

◆ Project Title

Employee Attrition & Workforce Analytics Dashboard

◆ Problem Statement

The company is experiencing increasing employee attrition and uneven workforce distribution across departments. HR leaders need a dashboard to understand satisfaction levels, performance, compensation, and hiring trends to identify factors influencing employee turnover and improve retention.

◆ Project Description

The dashboard analyzes employee data using Tableau to track workforce distribution, satisfaction, performance, salaries, and attrition patterns. It enables HR to make data-driven decisions to enhance employee retention and workplace productivity.

◆ KPIs

- Attrition Rate
- Total Active Employees (Headcount)
- Average Satisfaction Score
- Average Performance Rating
- Average Monthly Income
- Hiring Trend

◆ Data Overview

The dataset contains employee information such as demographics, job role, department, salary, satisfaction score, performance rating, experience, and attrition status. It supports detailed analysis of retention, engagement, and workforce trends.

◆ Conclusion

The dashboard reveals that attrition is higher in departments with lower satisfaction and lower compensation. Remote work shows slightly better satisfaction than on-site work. These insights help the company strengthen retention programs, optimize hiring, and improve employee engagement and performance.

