

Executive Summary
HR Analytics Dashboard
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The HR Analytics Dashboard in Power BI provides an in-depth analysis of workforce metrics, employee attrition trends, and demographic insights. The data visualizations offer a comprehensive view of employee distribution, attrition rates, and other key HR parameters.

Key Highlights:

- **Overall Workforce Statistics:**
 - **Total Employees:** 1,480
 - **Total Attrition:** 238 employees
 - **Attrition Rate:** 16%
 - **Average Employee Age:** 36.92 years
 - **Average Salary:** 6.50K
 - **Average Years in Company:** 7.01
- **Employee Attrition Breakdown:**
 - **By Gender:**
 - **Male Attrition:** 151 employees
 - **Female Attrition:** 87 employees
 - **By Age Group:**
 - Highest attrition observed in the **26-35 age group**.
 - **By Education Background:**
 - **Life Sciences (37.39%)** has the highest attrition, followed by **Medical (26.47%)** and **Marketing (15.13%)**.
- **Attrition by Job Role:**
 - Highest attrition occurs in roles like **Laboratory Technician (62 employees)**, **Sales Executive (58 employees)**, and **Research Scientist (47 employees)**.
 - Other roles with notable attrition include **Sales Representatives (33 employees)** and **Human Resources (12 employees)**.
- **Attrition by Salary Slab:**
 - The majority of attrition occurs in the **up to 5K salary range**, followed by the **5K-10K range**.

Conclusion:

The Power BI HR Analytics Dashboard provides valuable insights into workforce trends, identifying key attrition drivers across gender, age, education, and job roles. The data suggests that younger employees (26-35 years) and lower salary brackets experience higher turnover. Strategic focus should be on improving retention policies, especially for high-attrition job roles and salary segments.