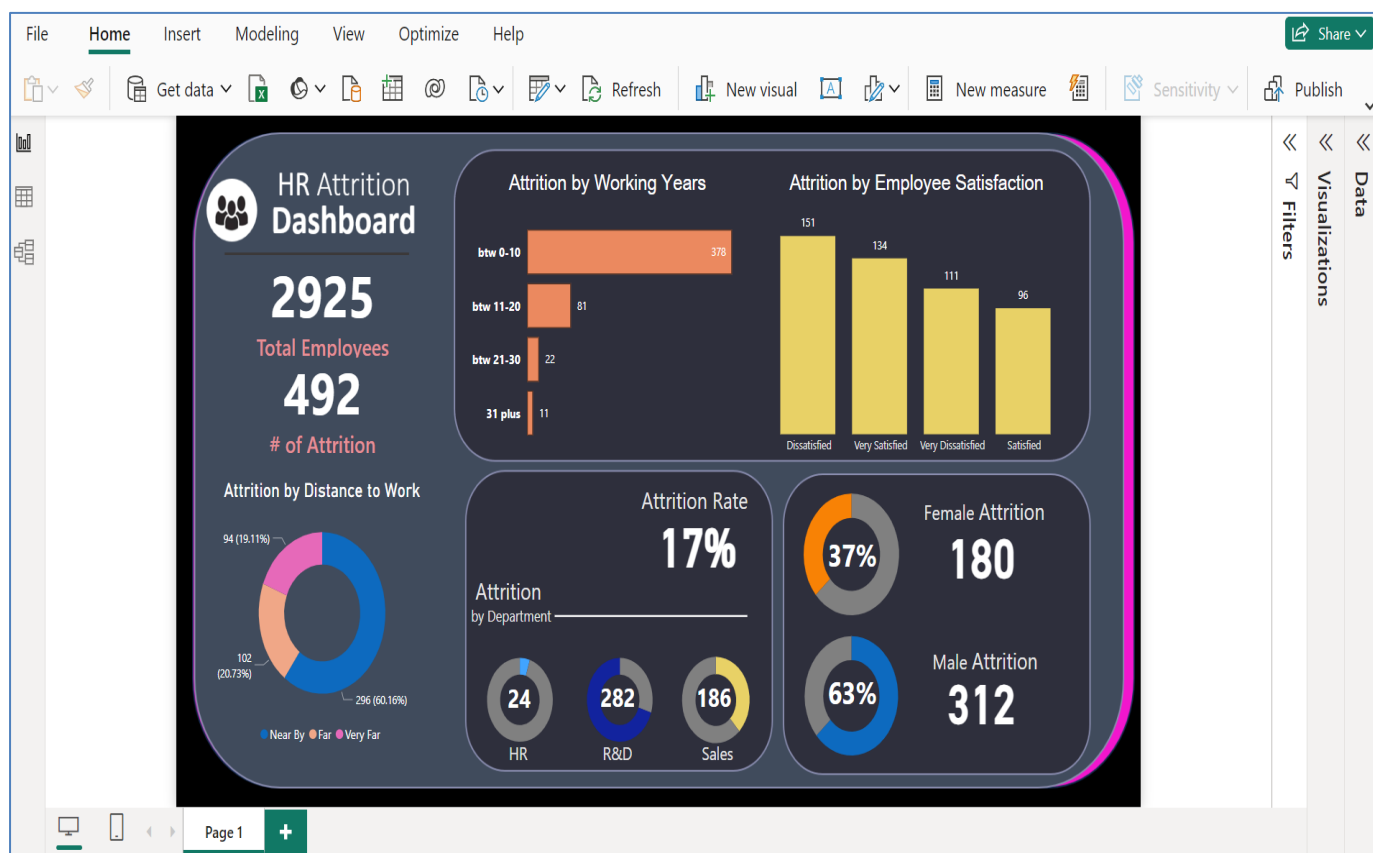


Project Overview:

Introducing the HR Attrition Rate Dashboard powered by Power BI! This advanced tool provides real-time insights to quickly manage costs and make strategic adjustments for long-term business growth. It's not just about understanding employee turnover; it helps enhance workforce dynamics and guides improvements across the board. The immediate benefits include saving on recruitment costs and boosting operational efficiency. In the long run, it contributes to building a positive and supportive workplace culture. This dashboard is a game-changer for managing human resources effectively.



