

HR Analytics Dashboard



Objective:

- The aim of this HR Analytics Dashboard is to empower the Human Resources team with meaningful insights to **reduce employee attrition** and **enhance workforce performance**.
- By analyzing key factors such as **age, education, salary slabs, job satisfaction, and years at the company**, the dashboard provides a clear view of the workforce dynamics.
- This enables data-driven decision-making to:
 - Identify high-risk attrition groups
 - Improve employee satisfaction through targeted initiatives
 - Support long-term workforce planning and retention strategies



Dashboard Overview



Dashboard – HR Department Filter



Dashboard –Research & Development



Dashboard –Sales



Conclusion:



Higher attrition is observed among employees with **lower education levels** and those in the **20–30 age group**.



Job roles with **low satisfaction scores** show **increased turnover**, indicating the need for role-specific engagement strategies.



Employees in **lower salary slabs** are more likely to leave, highlighting a potential compensation issue.



Most attrition occurs within the **first 3 years** at the company, emphasizing the importance of early retention efforts.
