

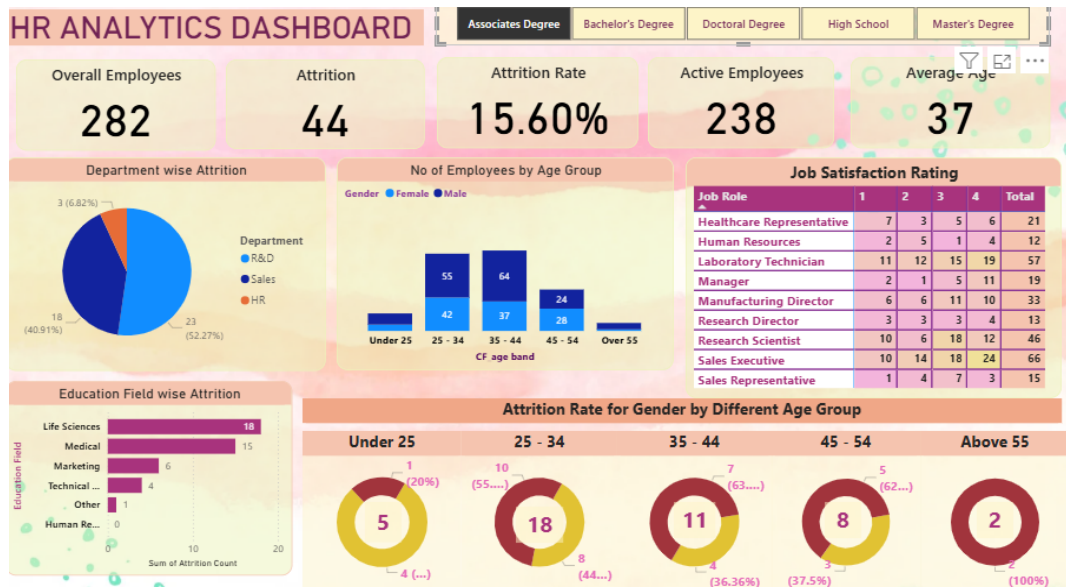
HR Analytics Dashboard Report

1. Dataset Sources and Description

The dataset used in this project was derived from HR records and contains information about employees across multiple dimensions: **Employee Demographics** – Age, gender, marital status, education, department, and job role. **Job & Performance Data** – Salary, job level, years at company, performance ratings, promotions, and training history. **Attrition Data** – Resignations, reasons for leaving, and tenure duration. **Engagement & Attendance** – Overtime, absenteeism, working hours, and satisfaction scores. The dataset has been cleaned, transformed, and loaded into Power BI for interactive analysis and visualization.

2. Business Problems Being Solved

The key business challenges addressed through this analysis include: **High Attrition Rates** – Identifying factors leading to employee turnover and predicting high-risk groups. **Employee Engagement** – Understanding how satisfaction, work-life balance, and overtime affect performance. **Workforce Demographics** – Analyzing diversity in age, gender, and job roles for better HR policy decisions. **Salary & Promotion Patterns** – Examining fairness in pay distribution and promotions across departments. **Performance Insights** – Finding correlations between employee training, performance, and retention.



3. Key Insights from Dashboards

From the developed dashboards, the following insights were derived: **Attrition Trends:** Younger employees (25–34) and those in entry-level positions had the highest attrition rate. **Work-Life Balance:** Employees with frequent overtime reported lower satisfaction and were more likely to leave. **Departmental Distribution:** Sales and Technical departments showed the largest share of attrition compared to Finance and HR. **Salary & Promotion Gaps:** Higher attrition was linked to slower promotion cycles and below-average salary increments. **Training & Retention:** Employees with more training opportunities showed better performance and higher retention. **Gender & Diversity:** The workforce is fairly balanced in gender but leadership positions remain male-dominated.

4. Conclusion

The HR Analytics dashboard provides valuable insights into employee attrition, performance, and workforce distribution. By addressing these business problems, the organization can: Improve employee retention by targeting high-risk groups. Enhance work-life balance policies to reduce overtime-driven attrition. Ensure fair and data-driven promotion and salary structures. Support

long-term workforce planning with diversity and demographic insights.