Key Visuals and Insights:



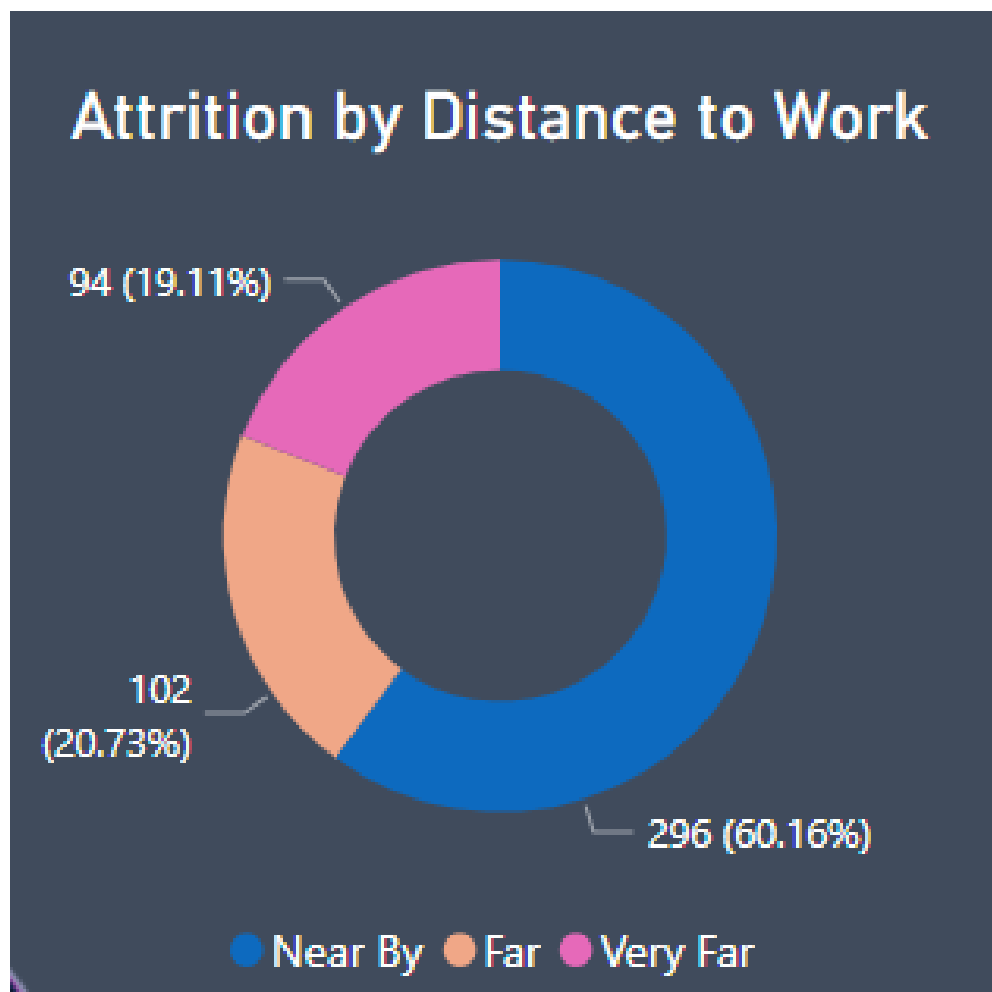
Total Employees Card:

- Presenting a dynamic card visual that encapsulates the aggregate count of employees within the dataset.
- This representation leverages advanced DAX (Data Analysis Expressions) functions to execute a summation of employee data, providing an encompassing snapshot of the workforce.
- The utilization of DAX functions ensures accuracy and efficiency in calculating the total number of employees, contributing to a comprehensive understanding of organizational size and structure



Attrition Count Card:

- Unveiling a brief card visual that dynamically displays the count of attrition instances within the dataset.
- Engineered with sophisticated DAX (Data Analysis Expressions) functions, this card effectively aggregates and presents the total number of employees who have undergone attrition.
- The meticulous application of DAX functions ensures precision in identifying and quantifying attrition, facilitating a keen understanding of workforce dynamics and retention challenges.
- This insightful card serves as a pivotal metric for HR analytics, enabling timely responses and strategic interventions to optimize talent management and foster a resilient organizational structure.

