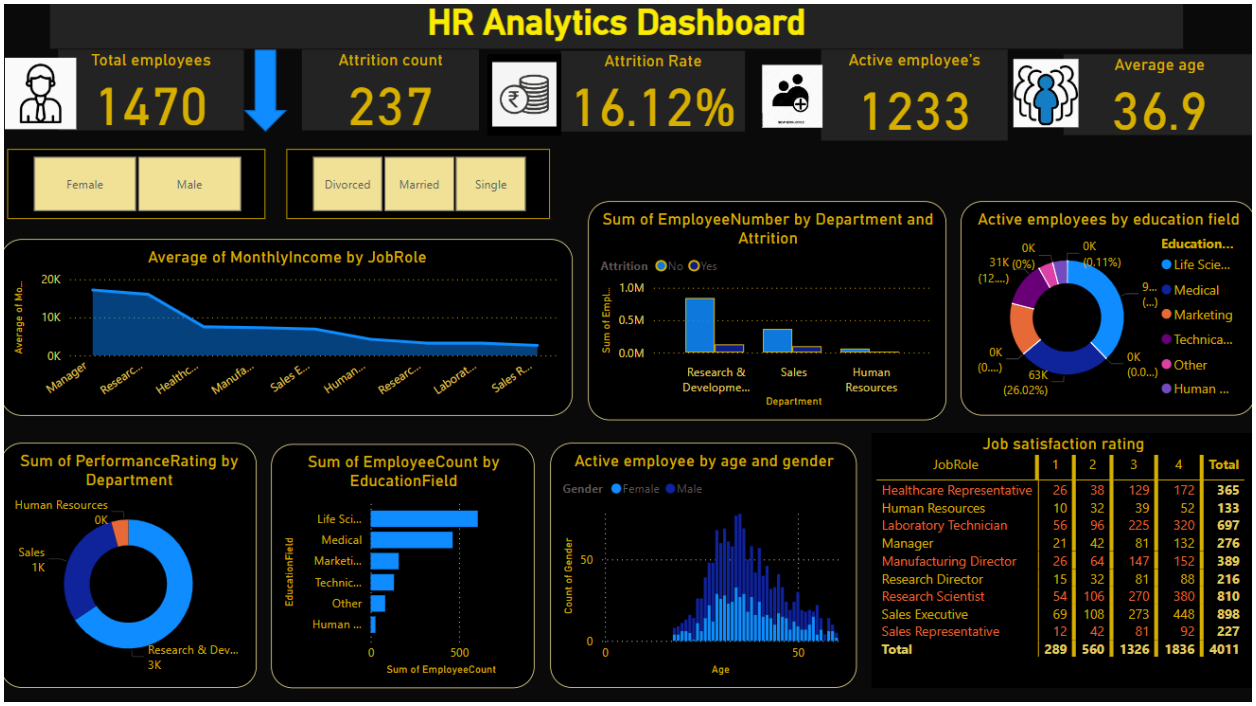
HR Analytics Dashboard



The HR Analytics Dashboard provides insights into various aspects of employee data, including headcount, attrition, demographics, income, job satisfaction, and more. It is designed to help HR professionals analyze workforce trends and make data-driven decisions.

Key Metrics and Visualizations

1. **Top-Level Metrics**
    - **Total Employees**: Displays the current total number of employees (1,470).
    - **Attrition Count**: This shows the number of employees who have left the company (237).
    - **Attrition Rate**: Indicates the percentage of employees who have left the company (16.12%).
    - **Active Employees**: Displays the count of current active employees (1,233).
    - **Average Age**: Shows the average age of employees (36.9 years).

2. **Gender and Marital Status**
    - **Gender Distribution**: Segregates the total employees into female and male categories.
    - **Marital Status Distribution**: Divides employees based on marital status (Divorced, Married, Single).
3. **Average Monthly Income by Job Role**

    - This is a line chart showing the average monthly income across different job roles, with managers having the highest average income and other roles with varied income levels.
4. **Employee Count by Department and Attrition**
    - A bar chart illustrating the sum of employees by department (Research & Development, Sales, Human Resources) with a distinction between employees who have stayed (No) and those who have left (Yes).
5. **Active Employees by Education Field**
    - A donut chart represents active employee distribution across various education fields, including Life Sciences, Medical, Marketing, Technical, and others. Each segment displays the count and percentage of employees in each field.
6. **Performance Rating by Department**
    - This is a donut chart showing the sum of performance ratings by department, with notable distributions in departments such as Research & Development and Sales.
7. **Employee Count by Education Field**
    - This is a horizontal bar chart that sums up employee counts based on their education field, highlighting which educational backgrounds are most common among employees.
8. **Active Employees by Age and Gender**
    - A histogram that shows the age distribution of active employees, categorized by gender. This helps visualize age diversity within the workforce.
9. **Job Satisfaction Rating by Job Role**
    - A table displaying job satisfaction ratings across various job roles. The ratings range from 1 to 4, and each job role's ratings are listed, with a total count for each role. This helps to gauge employee satisfaction levels by job type.

Purpose

This dashboard serves as a comprehensive tool for HR departments to:

- Track employee attrition and retention.
- Analyze workforce demographics and salary distribution.
- Evaluate job satisfaction and performance across roles and departments.
- Identify trends in employee age, education, and job roles.

Conclusion

The HR Analytics Dashboard offers a holistic view of key workforce metrics, helping HR teams understand and act on various aspects of employee data. By tracking attrition rates, income distribution, job satisfaction, performance ratings, and demographic information, this dashboard enables HR professionals to identify patterns and areas for improvement. Regular analysis can lead to more targeted retention strategies, optimized workforce planning, and enhanced employee satisfaction. Overall, this dashboard empowers HR leaders to make informed, data-driven decisions that support both employee well-being and organizational growth.