Employee Insights

Employee Compensation and Demographics Analysis

This dashboard provides comprehensive insights into the employee compensation and demographics of a global consulting firm. The interactive visualizations allow users to filter data dynamically, providing a clear view of various metrics based on selected filters.

## Key Visualizations and Interactivity

* Average Annual Salary by Country: This pie chart shows the average salary of employees in different countries. Users can drill this down to city’s detail withing a country.
* Average Annual Salary by Age Group: This bar chart shows the average salary across different age groups. Users can drill this down and it helps identify salary trends across age and ethnicity demographics.
* Average Annual Salary by Hired Year: This line chart tracks the average salary over the years, offering a trend analysis with projections up to 2028. Also, users can see average bonuses given in each year in tooltip.
* Employees by Gender: This pie chart represents the gender distribution within the company. Users can see the proportion of male and female employees.
* Attrition Rate Cards: This section highlights the overall attrition rate and the attrition rate since 2015, providing insights into employee retention.
* Attrition Rate Since 2015 by Business Unit: This chart displays the attrition rates of different business units, and presents top 5 units only with highest retention rates

Each visual is interconnected, meaning filtering data on one visual dynamically updates the other visuals to reflect the filtered data, allowing for an in-depth, interactive analysis.

**Key Findings and Insights from the Dashboard**

* **Annual Salaries in Present Countries**:

The average annual salaries in China, the United States, and Brazil are quite similar. However, a deeper dive reveals distinct trends:

* + In China, there is a decreasing trend in salaries over the years.
  + In contrast, salaries in the United States and Brazil show an increasing trend year by year.
* **Average Annual Salary by Age Group**:

The bar chart indicates that employees aged 36-45 receive the highest average salaries compared to other age groups. This insight highlights the peak earning age range within the company.

* **Gender Distribution**:

The pie chart shows a slight majority of female employees (52%) compared to male employees (48%). This gender distribution varies across different countries and smaller groups within the company.

* **Attrition Rates**:

The overall attrition rate has decreased from 2015 to the present, which is a positive indicator of employee retention efforts. This downward trend in attrition applies to each business unit, with Research & Development showing the highest attrition rate at 8.30%.

* **Impact of Year of Hire on Salary**:

The line chart demonstrates that the year of hire significantly impacts salary levels. Notably, there was a decrease in salaries around 2005 across all countries and business units, and this trend remains consistently lower compared to other periods.