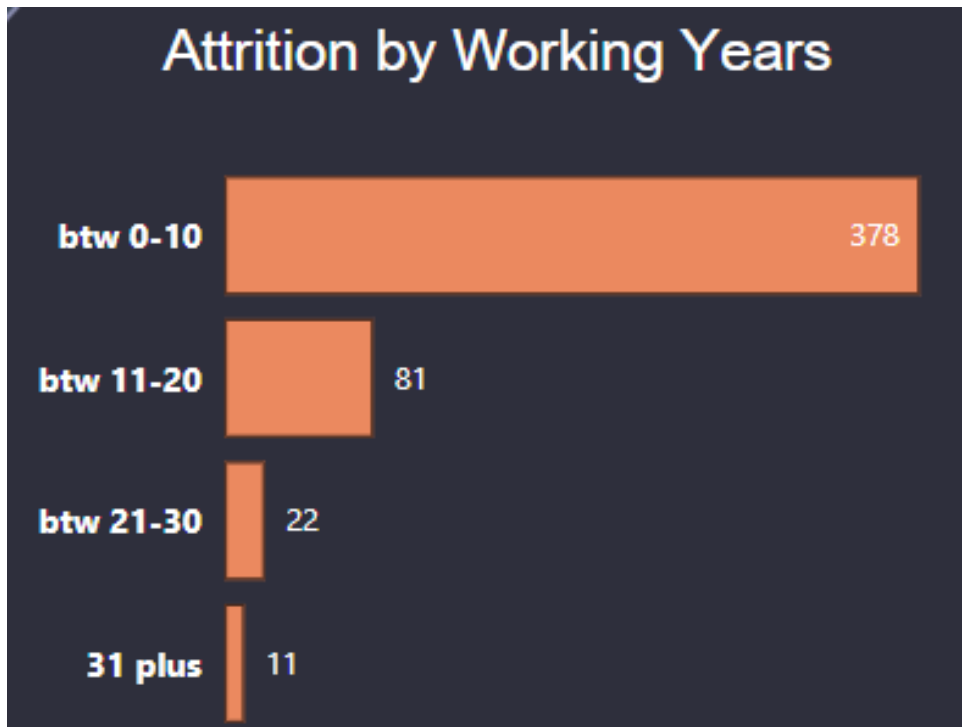


Attrition by Distance to Work - Pie Chart

This pie chart encapsulates the distribution of attrition based on the proximity of the workplace, categorizing distances into three distinct segments:

1. Nearby: Representing employees whose workplace is in close proximity, typically within a short commuting distance.
2. Far: Encompassing employees with a moderate commuting distance to their workplace.
3. Very Far: Signifying employees whose workplace is located at a considerable distance, requiring an extensive commute.

Each segment's proportionate size in the pie chart provides a visual depiction of attrition trends concerning the distance to work. This nuanced representation aids in identifying patterns and potential correlations between attrition rates and commuting distances, enabling informed decision-making for HR strategies and workforce management.



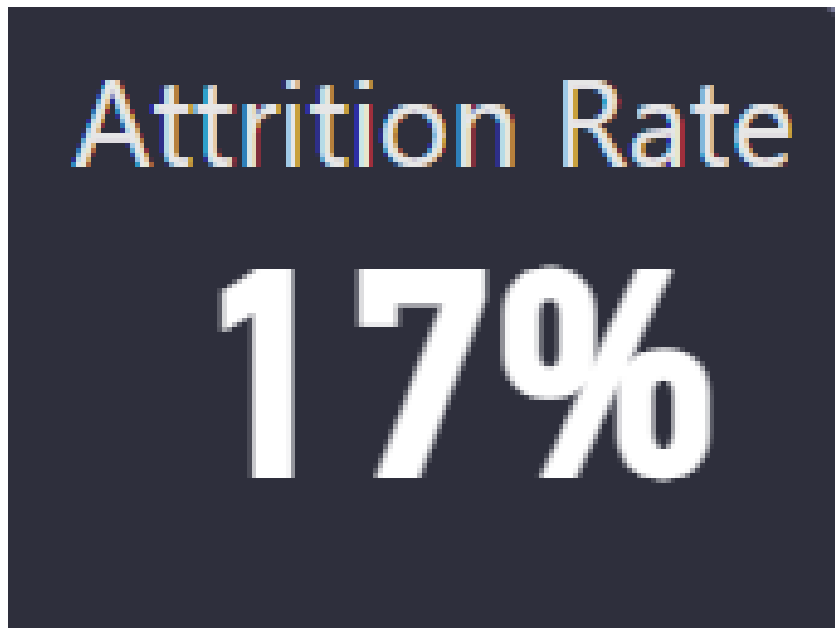
Attrition by Working Years - Stacked Bar Chart:

