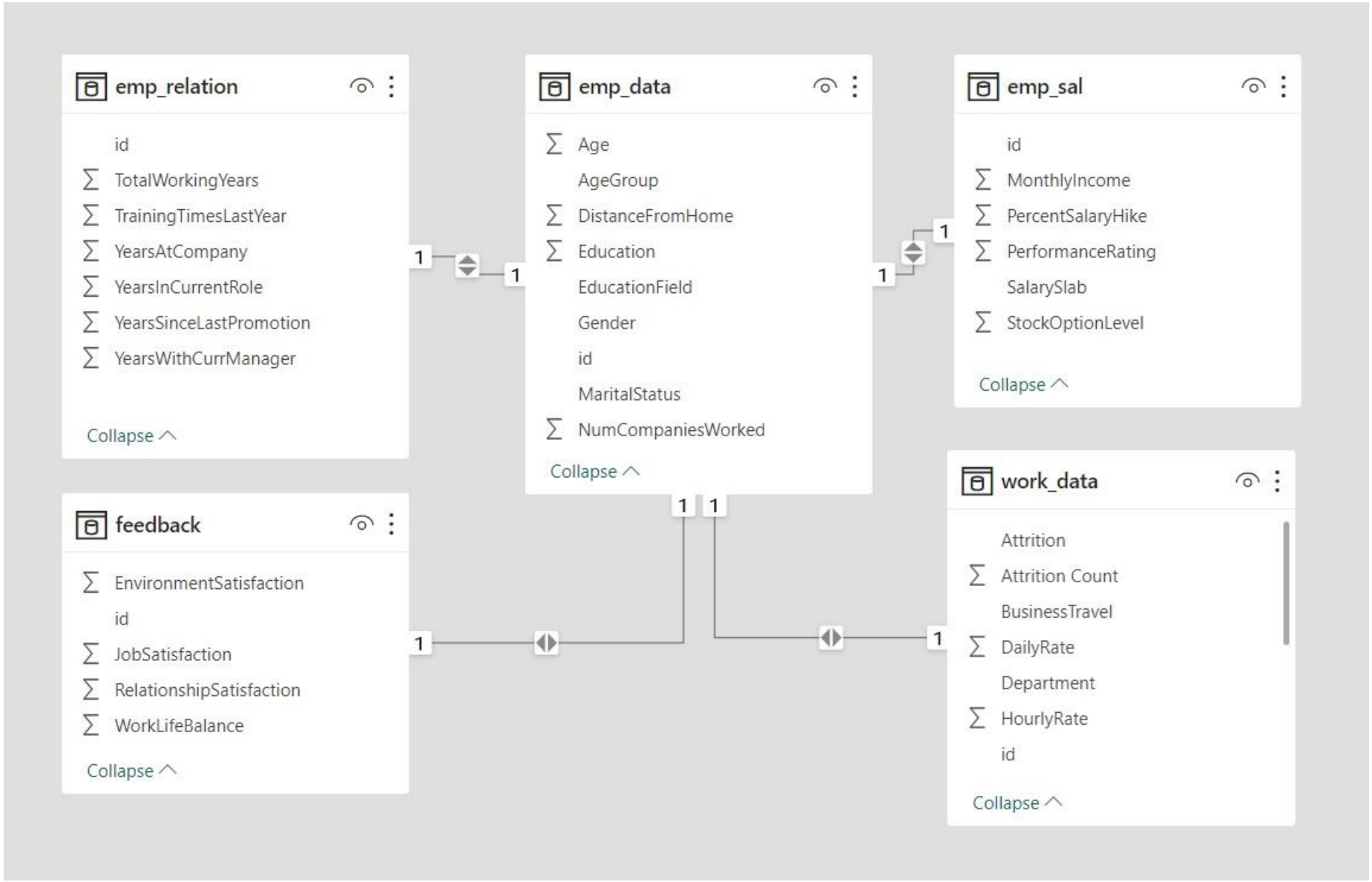
HR Data Analysis

Problem Statement

- Use Power BI to analyze and visualize data from organizations HR Dataset.
- Create Dashboards to visualize Employee information, department data and Employee feedback.

Data Model: 5 Tables, 33 Columns, 1480 Rows.



