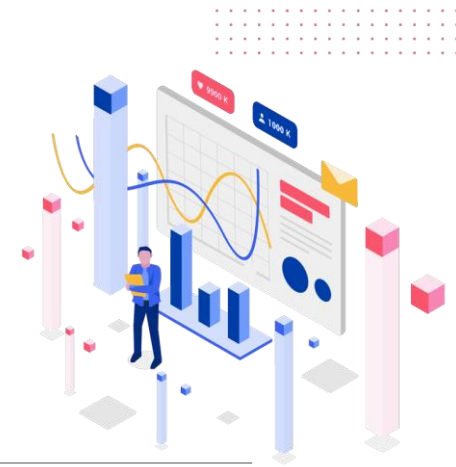
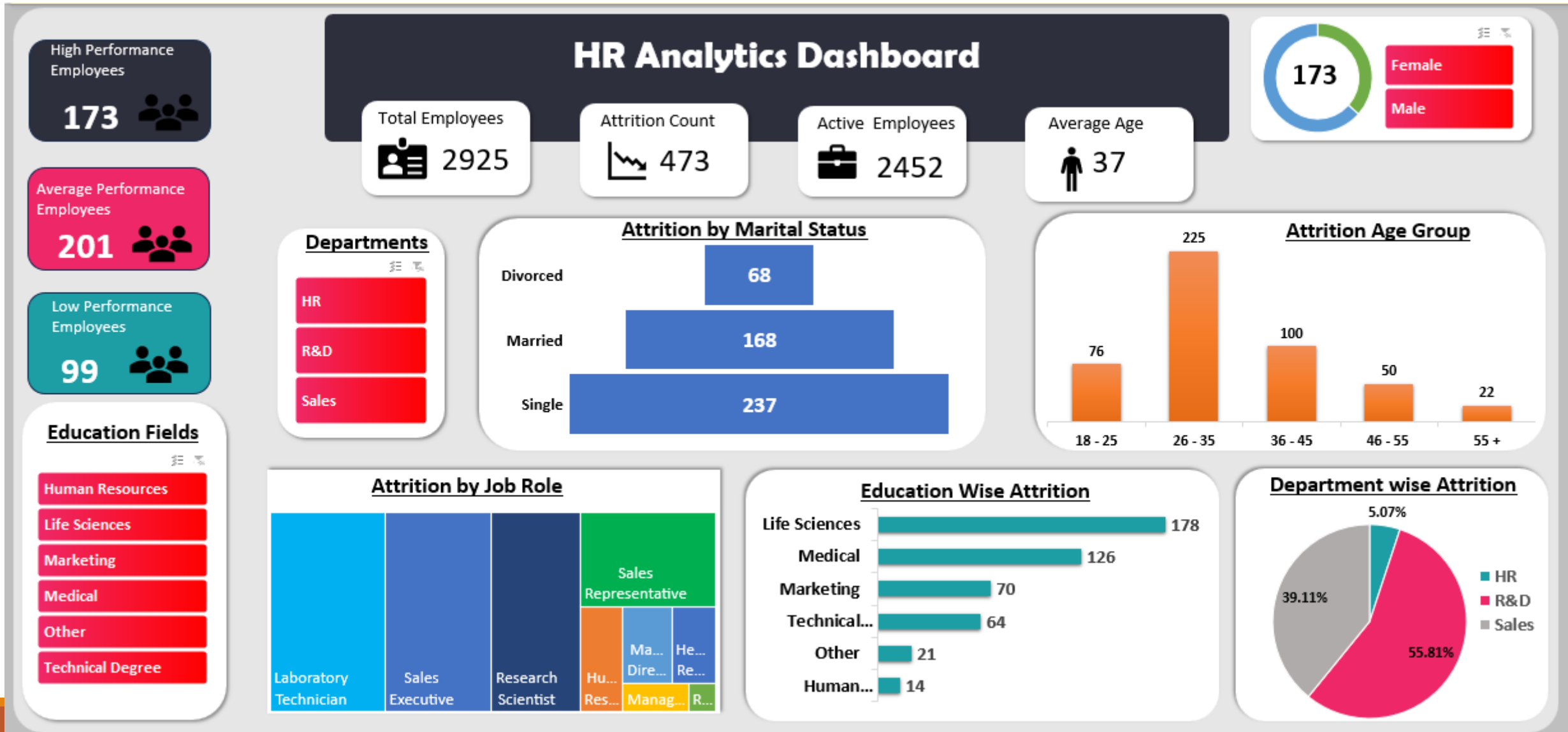


HR Analytics Dashboard

IT DELIVERS CRITICAL INSIGHTS INTO EMPLOYEES PERFORMANCE, ATTRITION TRENDS, AND DEMOGRAPHIC DISTRIBUTION, EDUCATIONAL BACKGROUNDS, AND JOB ROLES.



