

Case 2: HR Analytics for an Organization

Scenario:

The HR department wants insights into employee performance, attrition rates, and recruitment trends.

Tasks:

1. Import employee and recruitment datasets into Power BI.
2. Clean the datasets by removing duplicates and filling missing values.
3. Create relationships between tables (e.g., Employees, Departments, Recruitment).
4. Generate a line chart showing employee attrition over the past five years.
5. Develop a clustered column chart comparing recruitment trends by department.
6. Use DAX to calculate the average tenure of employees.
7. Create a card visual for the total number of employees, attrition rate, and new hires.
8. Build a matrix showing department-wise average performance ratings.
9. Add a slicer to filter data by department and job role.
10. Create a pie chart visualizing gender diversity across the organization.
11. Identify key factors contributing to attrition using DAX measures.
12. Create a dashboard summarizing attrition trends, recruitment trends, and performance metrics.
13. Publish the report and set up alerts for attrition rate thresholds.
14. Configure a scheduled refresh for the dataset in Power BI Service.
15. Share insights with the HR team via Power BI Service.

HR Analysis Report

Attrition Trends

Year

All

Quarter

All

Department

All

Pages

Attrition Trends

Recruitment Trends

Performance Metrics

26.00

Attrition Rate

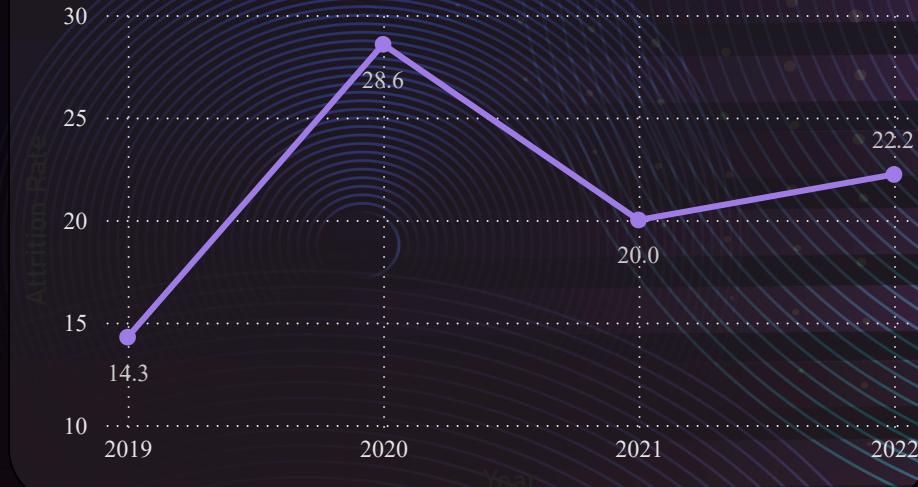
50

Count of EmployeeID

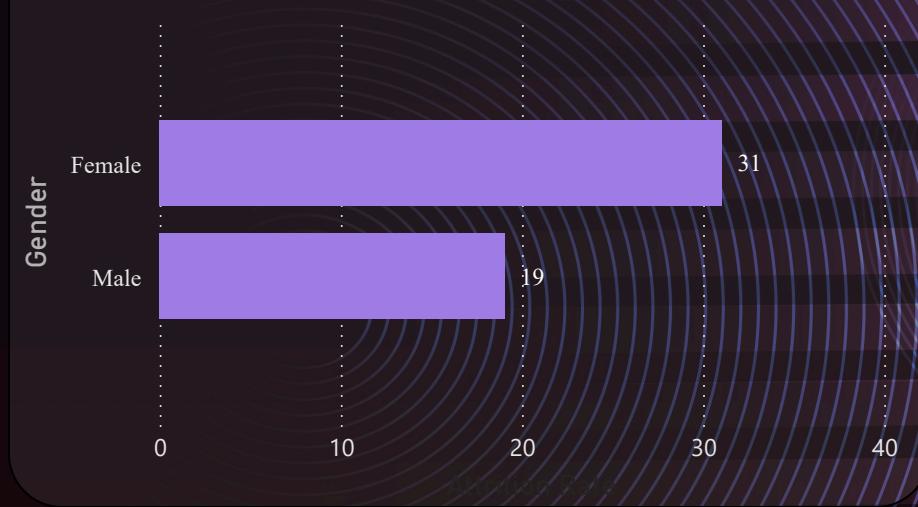
