**HUMAN RESOURCE ANALYTICS PROJECT REPORT ON POWER BI**

DATA SOURCE: KAGGLE

REQUIREMENTS: THREE (3) CATEGORIES

* Overall employee demography
* Current employee demography
* Attrition.

PRIMARY KPI –

* Total number of employees including current and past employees
* Average age of employees
* Average monthly income
* Average monthly salary by JobRole
* Attrition and Attrition Rates

SECONDARY KPI –

* Employee by Jobrole and EducationLevel
* Employee by Gender
* Salary grouping
* Employee by Jobrole
* Employee by EducationField
* Attrition by JobRole
* Attrition by Age and JobRole
* Attrition by Gender
* Attrition by Job Satisfaction
* Attrition by Working Years group
* Attrition by Distance

DATA CLEANING USING POWER QUERY

* Checking for duplicates
* Deleting empty cells
* Replacing misspelled words
* Trimming some of the words

DATA PROCESSING

* Creating new columns with DAX

INSIGHTS GENERATED:

* The total number of employees is 1470.
* The average age of the employees is 36.92 years, which signifies the employees in the company are very active.
* The monthly income of the employees is $6500.
* The total number of current employees is 1233
* The average age of the current employees is 37.56 years, which signifies the employees in the company are very active.
* The monthly income of the current employees is $6830.
* The number of attritions is 237
* The attrition rate is 16.12%

**OVERALL CATEGORY**

* The jobrole with the highest salary is the MANAGER of $17,181
* Males have the highest population of 882 employees making a percentage of 60% of the company’s total population.
* 381 employees receive the highest salary above $8000 monthly.
* Sales Executives has the employees with 362 employees.

**CURRENT CATEGORY**

* The jobrole with the highest salary is the MANAGER of $17,201
* Males have a population of 732 employees making 59.37% of the total employee population.
* 341 employees receive salary greater than $8000 monthly.
* Sales executive has the highest employees with 269 employees.

**ATTRITION CATEGORY**

* The job role with the highest attrition is Laboratory Technician with a number of 62 attrition count.
* Employees at age 31 and 29 has the highest attrition with 18 attrition count.
* Males has the highest attrition count of 150 attrition count with a percentage of 63.29%
* 73 employees with Dissatisfied job satisfaction rating left the company.
* Employees who had work between 0 to 10 years are the highest who have left the firm.
* Employees of 133 attrition count, a percentage of 56.12% of the total attrition who stay near to the company left the company.