



# HR Analytics Dashboard Project Report

## Objective

The primary goal of this HR Analytics project is to identify key patterns and risk factors driving employee attrition within the organization. The insights from this analysis aim to support data-driven decision-making for improving employee retention and enhancing HR policies.



## Dashboard Overview

The dashboard was built using employee data across various departments, roles, and demographics. It offers a visual summary of workforce distribution and attrition trends based on factors like age, gender, salary, tenure, department, education, and job role.

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## Tools & Technologies Used

### Tool/Tech Purpose

**Excel** Data cleaning, formatting, basic calculations

**Power BI** Dashboard creation, visualizations, DAX measures

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## Dashboard Summary

- **Total Employees:** 1,470
  - **Attrition Count:** 237
  - **Attrition Rate:** 16.1%
  - **Average Age:** 37 years
  - **Average Salary:** \$6.5K
  - **Average Tenure:** 7 years
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## Key Insights



## Demographics

- **Gender:** Males had higher attrition (140) compared to females (79).
- **Age:** Employees aged **26–35** showed the highest attrition (116).
- **Education:** Most attrition came from **Life Sciences** (38%) and **Medical** (27%) backgrounds.

## Job Role & Department

- Top roles affected:
  - Laboratory Technician – 62
  - Sales Executive – 57
  - Research Scientist – 47
- Departments most impacted: **Sales, R&D, and Technical** roles.

## Compensation

- **Up to 5K salary group** saw the highest attrition (163 employees).
- **>15K salary group** had the lowest attrition (only 5 exits).

## Tenure

- Most employees left within **1 year** (59 exits), signaling a weak onboarding experience.
- Smaller spike in attrition after **7 years**, possibly due to career stagnation.

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## Recommendations

- 1. Improve Early Engagement**  
Onboarding support, 30-60-90 day check-ins, and mentorship can reduce first-year exits.
- 2. Review Salary Structure**  
Reassess salary bands under 5K and provide incentive-based rewards.
- 3. Upskill & Retain Mid-Career Talent**  
Provide learning and career development programs for employees aged 26–35.
- 4. Focus on High-Risk Roles**  
Tailor retention strategies for Sales and Technical positions with frequent exits.

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## Conclusion

Using Power BI and Excel, this dashboard provided clear visibility into attrition trends. With data-driven strategies derived from this analysis, HR teams can reduce attrition, improve morale, and build a more stable workforce.