About Dataset

- HR dataset consists of data collected from all employees that are working for or have worked previously for the organization.
- The data included in this dataset is employee information such as their age, education, department, salary, feedback about the job etc.
- Some data variables such as education level, performance, feedback, amount of years spent at company are useful to HR managers to understand how their organization is growing

HR Employee Data Dashboard

Business Travel

Frequently | No Travel | Rarely

Gender

Male 60% | Female 40%

Average Age	Average Monthly Income	Average Performance Rating	Attrition Percentage	Employee Count in Age Group 18-25	Employee Count in Age Group 55+
37	6.5K	3.15	16.08	123	47

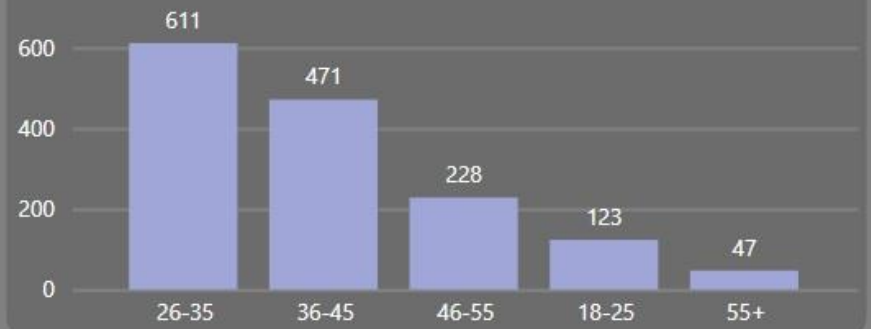
Department

- Human Resources
- Research & Development
- Sales

Employee Count by Job Level

Department	1	2	3	4	5	Total
Human Resources	33	13	6	4	7	**63**
Research & Development	435	285	130	68	49	**967**
Sales	77	241	84	35	13	**450**
Total	**545**	**539**	**220**	**107**	**69**	**1480**

Employee Age Groups

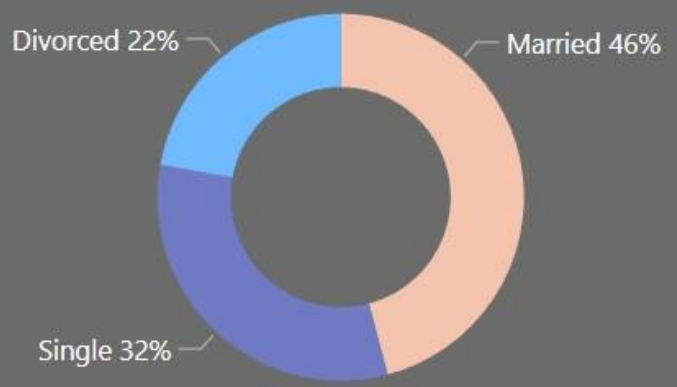


Stock Option Level

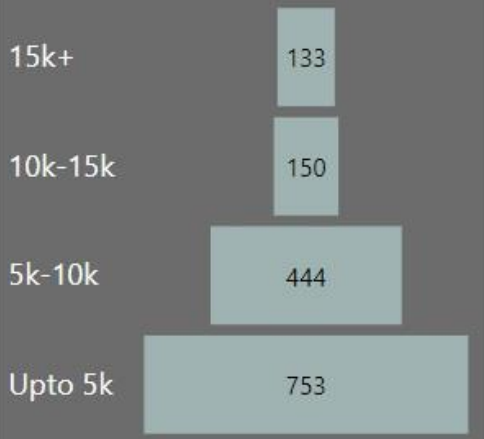
Employee Education Level

EducationField	1	2	3	4	5	Total
Human Resources	2	2	16	5	2	**27**
Life Sciences	67	116	234	173	17	**607**
Marketing	15	24	60	52	10	**161**
Medical	64	100	186	105	15	**470**
Other	5	19	25	33	1	**83**
Technical Degree	19	22	57	31	3	**132**
Total	**172**	**283**	**578**	**399**	**48**	**1480**

