HR - Dashboard project 👋

The situation
My boss has just reached out to you to create an Hr dashboard that only looked into the attrition in the organization.

Project situation
The dataset might need a bit cleaning, push it into power query and having it cleaned and transformed.

Insight needed in the dashboard 🧠

1. Categorize the employees distance from home into (Far-away, Far and Very - far).
2. Break the employees work years into groups with interval of 10 years.
3. Transform the job satisfaction from number(1, 2, 3, 4) to something more readable.
4. Create an age-bucket for the Employee's age column.
5. Show necessary KPI into dashboard.
6. Which job positions are experiencing attrition rates higher than 10%? What are the causes of high turnover rates?
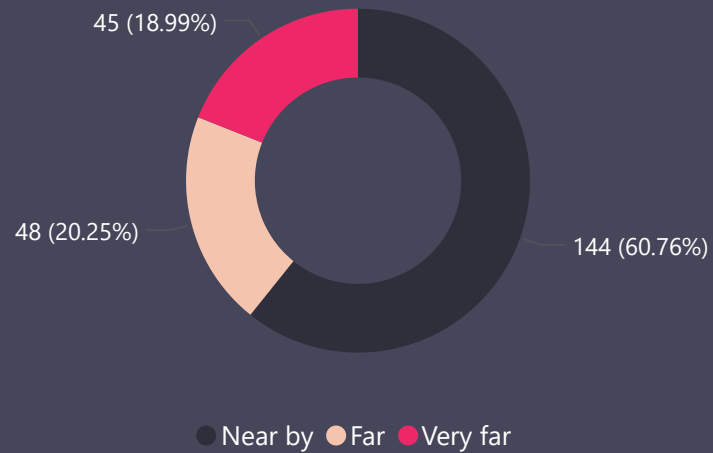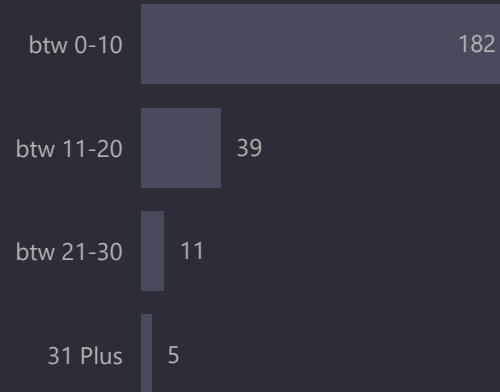
Hr Attrtion
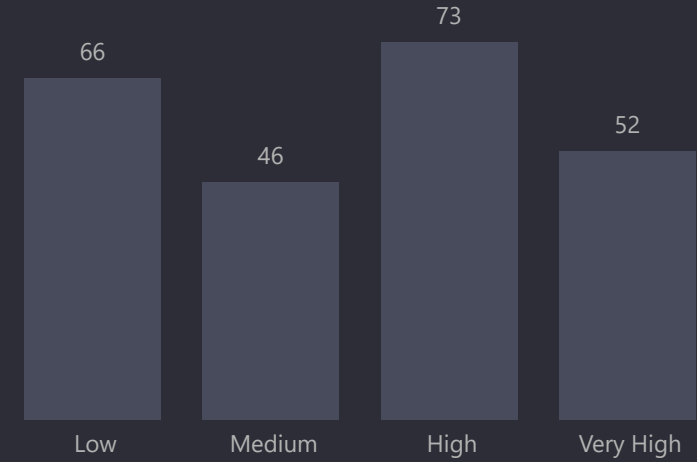# **Dashboard**

Total Employees
1470

Female

Male

Attrition by Distance to work

45 (18.99%)

48 (20.25%)

144 (60.76%)

● Near by ● Far ● Very far

Attrition by Working Year

btw 0-10	182
btw 11-20	39
btw 21-30	11
31 Plus	5

Attrition by Employee Satisfaction

66

46

73

52

Low   Medium   High   Very High

Attrition Rate
16%

Attrition
by Department
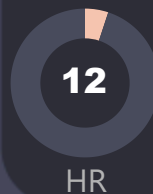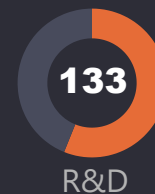
12
HR

