

# Suggested HR KPIs for Dashboard

## 1. Attrition Metrics

- Attrition Rate (%) =  $(\text{Employees who left} \div \text{Total employees}) \times 100$
- Attrition by Department (R&D, Sales, HR, etc.)
- Attrition by Age Band (e.g., "25-34", "35-44")
- Attrition by Gender
- Attrition by Job Role

## 2. Workforce Demographics

- Headcount (total active employees)
- Gender Diversity (%) (Male vs Female ratio)
- Age Distribution (employees per age band)
- Education Field Distribution

## 3. Employee Engagement & Performance

- Average Job Satisfaction
- Average Work-Life Balance Score
- Average Relationship Satisfaction
- Performance Rating Distribution

## 4. Experience & Tenure

- Average Tenure (Years at Company)

- Average Years in Current Role
- Average Years Since Last Promotion
- Average Years With Current Manager

## 5. Compensation & Benefits

- Average Monthly Income
- Average Percent Salary Hike
- Stock Option Levels Distribution

## 6. Work Habits

- Business Travel Frequency Distribution (Rarely, Frequently, Non-travel)
- Overtime % of Employees

## Dashboard Design Ideas in Power BI/Tableau

- KPI Cards: Attrition rate, Avg Tenure, Avg Salary, Headcount
- Bar/Column Charts: Attrition by Department, Job Role, Age Band
- Pie/Donut Charts: Gender distribution, Education field, Business Travel
- Heatmap/Matrix: Attrition vs Performance Rating or Work-Life Balance

- **Line Chart: Attrition trend over Tenure (Years at Company)**