

HR ANALYTICS DASHBOARD REPORT



Name: Ajay Kumar



Dashboard Overview

The dashboard provides insights into employee attrition within a company. It includes various filters, charts, and metrics to help analyze trends related to attrition by different categories, such as gender, years at the company, job roles, education field, salary slab, and age.

Department Filter

- **Department Filter:** The top-left section contains buttons labeled "Human Resources", "Research & Development", and "Sales." These are department filters. You can select one or more departments to filter the data shown in the rest of the dashboard. It allows you to focus the analysis on specific departments.

Attrition by Gender

- **Attrition by Gender:** This bar chart shows the number of employees who have left the company, categorized by gender.
 - Male: 138 employees.
 - Female: 77 employees.

Key Metrics

- **Count of Employees:** Displays the total number of employees in the company, which is 1,416.
- **Attrition:** Shows the number of employees who have left the company, totaling 229.
- **Attrition Rate:** The percentage of employees who left the company, which is 16.2%.
- **Average Age:** The average age of the employees is 37 years.
- **Average Salary:** The average salary of the employees is 6.5K.
- **Average Years:** The average tenure of employees at the company is 7.0 years.

Attrition by Years at Company

- Attrition by Years at Company: This line chart shows how many employees have left the company over different lengths of tenure. The peaks at 1 year (51 employees), 5 years (18 employees), 7 years (16 employees), and 10 years (16 employees) indicate critical points where attrition is higher.

Attrition by Job Roles

- Attrition by Job Roles: This heatmap displays the number of employees who have left the company, broken down by job role and the number of years they've spent in that role. For example, 60 Laboratory Technicians, 55 Sales Executives, and 44 Research Scientists have left the company. The colors indicate intensity, with darker colors representing higher attrition numbers.

Attrition by Education Field

- Attrition by Education Field: This pie chart shows attrition numbers broken down by the employees' field of education. The largest segments are:
 - Life Sciences: 88 employees.
 - Medical: 57 employees.
 - Marketing: 34 employees.

Attrition by Job Roles (Bar Chart)

- Attrition by Job Roles (Bar Chart): Another way to visualize attrition by job roles, where the length of the bars represents the number of employees who left each role. The longest bar represents the Laboratory Technician role with 60 employees who left.

Attrition by Salary Slab

- Attrition by Salary Slab: This horizontal bar chart displays attrition based on salary brackets.
 - Up to 5k: 158 employees left.
 - 5k-10k: 48 employees left.
 - 10k-15k: 18 employees left.
 - 15k+: 5 employees left.

Attrition by Age

- Attrition by Age: This bar chart breaks down attrition by different age groups:
 - 26-35 years: 111 employees left.
 - 18-25 years: 43 employees left.
 - 36-45 years: 41 employees left.
 - 46-55 years: 26 employees left.
 - 55+ years: 8 employees left.

Analysis Interpretation

- **Attrition Hotspots:**
- - The highest attrition occurs among employees with around 1 year of service and those aged 26-35.
 - Laboratory Technicians and Sales Executives have the highest turnover.
 - Employees in the lower salary slab (Up to 5k) are more likely to leave.
 - Life Sciences graduates form the largest group leaving the company.

Demographic Insights:

- More males leave the company than females.
- Younger employees (26-35) tend to have higher attrition rates, potentially due to seeking better opportunities.

Exploring Deeper Insights with HR Analytics

This HR Analytics Dashboard is a powerful tool for uncovering deeper insights into employee attrition and beyond. By analyzing the data through various filters and visualizations, HR professionals can identify underlying patterns and correlations that might not be immediately apparent. For instance, the dashboard can be used to explore whether certain job roles have a higher turnover rate among specific age groups or whether employees with certain educational backgrounds are more likely to leave within a particular tenure range. By filtering by department, HR teams can drill down into specific areas of the company to assess whether certain departments are experiencing higher attrition and what factors might be contributing to this. Additionally, the data on salary slabs can be cross-referenced with job roles and years at the company to determine if compensation is a significant factor in employee turnover. This type of analysis can guide targeted retention strategies, such as revising compensation structures, offering additional training or career development opportunities, or addressing specific concerns within high-turnover departments. The dashboard can also help in forecasting future attrition trends and measuring the effectiveness of HR interventions over time, ensuring a more proactive approach to talent management.