92
Sales

133
R&D

Female Attrition
37%
87
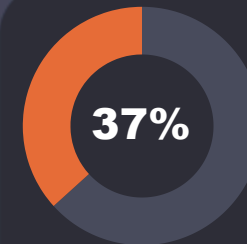
Male Attrition
63%
150

Hr Attrtion Dashboard

Total Employees
1470

Female

Male

Attrition by Job Role

Laboratory Technician	Sales Executive
Research Scientist	Sales Represent...
Human Resources	Manufactu... Director
Healthcare Represent...	Manager
Research Director	

40%
30%
20%
10%
0%
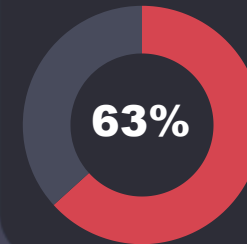
Attrition Rate
16%

Attrition by Employees work year

182
39
11
5

btw 0-10 **btw 11-20** **btw 21-30** **31 Plus**
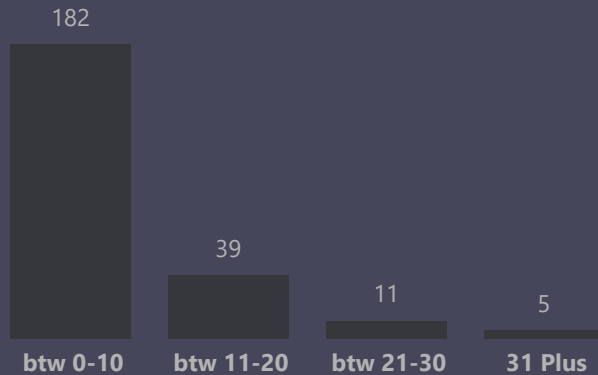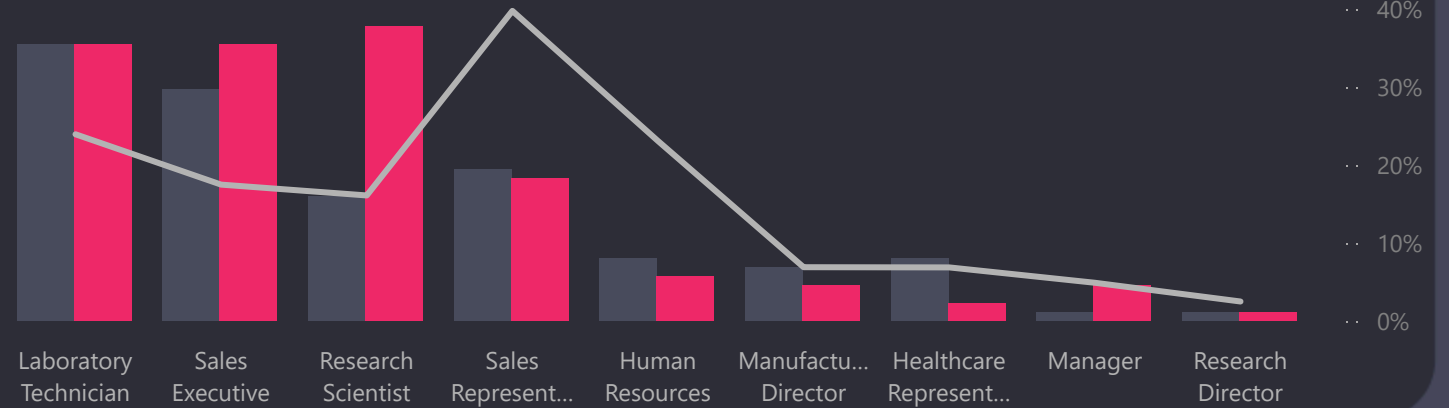
Attrition by Employees Education

Below College	Master Degree	College Degree	Doctoral Degree	Bachelor
31	58	44	5	99

