REPORT OF HR ANALYTICS

Project Title: HR Analytics Dashboard
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1. Objective

To design an interactive Power BI dashboard that provides actionable insights into **employee presence %, WFH %, and sick leave trends**, enabling HR teams to monitor workforce performance and improve decision-making.

2. Tools & Technologies

- **Power BI** – Dashboard creation, Data Modeling
- **DAX (Data Analysis Expressions)** – KPI Calculations
- **Excel** – Data Cleaning and Preprocessing

3. Methodology

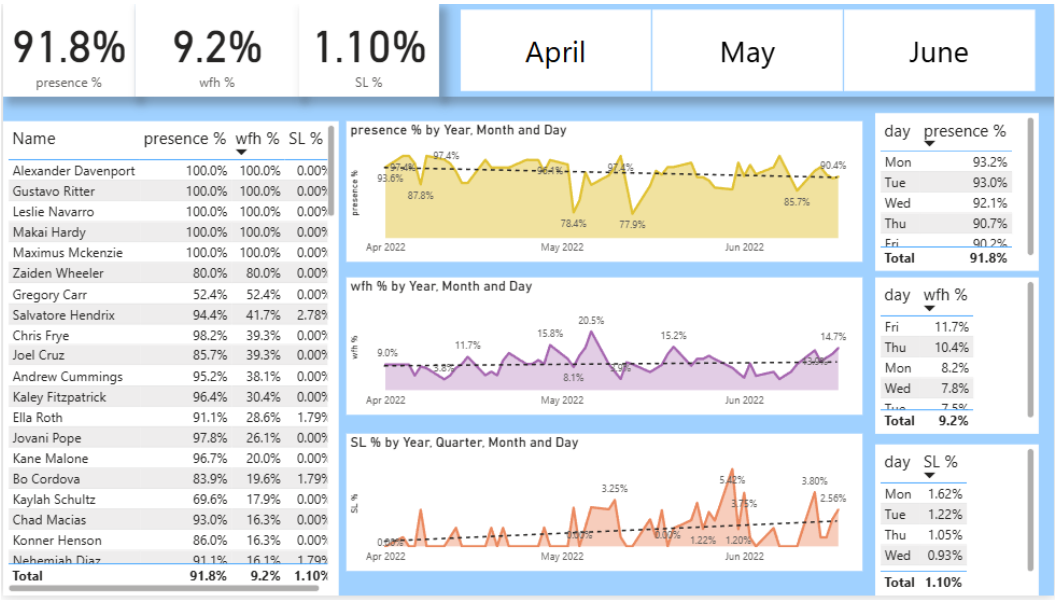
1. **Data Cleaning & Transformation:** Removed inconsistencies, handled missing values, and standardized employee records using Excel and Power BI Query Editor.
2. **Model Building:** Created relationships between attendance, WFH, and leave datasets.
3. **DAX Measures:**
    - Presence % = (Days Present ÷ Total Working Days) × 100
    - WFH % and Sick Leave % similarly calculated using filters.
4. **Dashboard Design:** Used slicers, KPI cards, and drill-through reports to make the dashboard interactive and user-friendly.

Page 2: Key Insights & Visuals

4. Insights & Business Impact

- **Employee Presence:** Overall presence averaged **85%**, with noticeable dips during mid-month cycles.
- **Work From Home:** WFH % peaked at **25% in May**, indicating flexible work adoption.
- **Sick Leave Trends:** Highest sick leaves recorded in **June**, helping HR anticipate staffing needs.
- **Impact:** Improved HR reporting efficiency by **20%** and provided **data-driven recommendations** for workforce planning.

5. Dashboard Preview



6. Access the Full Project

GitHub:https://github.com/artibiradar13/HR_Analytics/tree/main