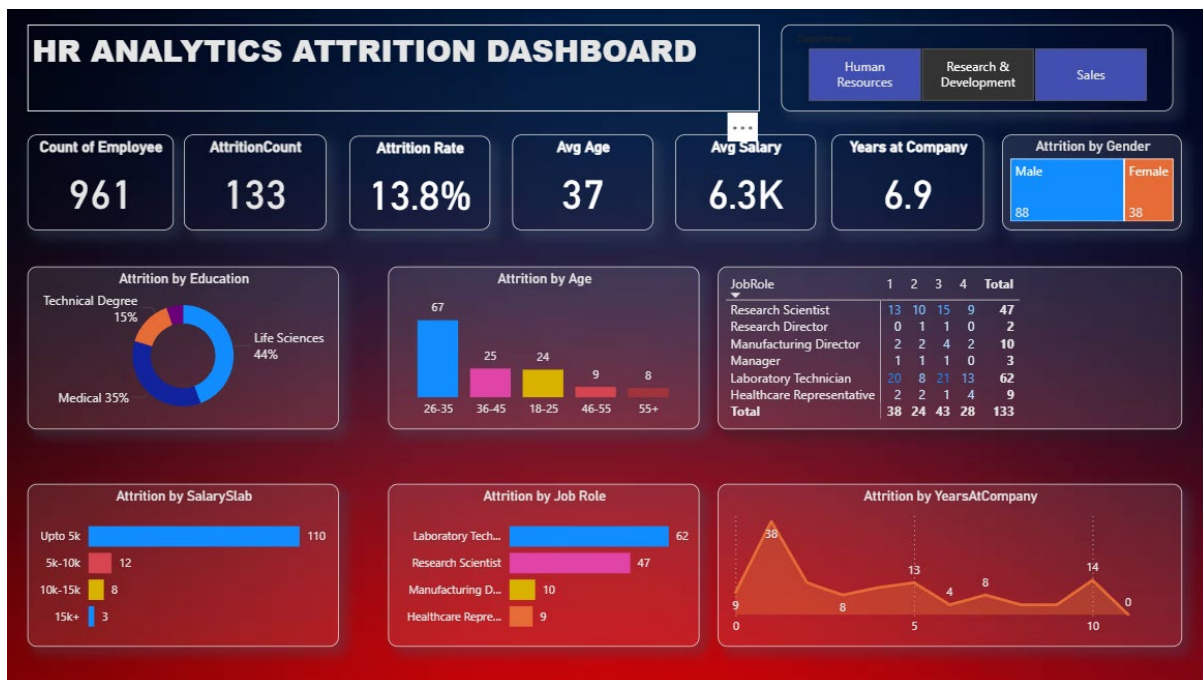


HR Analytics Attrition Dashboard Report

Introduction

Employee attrition is a critical metric for HR teams, directly impacting organizational stability, talent management, and operational costs. This dashboard was developed to analyze attrition trends across departments, demographics, and job roles, enabling data-driven decisions to improve retention strategies.



Abstract

The dashboard provides a comprehensive view of employee attrition using key metrics such as attrition rate, average age, salary, and tenure. It visualizes attrition patterns by education, age group, salary slab, job role, and years at the company. These insights help HR professionals identify high-risk segments and tailor interventions accordingly.

Key Highlights:

- Overall attrition rate: **13.8%**
- Highest attrition in **Sales Executives** and **Lab Technicians**
- Most affected age group: **25–35 years**
- Salary slab with highest attrition: **5K–10K**

Tools Used

- **Power BI:** For interactive dashboard creation and visual storytelling

- **Excel:** For initial data cleaning and preprocessing
- **SQL (PostgreSQL):** For data extraction and aggregation queries
- **DAX:** For calculated columns and dynamic metrics in Power BI

Steps Involved in Building the Project

1. Data Collection & Cleaning

- Imported HR dataset containing employee demographics, job roles, salaries, and attrition status
- Cleaned null values, standardized categorical fields, and ensured consistent formatting

2. Data Modeling

- Created relationships between employee attributes and attrition flags
- Defined calculated columns for salary slabs, age groups, and tenure buckets

3. SQL Aggregations

- Used SQL to compute attrition counts by department, education, and salary ranges
- Aggregated metrics like average salary, age, and years at company

4. Dashboard Design in Power BI

- Built summary cards for key metrics (employee count, attrition rate, etc.)
- Designed bar charts and pie charts for attrition breakdowns
- Added slicers for department-level filtering (HR, R&D, Sales)

5. Documentation & Presentation

- Prepared README and stakeholder summary slides explaining insights and business impact
- Highlighted actionable findings for HR teams to address high-risk segments

Conclusion

This HR Analytics dashboard empowers decision-makers with clear, actionable insights into employee attrition. By identifying patterns across roles, salaries, and demographics, organizations can proactively address retention challenges. The project demonstrates the power of combining SQL, Power BI, and business context to drive strategic HR outcomes.

If you'd like, I can help you turn this into a polished README or slide deck for your portfolio.
Want to add stakeholder recommendations or business impact statements next?