Hr Attrtion **Dashboard**

Attrition by Age Bucket and

Attrition Rate
16%

Age buckets (Female / Male):
- **26-35**: 46 / 70
- **18-25**: 18 / 26
- **36-45**: 13 / 30
- **46-55**: 7 / 19
- **56 plus**: 3 / 5
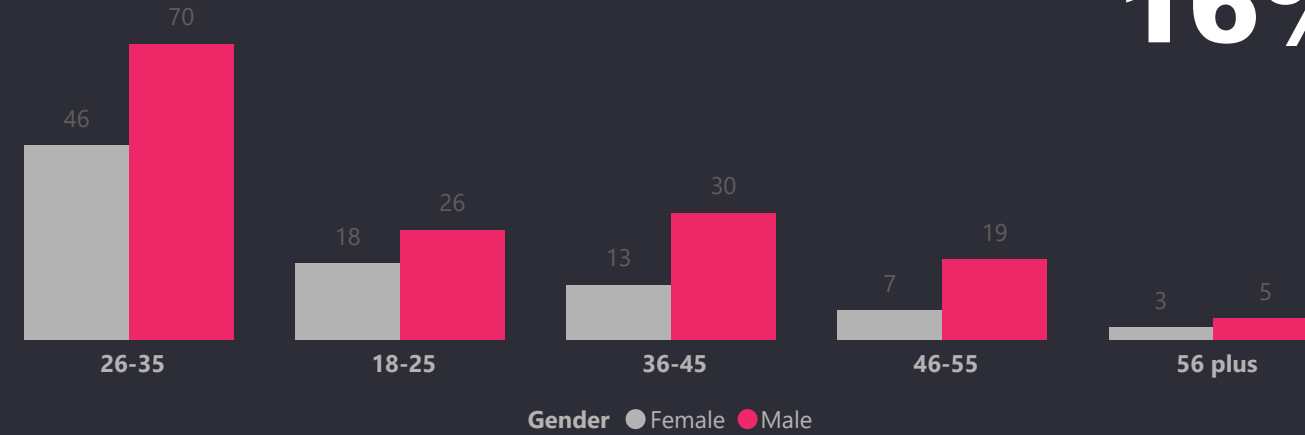
Gender ● Female ● Male

Total Employees
1470

Gender Filter

| Female | Male |
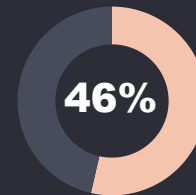
46% — Attrition by Employee with Over Time
127
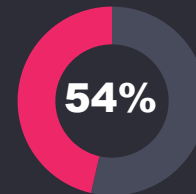
54% — Attrition by Employee with no Over Time
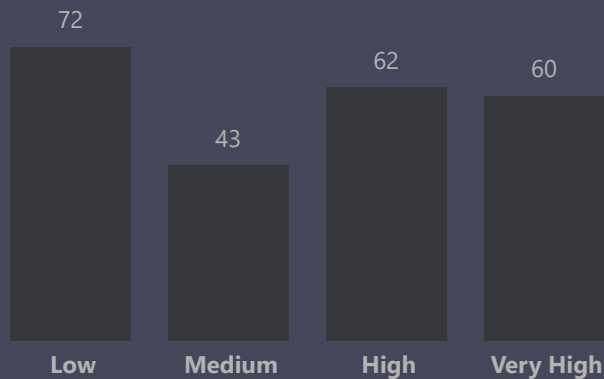**110**

Hr Attrtion
Dashboard

Attrition by Monthly Income and Year at Company

0   10   20   30   40

Total Employees
1470

Female

Male

Attrition by Environment Satisfaction

| Low | Medium | High | Very High |

72   43   62   60

Avg of Monthly Income by JobRole and Attrition

17.2K 16.8K	15.9K 19.4K	7.5K 8.5K	7.3K 7.4K	6.8K 7.5K	4.4K 3.7K	3.3K 2.8K	3.3K 2.9K	2.8K 2.4K
Manager	Research Director	Healthcare Representa...	Manufactur... Director	Sales Executive	Human Resources	Research Scientist	Laboratory Technician	Sales Representa...