

HR Performance Analyzer Dashboard - Power BI

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Employee Performance - Employee performance refers to how well an employee fulfills the duties and responsibilities of their job. It encompasses a variety of factors, including Productivity, Efficiency, Accuracy, Adaptability etc. There are a various other factor that can directly or indirectly affect the performance of an employee.

Employee Turnover (Attrition)- Employee turnover refers to the rate at which employees leave an organization and are replaced by new ones. It's a crucial metric for businesses as it can significantly impact cost, morale , productivity and reputation of an organization.



HR Performance Analyzer

Objective - Create a Dashboard Name: "HR Performance Analyzer" with different charts that could provide insights on Employee performance, Link employee performance to key business metric, Optimize compensation and benefits, analyze attrition data to Predict and prevent attrition in future and Identify areas for improvement in HR processes

Problem Statement:

- **What is the employee turnover rate?**
- **How do performance ratings vary across departments?**
- **What is the distribution of salaries within the organization?**
- **Are there any correlations between training programs and performance?**
- **What are the demographics of the workforce?**

Tools Used : Power BI for Visualization and Google Slides for Presentation



Total Employees

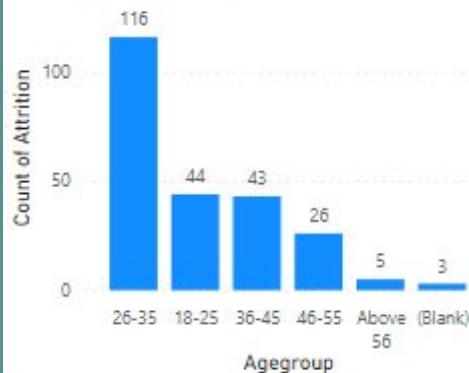
1470

Total Attrition

