**HR Dashboard Report: From Hire to Exit**

**Project Overview**

This Power BI dashboard visualizes key HR metrics from an employee dataset containing information like job roles, departments, hiring and exit dates, salaries, bonuses, gender, and locations. It helps HR professionals analyze workforce distribution, attrition trends, diversity metrics, and compensation insights.

**Dataset Fields Used**

* **EEID**
* **Full Name**
* **Job Title**
* **Department**
* **Business Unit**
* **Gender**
* **Ethnicity**
* **Age**
* **Hire Date**
* **Exit Date**
* **Annual Salary**
* **Bonus %**
* **Country**
* **City**

**KPIs (Top Cards)**

* **Average Annual Salary** (excluding nulls)
* **Active Employees**: Count where Exit Date is blank
* **Employees Left**: Count where Exit Date is not blank

**Calculated Columns (DAX)**

Status = Status = IF(ISBLANK(Data[Exit Date]), "Active", "Exited")

HireYear = HireYear = YEAR(Data[Hire Date])

ExitYear = ExitYear = YEAR(Data[Exit Date])

These fields are used to track employee lifecycle events and segment timelines.

**Slicers**

* **Gender** (button slicer)
* **Country** (button slicer)

**Visualizations**

**1. Employee Distribution**

* **By Department**: Horizontal bar chart (Department vs Count of EEID)
* **By Business Unit**: Column chart
* **By Gender**: Pie chart (Count of EEID by Gender)

**2. Employee Lifecycle**

* **Hire Year Trend**: Column chart (HireYear vs Count of EEID)
* **Exit Year Trend**: Column chart (ExitYear vs Count of EEID)

**3. Top 10 Highest Paid Employees**

* Table: Columns = Full Name, Department, Annual Salary
* Apply Top N filter on Annual Salary

**Business Questions Answered**

* How many employees are currently active or have exited?
* What is the average annual salary of employees?
* Which departments/business units have the most employees?
* What’s the gender distribution across the company?
* How has hiring and attrition changed over time?
* Who are the top earners in the company?