



HR ANALYTICS DASHBOARD

Driving Engagement: Insights into
Employee Attrition with Power BI



OBJECTIVE:

- Utilize Power BI for comprehensive analysis of employee attrition and tenure.
- Explore factors including age, salary, education background, gender, job role, and average tenure.
- Uncover patterns and insights within the data to provide actionable recommendations.
- Empower decision-makers with knowledge to improve employee retention and engagement.
- Create a workplace culture where every individual feels valued and motivated for success.



OUTCOMES:

- Identified key factors to reduce attrition.
- Improved the hiring process.
- Improved employee experience.
- Made work force more productive.
- Gained employee trust.



HR Analytics Dashboard

Human Resources

Research &
Development

Sales

Attrition by Gender

Male

Female

150

87

Overall Employees

1470

Attrition

237

Attrition Rate

16.12%

Average Age

37

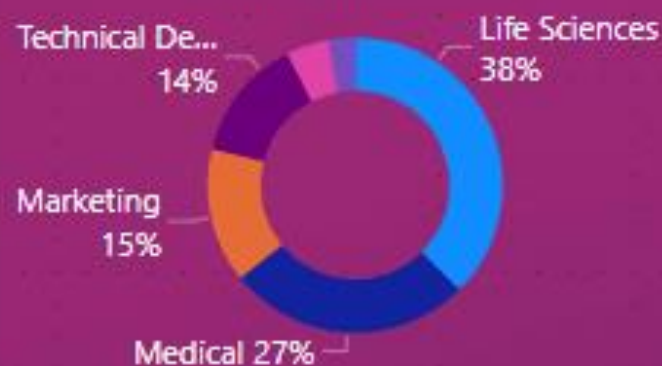
Average Salary

6.5K

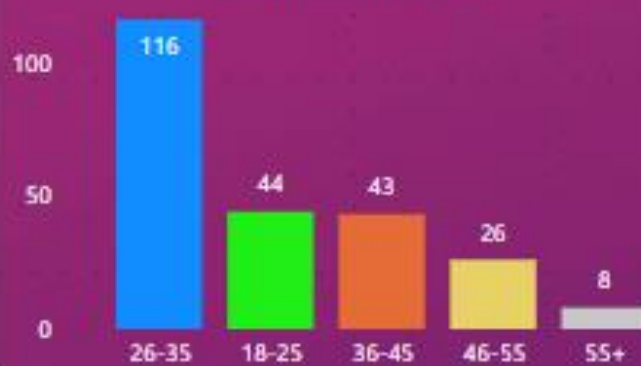
Years at Company

7.0

Attrition by Education



Attrition by Age



JobRole

JobRole	1	2	3	4	Total
Healthcare Representative	2	2	1	4	9
Human Resources	5	2	3	2	12
Laboratory Technician	20	8	21	13	62
Manager	1	2	1	1	5
Manufacturing Director	2	2	4	2	10
Research Director	0	1	1	0	2
Research Scientist	13	10	15	9	47
Sales Executive	16	9	18	14	57
Sales Representative	7	10	9	7	33
Total	66	46	73	52	237

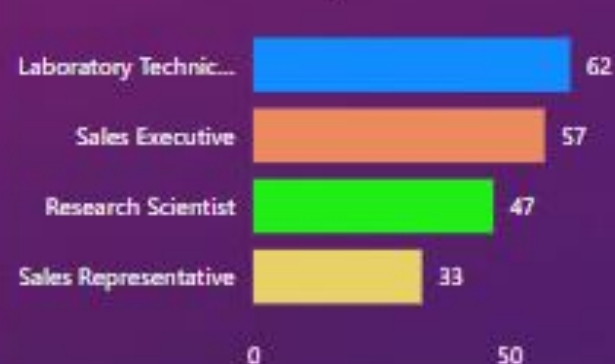
Attrition by Salary Slab



Attrition by Years in the Company



Attrition by Job Role



INSIGHTS:

- 26-35 age group shows highest attrition, indicating potential mid-career dissatisfaction.
- Employees earning up to 5k show the highest attrition rates, indicating dissatisfaction or limited opportunities.
- Most attrition occurs within the first year of employment.
- Employees with a background in life sciences exhibit the highest attrition rates.
- Males have a higher attrition rate.



SUGGESTIONS:

- Implement targeted retention programs for employees aged 26-35.
- Review compensation and benefits for employees earning up to 5k.
- Conduct exit interviews to understand reasons for departure in this demographic, especially among those with salaries up to 5k.
- Offer career development opportunities to retain talent within this age and salary range.



THANK YOU

As we wrap up, I want to express my gratitude for your time and attention. This project has been a fascinating exploration of HR Analytics insights using Power BI. If you have any questions or would like to delve deeper into the analysis, please don't hesitate to reach out. Thank you again for being a part of this journey!

Abhishek Kumar