Visualization :



Key features of Dashboard :

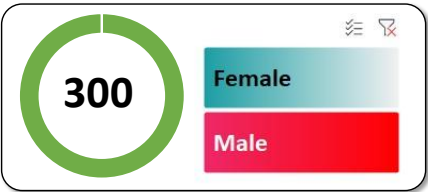
Performance Breakdown: The dashboard categorize employees into their performance (high, average, and low) allowing HR to track how many employees fall into each performance tier.



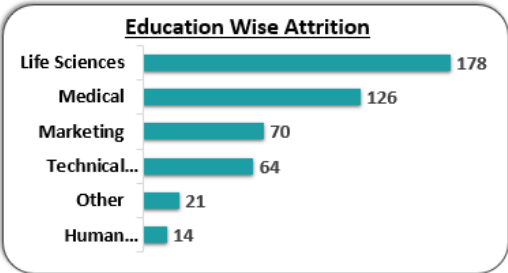
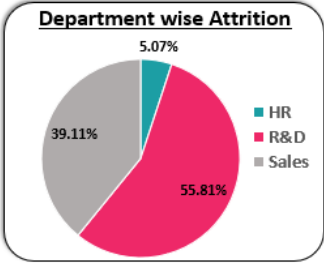
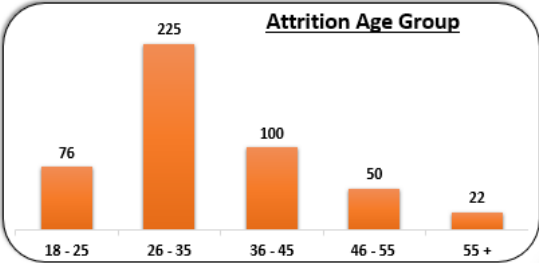
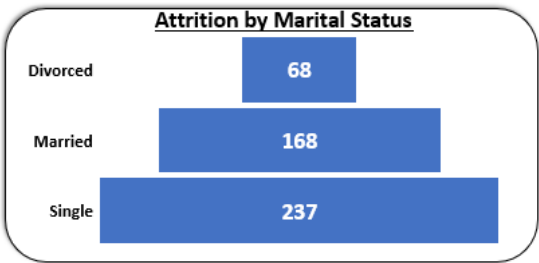
Key Metrics Displayed: Provides a summary of the total workforce, current active employee age, along with an overall attrition count to track turnover.



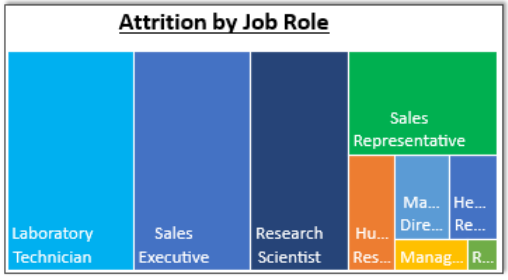
Gender Distribution: Displays the attrition split by gender, showing a notable difference in male attrition compared to female.



Attrition Insights: This dashboard provide a comprehensive analysis into various categories , enables a clear understanding of the factors to manage and address attrition effectively.



Attrition by Job Role: Breaks down employee turnover across different job roles, with sales-related positions showing significantly higher attrition, while other roles like technicians and research background have second and third highest attrition rate



Insights:

A noticeable difference in male attrition suggests that retention strategies may need to be more inclusive or tailored to specific needs .

Employees aged between 26 to 35 experience the highest attrition rate.

The Research & Development (R&D) department faces an attrition rate of approximately 55.8% which is higher among all departments.

High and Average-Performing employees are predominantly affected by attrition.

Employees with a background in life sciences and medical fields are leaving more frequently, indicating a need to evaluate job alignment with skills or expectations.