

HR Analytics Project Summary (SQL + Power BI)

Project Objective

The objective of this project is to analyze employee attrition patterns using SQL for data analysis and Power BI for visualization. The project aims to help HR teams understand why employees leave and identify departments and job roles with higher attrition risk.

Tools Used

- SQL: Data querying, filtering, aggregation, and analysis
- Power BI: Data modeling, DAX measures, dashboards, and visual insights

Analysis Performed

- Calculated total employees and attrition count using SQL queries
- Identified attrition rate across departments
- Analyzed job role-wise attrition trends
- Built KPIs and DAX measures in Power BI
- Created interactive dashboard with slicers

Key Insights

- Research & Development department shows the highest attrition
- Sales roles also experience significant attrition
- Certain job roles require retention-focused HR strategies

Conclusion

This project demonstrates strong analytical skills by combining SQL data analysis with Power BI visualization. It showcases the ability to convert raw HR data into actionable business insights, making it suitable for real-world HR analytics and data analyst roles.