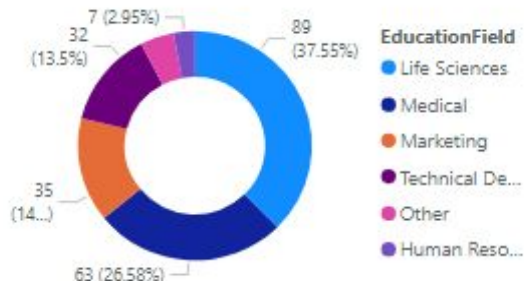
237

Employee Attrition Overview

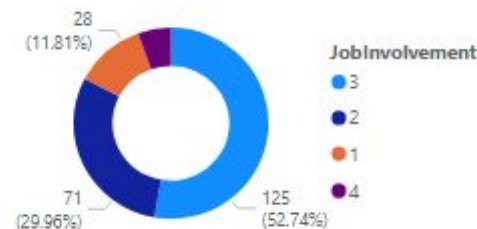
Attrition by Agegroup



Attrition by EducationField



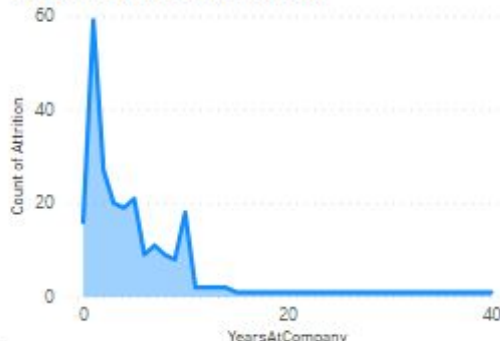
Count of Attrition by JobInvolvement



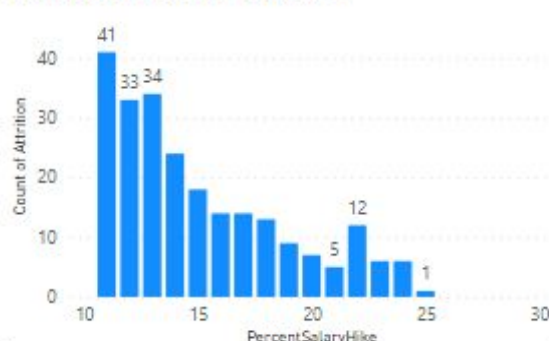
Attrition by JobRole



Attrition by YearsAtCompany



Attrition by PercentSalaryHike



Count of Performance Rating 3

1244

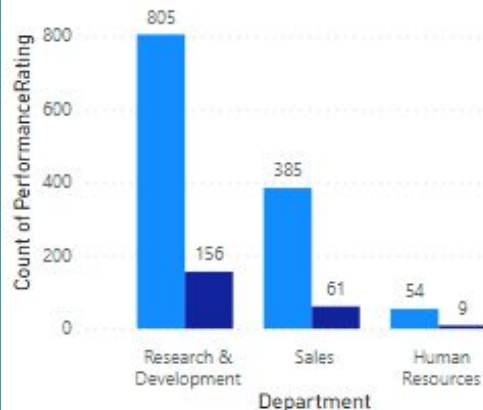
Count of Performance Rating 4

226

Employee Performance Overview

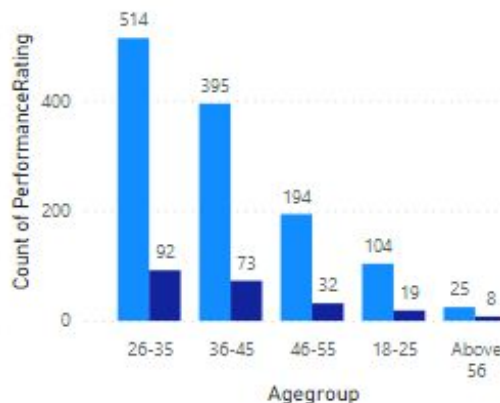
PerformanceRating by Department

Performanc... ● 3 ● 4



PerformanceRating by Agegroup

Performanc... ● 3 ● 4



PerformanceRating and EducationField and Attrition%



JobSatisfaction vs Performance Rating

JobSatisfaction	3	4	Total
1	241	48	289
2	237	43	280
3	386	56	442
4	380	79	459
Total	1244	226	1470

MonthlyIncome by PerformanceRating

Performa... ● 3 ● 4



Average of PerformanceRating



Average of PercentSalaryHike by PerformanceRating

● Increase ● Decrease ● Total





Min Salary Hike %

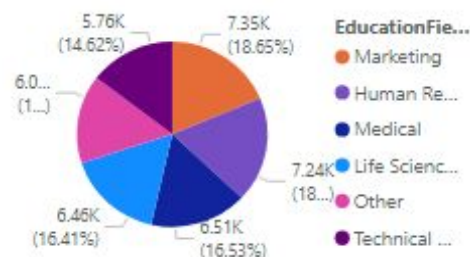
11

Max Salary Hike %

25

Salary Hike and Monthly Income Overview

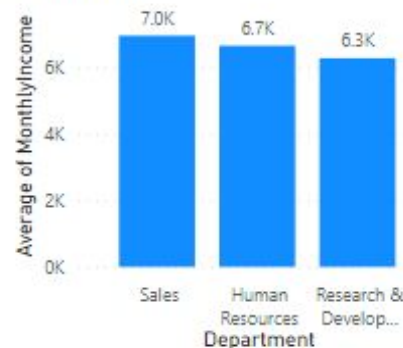
Average of MonthlyIncome by EducationField



Average Monthly Income w.r.t Min and Max Income



Average of MonthlyIncome by Department



%GT PercentSalaryHike by JobLevel



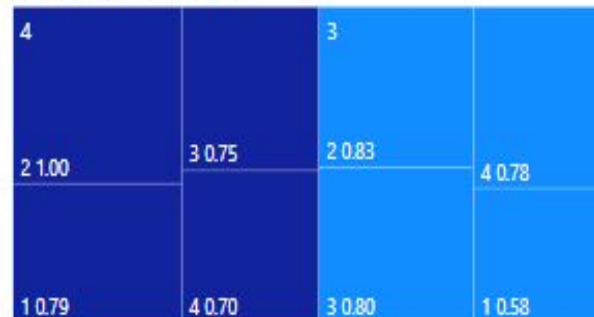
PercentSalaryHike by OverTime



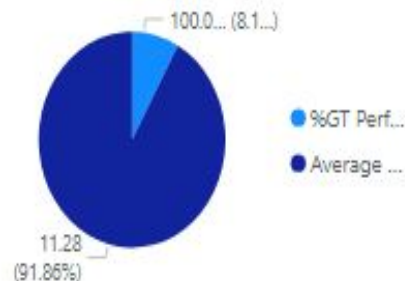
Average of HourlyRate and Average of MonthlyIncome by Department