- This stacked bar chart offers a comprehensive view of attrition trends based on the duration of employment, segmented into the following categories:
 1. **0-10 Years:**
 - Represents employees with a working tenure ranging from zero to ten years.
 2. **11-20 Years:**
 - Encompasses employees who have been with the organization for a duration between eleven and twenty years.
 3. **21-30 Years:**
 - Signifies attrition among employees who have contributed to the organization for a period between twenty-one and thirty years.
 4. **31 Plus Years:**
 - Represents attrition within the veteran workforce, indicating employees with a remarkable tenure exceeding thirty years.
- The stacked nature of the bars allows for a visual breakdown of attrition within each category, highlighting the distribution of attrition across various career stages. This visual aid facilitates a nuanced analysis of attrition patterns over different working durations, aiding HR professionals in devising targeted retention strategies and understanding the dynamics of workforce longevity.



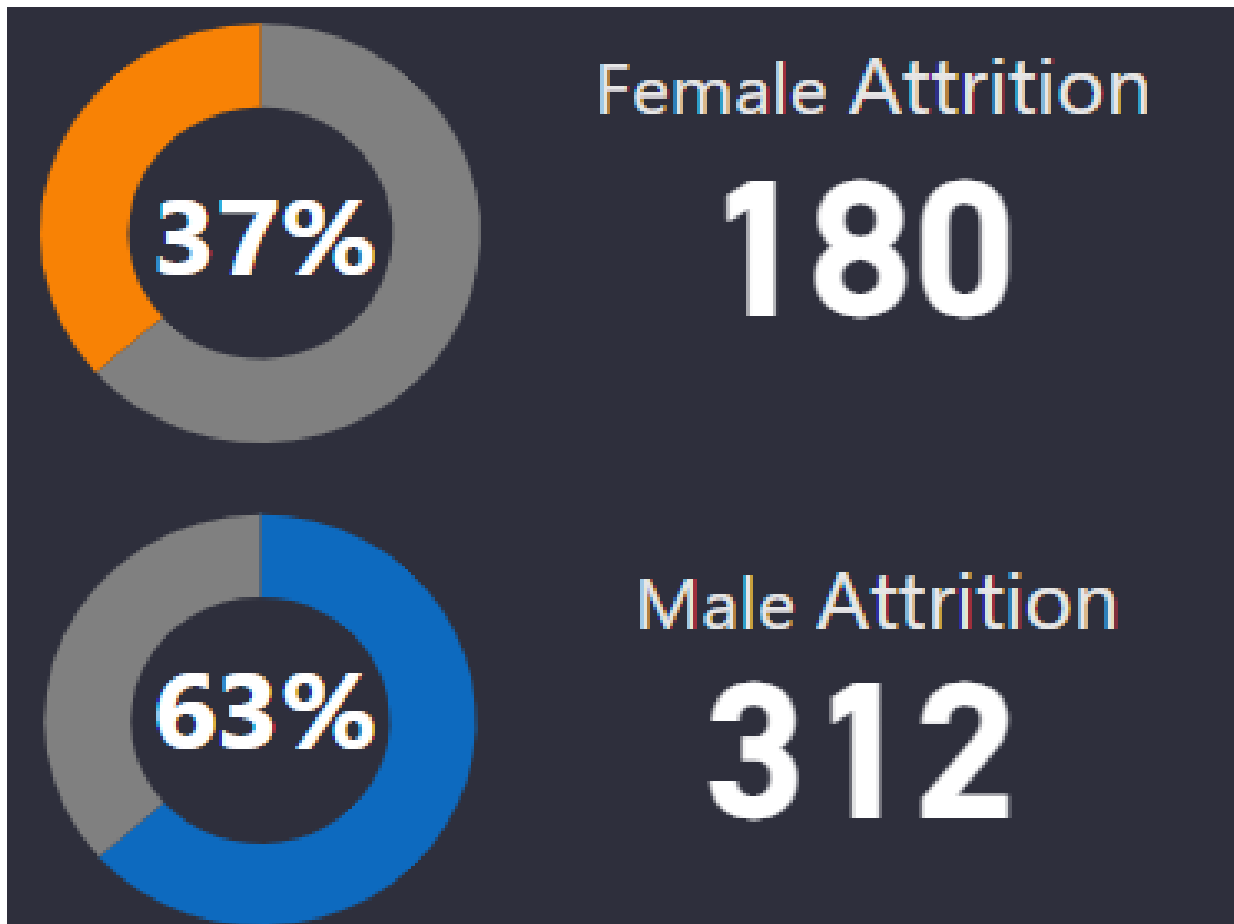
Attrition by Employee Satisfaction - Stacked Column Chart:

