📊 Sales Performance Dashboard — Power BI

A compact, interactive Power BI report that visualizes sales performance across regions, products and time — built to help stakeholders spot trends, improve product mix and prioritize high-value customers.

🧭 Employee Insight Dashboard – Explanation

🎯 Objective

The purpose of this dashboard is to analyze **employee attrition** and gain insights into the factors affecting employee turnover within the company. It helps HR teams identify trends in attrition based on **education, age, salary level, job role**, and **years at the company.**

Key Features

- Employee ID

- Department (HR)

- Age Group

- Education Level (1–5)

- Salary Level (Up to 5K, 5K–10K, 10k-15k, 15k-20k, etc.)

- Years at Company

- Job Role

- Attrition (Yes/No)

📊 Key Metrics Overview

📋 Metric	📈 Value	📋 Description
👥 **Total Employees**	**1K**	Total number of employees in the organization
🎓 **Sum of Education**	**4K**	Combined education index of all employees

📋 Metric	📈 Value	📋 Description
🔄 **Total Attrition**	**238**	Total employees who have left the company
📉 **Attrition Rate**	**0.16 (16%)**	Overall turnover percentage
🏢 **Sum of Years at Company**	**10K**	Total working years contributed by all employee

🔍 Visual Insights

🎓 1. Attrition by Education
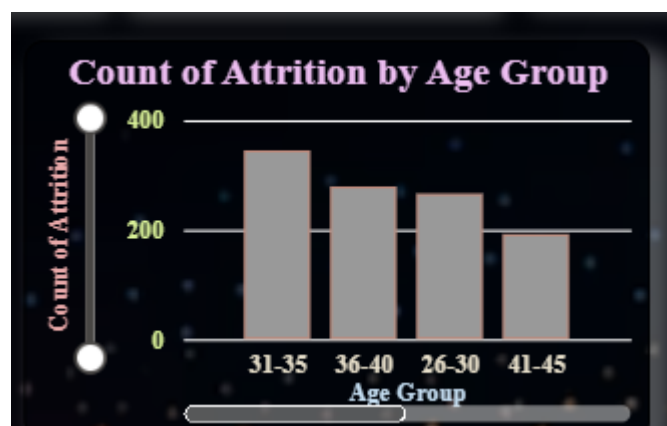
- Employees with **Education Level 1** show the **highest attrition (≈39%)**.

- Indicates that lower-educated employees may face limited career growth, resulting in higher turnover.
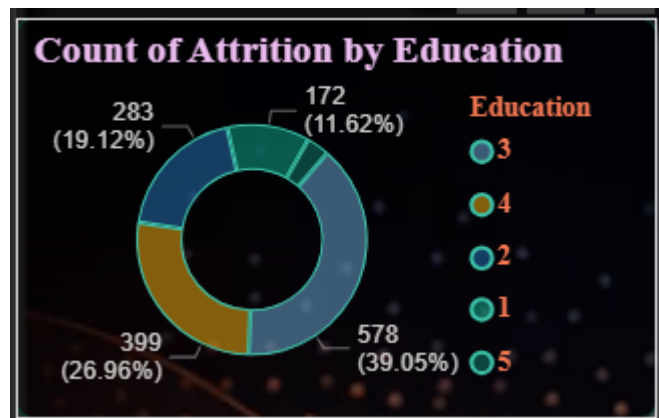
👶 2. Attrition by Age Group

- Highest attrition observed in the **31–35 age group**, followed by **26–30**.

- Suggests mid-career professionals are switching for better opportunities or job satisfaction.

💰 3. Attrition by Salary Level

- Majority of attrition occurs among employees earning **up to 5K**.

- **Low salary** is one of the major reasons for employee exits.


🕐 4. Attrition by Years at Company

- Employees with **0–5 years** experience show **highest attrition**.

- Indicates new hires leave early — highlighting the need for better **onboarding and engagement progra**


💼 5. Attrition by Job Role

- **Sales Executives** and **Research Scientists** show **higher attrition rates**.

- Could be due to **job pressure** or **external career opportunities** in competitive industries.

