

HR Analytic Dashboard

Job Satisfaction

All

Attrition, Marital Status

All

Gender

All

Attrition Rate

100.00

Average Tenure

7.01

Total Attrition

1470

Average Age

36.92

Average Monthly Income

\$6.5K

Total Distance From Home

14K

Total Monthly Income

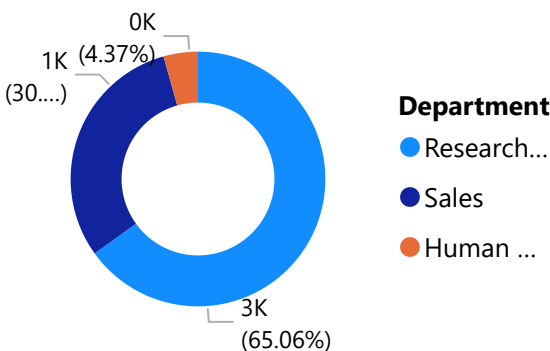
\$9.56M

Marital Status

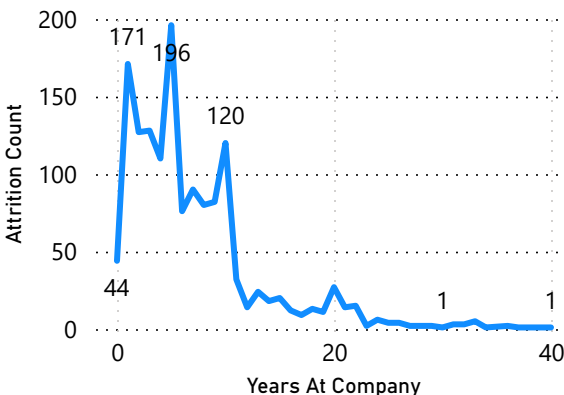
☐ Divorced

☐ Married

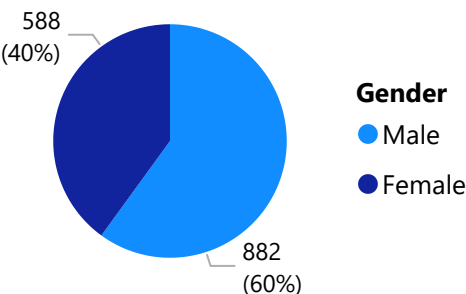
Sum of Education by Department



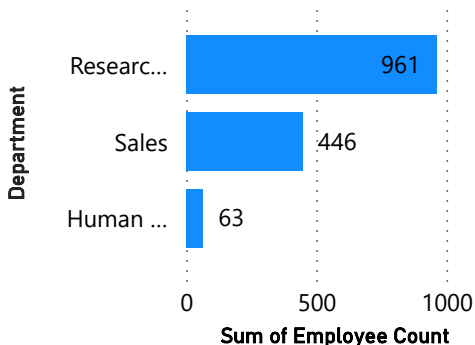
Attrition Count by Years At Company



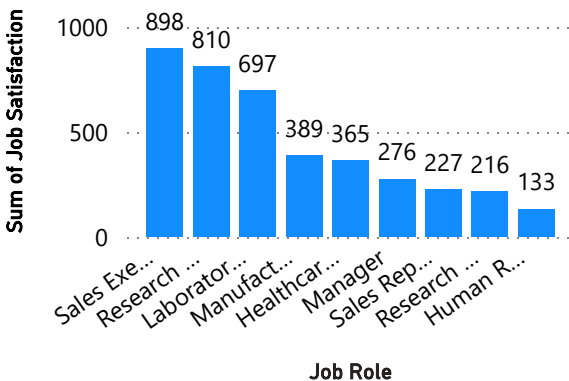
Sum of Employee Count by Gender



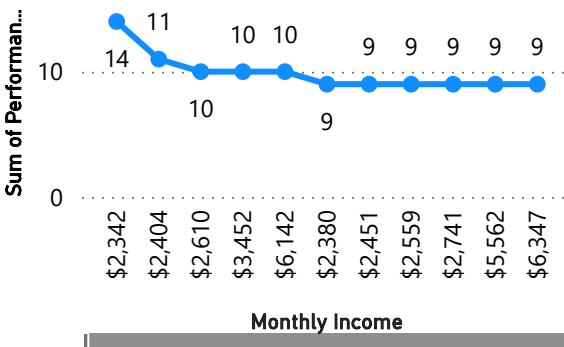
Sum of Employee Count by Department



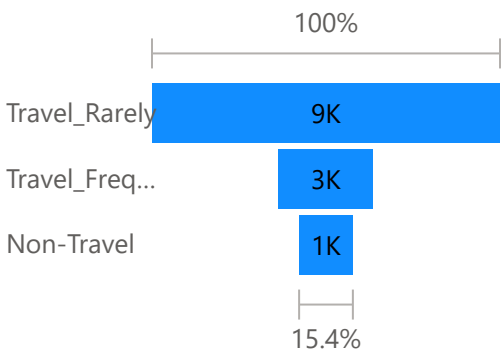
Sum of Job Satisfaction by Job Role



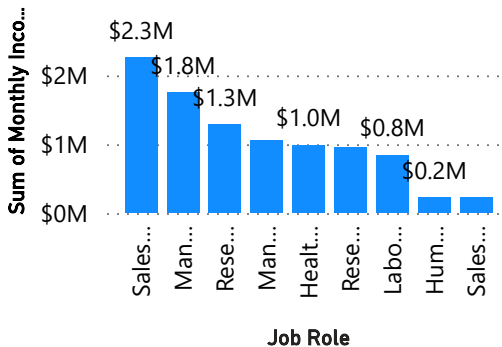
Sum of Performance Rating by Monthly Income



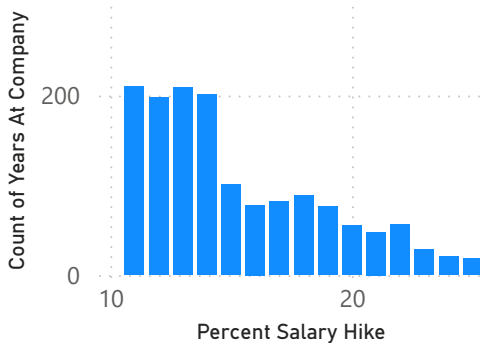
Total Distance from Home by Business Travel



Sum of Monthly Income by Job Role



Count of Years At Company by Percent Salary Hike



HR Analytic Dashboard Brief Summary

Key Insights:

Attrition Rate: Extremely high at **100%**, indicating total turnover or data filtered to show only those who left.

Workforce Overview:

Total Employees Who Left: 1,470.

Average Tenure: 7.01 years.

Average Age: 36.92 years.

Total Monthly Income: \$9.56M.

Average Monthly Income per person: Approx. **\$6.5K**.

Gender Distribution: **Female Employees:** 60%. **Male Employees:** 40%.