Marital Status of Employees



Employee Count in Salary Slabs



Department Data

Only Show Positions in Attrition

- No
- Yes

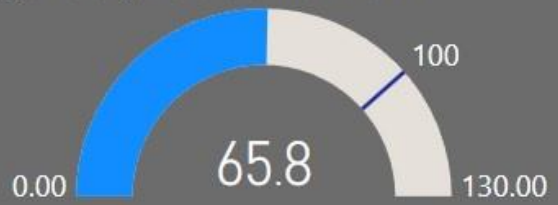
Gender

- Female
- Male

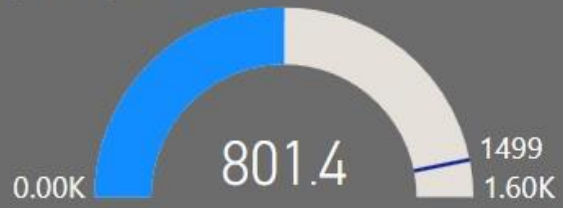
Salary Slab

10k-15k | 15k+ | 5k-10k | Upto 5k

Average Hourly Rate and Maximum



Average Daily Rate and Maximum

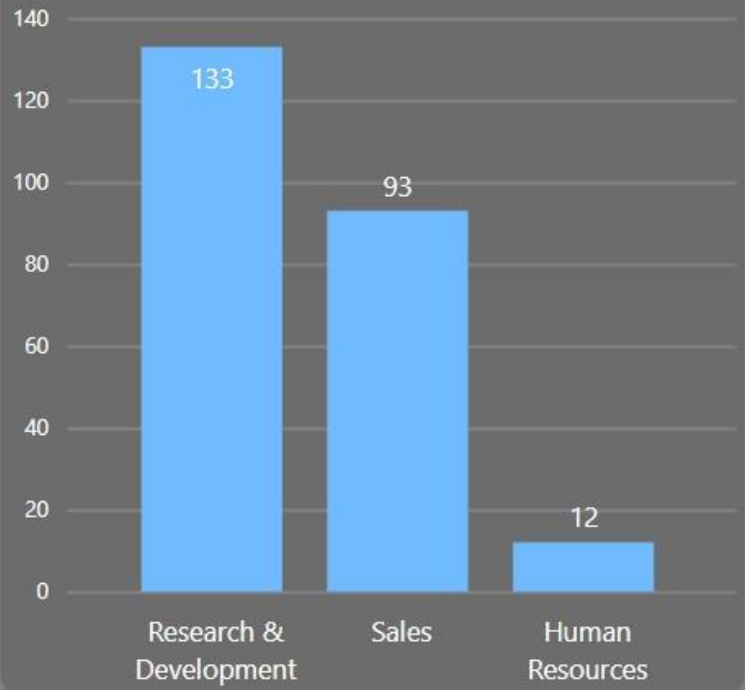


Average Monthly Rate and Maximum

Overtime Employees

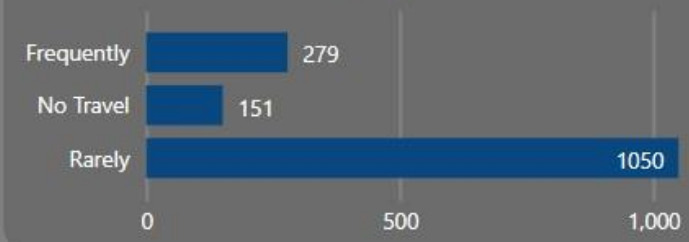
JobRole	No	Yes	Total
Healthcare Representative	95	37	**132**
Human Resources	39	13	**52**
Laboratory Technician	199	62	**261**
Manager	75	27	**102**
Manufacturing Director	107	40	**147**
Research Director	57	23	**80**
Research Scientist	196	97	**293**
Sales Executive	234	95	**329**
Sales Representative	60	24	**84**
Total	**1062**	**418**	**1480**

