

HR Analytics Dashboard – Visual Insights Summary

Dashboard Purpose

This dashboard is designed to visually analyze employee attrition and workforce distribution to help HR teams understand where attrition is happening and take data-driven decisions.

KPIs Displayed (Top Cards)

- 1 Total Employees:** Shows total workforce size.
- 2 Attrition Employees:** Number of employees who left the organization.
- 3 Attrition Rate (%):** Percentage of employees leaving, helpful to track HR health.

Graphs & Visual Analysis

- 1. Attrition by Job Role (Bar Chart)**
This graph shows which job roles have the highest attrition. It helps HR identify high-risk roles and focus on retention strategies.
- 2. Attrition by Department (Column Chart)**
This visual compares attrition across departments such as R&D, Sales, and HR. It supports department-wise performance evaluation.
- 3. Attrition Yes/No Comparison**
Used to visually compare employees who stayed vs those who left, helping management quickly understand attrition impact.
- 4. Job Role Slicer (List Slicer)**
Allows dynamic filtering of the dashboard by job role, making analysis interactive and role-specific.

Business Benefits

- Helps HR identify critical attrition areas.
- Supports data-driven retention strategies.
- Improves workforce planning and decision-making.
- Provides management with a quick executive overview.

Conclusion

This HR Analytics Dashboard converts raw employee data into meaningful insights. It is suitable for real-world HR analysis, internships, and data analyst portfolio projects.