Average of StockOptionLevel by PerformanceRating and WorkLifeBalance



%GT PerformanceRating and Average of TotalWorkingYears



Average of YearsInCurrentRole by PerformanceRating



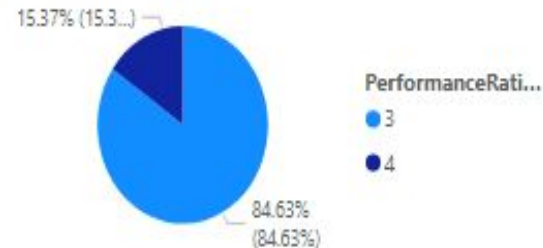
Performance Rating vs Job Satisfaction vs % Salary Hike

PerformanceRating	%GT PercentSalaryHike	WorkLifeBalance
3	77.91%	3434
4	22.09%	625
Total	100.00%	4059

TrainingTimesLastYear by PerformanceRating



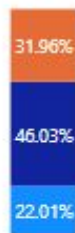
%GT Count of MonthlyRate by PerformanceRating



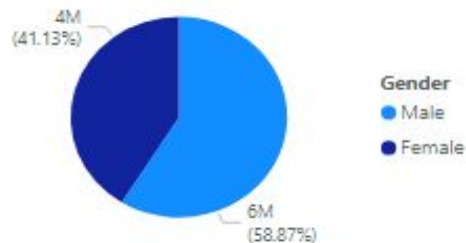
Performance Rating Correlation with other features