No. of Positions in Attrition by Department



Employee Count by Years in Present Role

Business Travel



Employee Feedback

Department
- Human Resources
- Research & Development
- Sales

Gender
- Female
- Male

Salary Slab
10k-15k | 15k+ | 5k-10k | Upto 5k

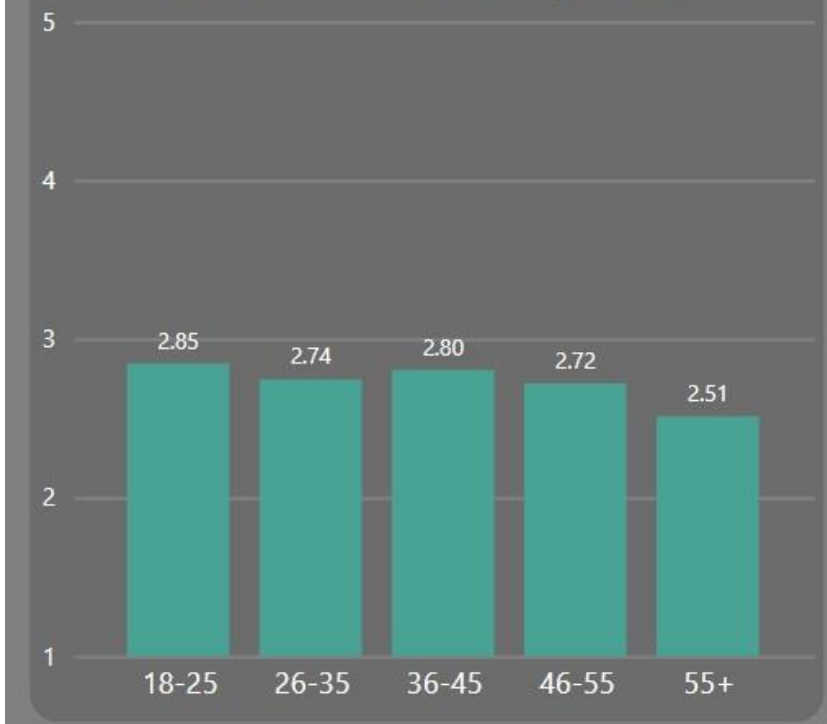
Environment Rating

Work Life Balance Rating

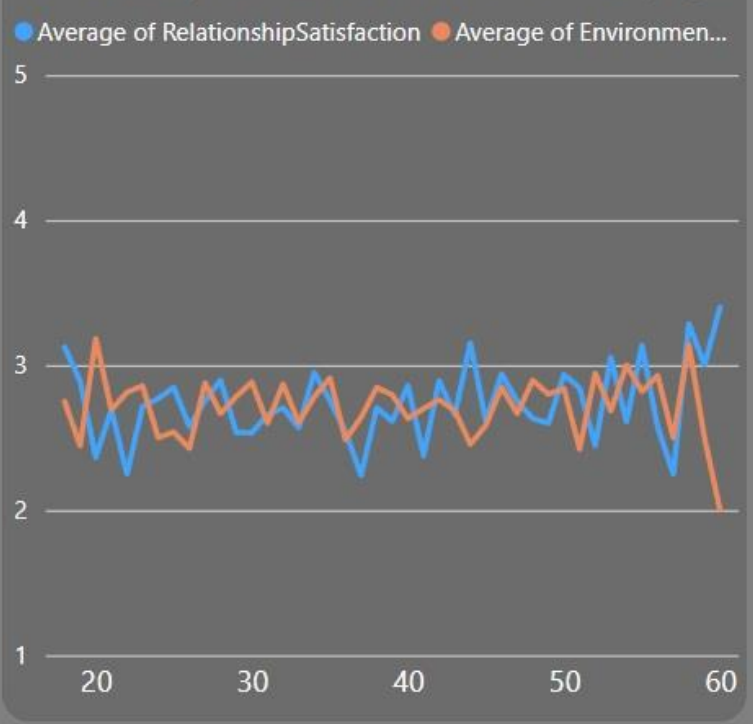
Relationship Satisfaction

Job Satisfaction

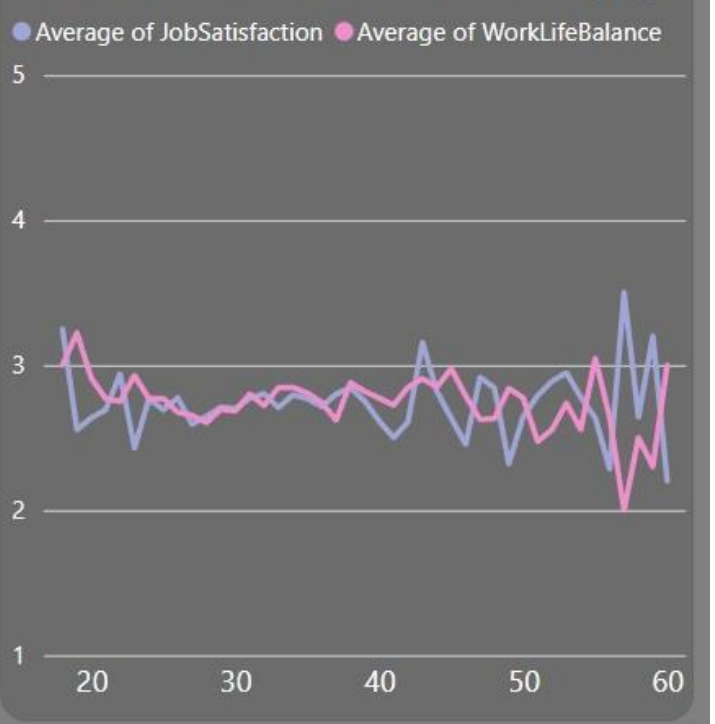
Work Life Balance Rating in Age Groups



Relationship and Environment Satisfaction by Age



Job Satisfaction and Work-Life Balance by Age



Thank you !