Count of Attrition by JobRole
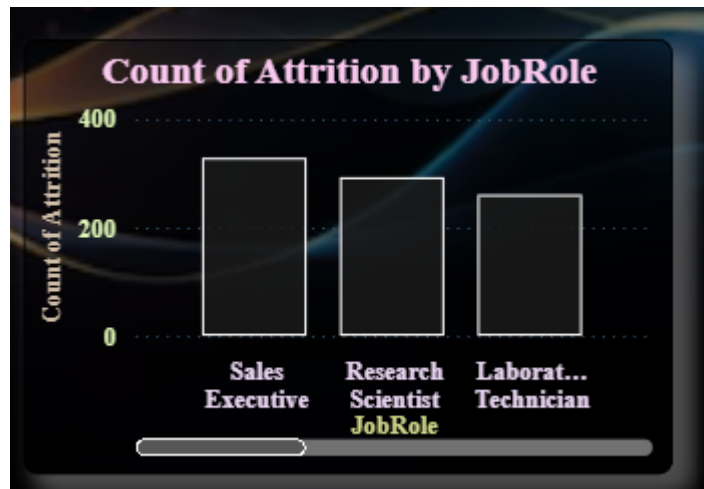
👥 6. Total Employees by Attrition

- Around **75–80% employees are retained**, while **20–25%** have left.

- Focus should be on improving the experience of the at-risk attrition group.

Total Employees by Attrition
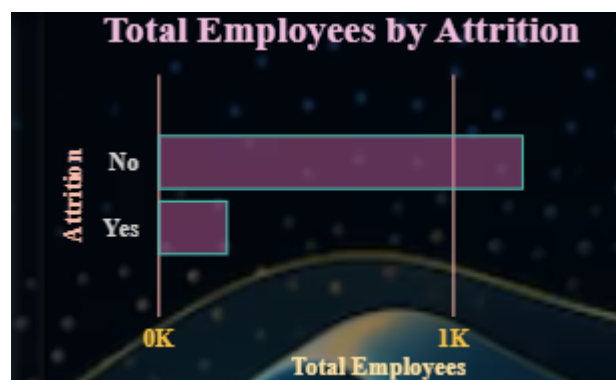
🧠 Key Influencers Analysis

> This visual helps identify when Attrition Count is more likely to be High.

- Power BI detected **one key segment** that shows **high attrition probability (≈0.53)**.

- This means employees in that segment are **53% more likely to leave** compared to others.

- Factors like **salary level**, **job role**, or **age** may be driving these outcomes.

🪄 **Action Point:**

Focus on **high-risk employee segments** through:

- Incentive programs 💵

- Career development opportunities 🎓

- Employee engagement and feedback initiatives 💬
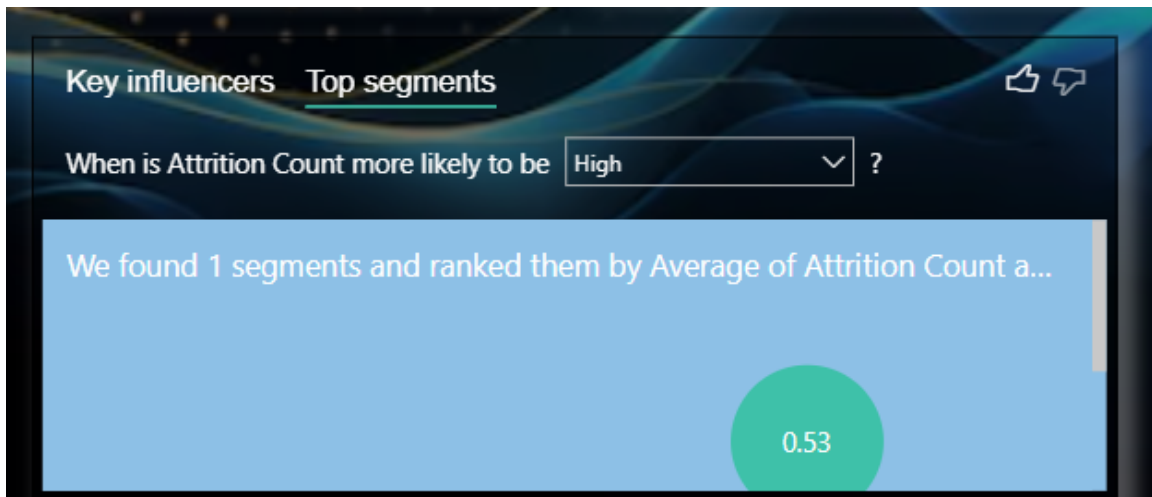
✅ Conclusion

The **Employee Insight Dashboard** provides a complete view of:

- Workforce demographics 👥
- Attrition trends 📊
- Key factors influencing turnover 🧩

It enables HR to:

- Improve **employee retention strategies**
- Offer **competitive pay structures**
- Strengthen **training and development programs**

> ✨ Summary:
>
> This dashboard turns raw HR data into **meaningful insights** — helping the company build a **data-driven, people-first culture** that fosters growth, loyalty, and performance.