%GT PercentSalaryHike by MaritalStatus

MaritalStatus ● Divorced ● Married ● Single



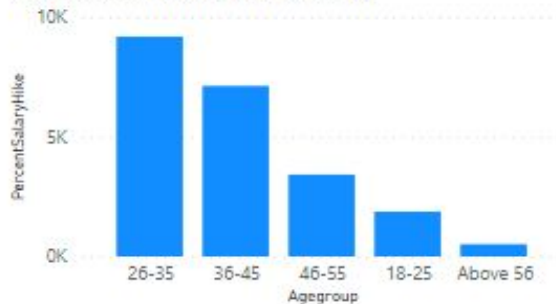
MonthlyIncome by Gender



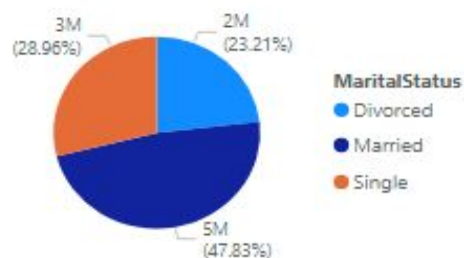
Count of Attrition by Gender



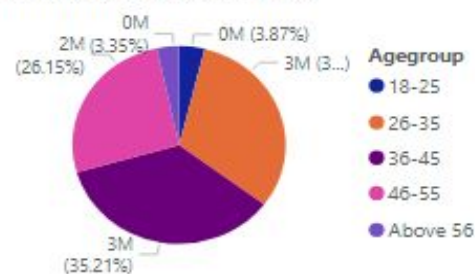
PercentSalaryHike by Agegroup



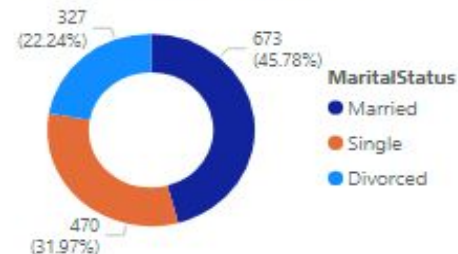
MonthlyIncome by MaritalStatus



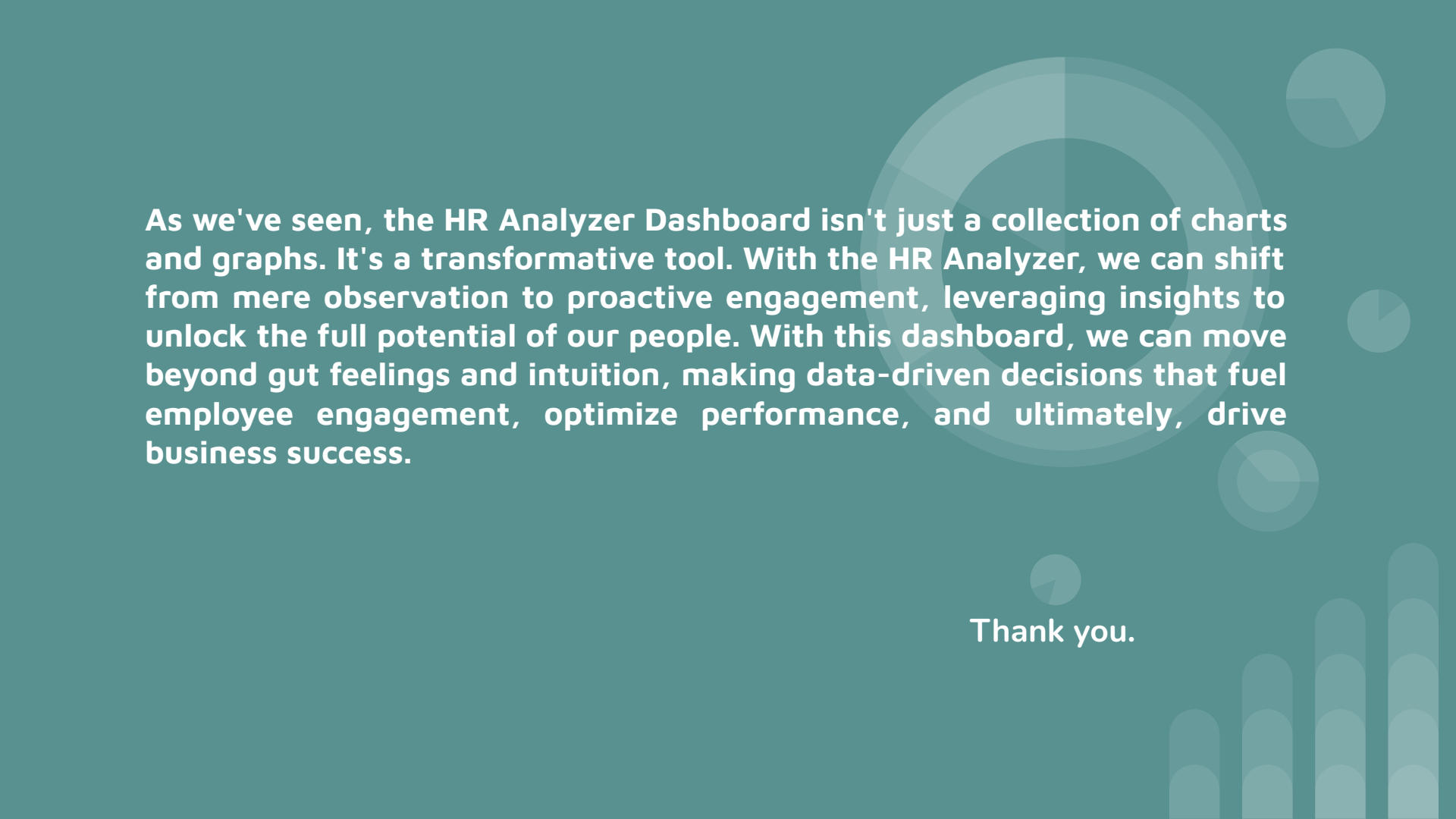
MonthlyIncome by Agegroup



Count of Attrition by MaritalStatus



Demographic Overview



As we've seen, the HR Analyzer Dashboard isn't just a collection of charts and graphs. It's a transformative tool. With the HR Analyzer, we can shift from mere observation to proactive engagement, leveraging insights to unlock the full potential of our people. With this dashboard, we can move beyond gut feelings and intuition, making data-driven decisions that fuel employee engagement, optimize performance, and ultimately, drive business success.

Thank you.