Attrition Rate by DepartmentName



Attrition Rate by Year



Attrition Rate by Gender



HR Analysis Report

Recruitment Trends

Year

All

Quarter

All

Department

All

Pages

Attrition Trends

Recruitment Trends

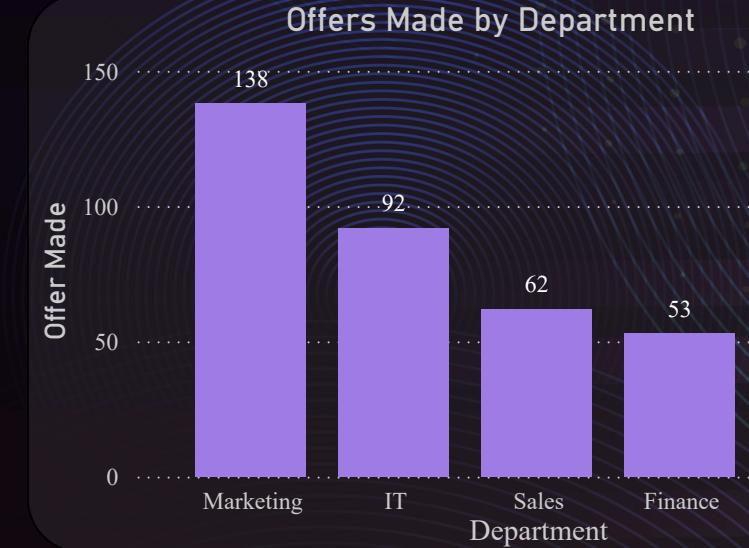
Performance Metrics

11

New hires

50

Count of EmployeeID



Applications Received vs Offers Made by Department

● Applications Received — Offers Made



At 1636, IT had the highest Applications Received and was 83.82% higher than Finance, which had the lowest Applications Received at 890.

IT accounted for 28.88% of Applications Received.

Applications Received and Offers Made diverged the most when the Department was IT, when Applications Received were 1544 higher than Offers Made.

Across all 5 Department, Sum of OffersMade ranged from 39 to 138.

Performance Metrics

Year

All

Quarter

All

Department

All

Pages

Attrition Trends

Recruitment Trends

Performance Metrics

HR Analysis Report

Tara

Most Performing Employee

Tina

Least Performing Employee

Average Performance Rating

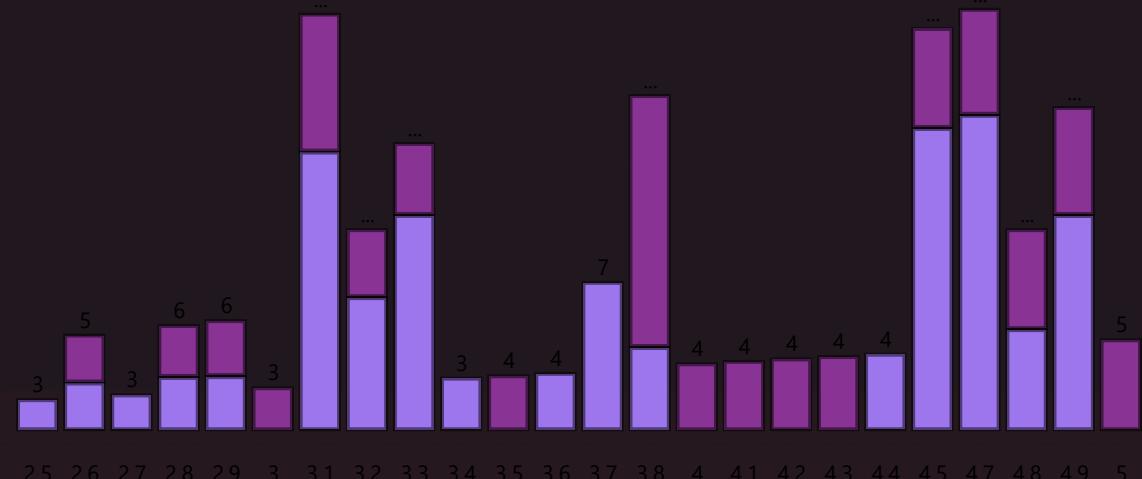
3.73

0.00

7.46

Performance Rating by Gender

Gender • Female • Male



Department Name	Performance Rating
Sales	4.13
HR	4.01
Finance	3.86
IT	3.48
Marketing	3.35
Total	3.73

Department				
Finance	HR	IT	Marketing	Sales

Role			
Accountant	Analyst	Assistant	Clerk

50
Count of EmployeeID

26.00
Attrition Rate

11
New hires

DepartmentName	Performance Rating
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