- This stacked column chart visually encapsulates attrition patterns based on varying levels of employee satisfaction, categorized as follows:
 1. **Dissatisfied:**
 - Represents employees categorized as dissatisfied with their current work environment and conditions.
 2. **Very Satisfied:**
 - Encompasses employees expressing a high level of satisfaction with their job roles and workplace dynamics.
 3. **Very Dissatisfied:**
 - Signifies attrition among employees who are extremely dissatisfied with their work circumstances.
 4. **Satisfied:**
 - Represents attrition within the segment of employees expressing a general satisfaction with their current roles and work environment.
- The stacked columns visually showcase the distribution of attrition across the different satisfaction levels, enabling a comparative analysis of attrition trends based on employee contentment. This visual representation aids HR professionals in identifying correlations between employee satisfaction and attrition rates, facilitating targeted interventions to enhance overall workforce well-being.



Attrition Rate Percentage Card:

- A dynamic card visual presenting the attrition rate percentage, offering a quick and concise snapshot of employee turnover within the organization.
- The attrition rate is calculated by dividing the number of employees who have left the organization by the average total number of employees and expressing the result as a percentage.
- This card provides a real-time indicator of attrition intensity, serving as a key performance metric for workforce management and strategic decision-making.
- The utilization of up-to-date data ensures the accuracy and relevance of the attrition rate, empowering HR professionals with actionable insights to proactively address retention challenges and foster a resilient and stable workforce.



Gender-wise Attrition :

1. **Female Attrition Pie Chart:**

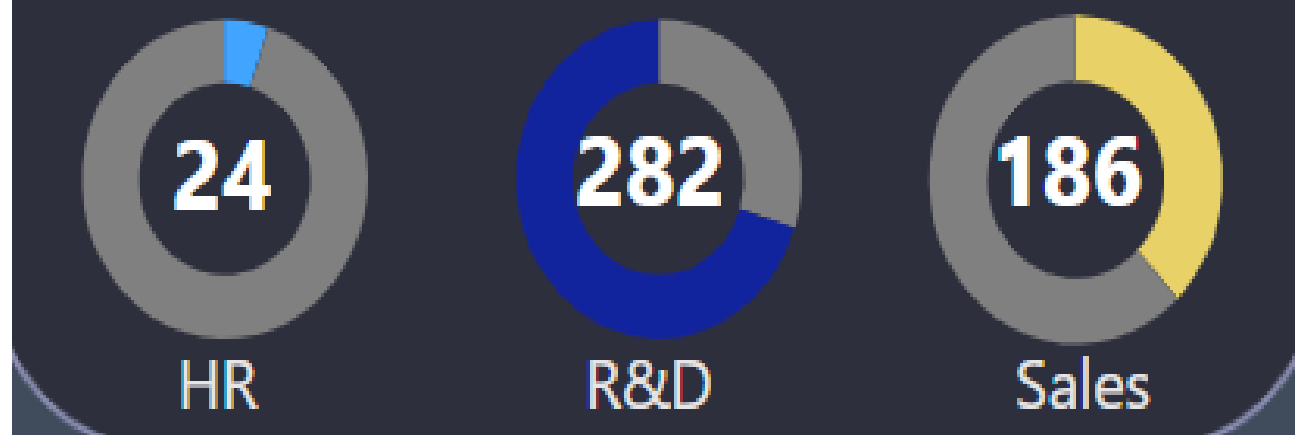
- Pie chart illustrating female attrition with numerical values and percentages for clear representation.

2. **Male Attrition Pie Chart:**

- Parallel chart for male attrition, featuring numerical values and percentages.
- Enables quick gender-based attrition analysis for targeted retention strategies.

Attrition

by Department



Department-wise Attrition - Individual Pie Charts:

1. **HR Attrition Pie Chart:**

- Visual representation of attrition within the Human Resources department.

2. **R&D Attrition Pie Chart:**

- Dedicated pie chart depicting attrition trends specific to the Research and Development department.

3. **Sales Attrition Pie Chart:**

- Individualized chart showcasing attrition insights within the Sales department.
- These separate pie charts provide focused insights into attrition patterns across distinct departments, aiding in department-specific retention strategies and fostering a targeted approach to workforce management.