Department Distribution: Majority from **Research & Development** (65.06%), Followed by **Sales** (30%), **Human Resources** represents a small fraction (4.37%).

Attrition by Years at Company:

Highest attrition within the **first 5 years**, peaking early around the **1-2 year mark**. Attrition declines significantly after 5 years.

Job Satisfaction by Role:

Highest satisfaction among **Sales Executives** and **Research & Development roles**. Lower satisfaction levels in roles like **Human Resources** and **Laboratory Technicians**.

Performance vs. Monthly Income:

Performance ratings decrease slightly as monthly income increases, possibly indicating disengagement at higher salary brackets

Distance from Home by Business Travel:

Employees with **frequent travel** account for the majority of total distance from home, Non-travel employees represent only 15.4% of total distance

Income by Job Role:

Sales Executives and **Research & Development** generate the highest income contributions. Lower income from **Human Resources** and **Laboratory Technicians**.

Assumptions Made:

1. **100% Attrition Rate** implies the dashboard is filtered to show only former employees or there is data inconsistency.
2. **Average Monthly Income (\$6.5K)** likely represents gross income, inclusive of all roles and levels
3. **Distance from Home** likely reflects cumulative distance rather than per person.
4. **Performance Ratings** shown as aggregate sums, so comparisons are based on totals, not averages.
5. Filters applied at the top suggest that the data might be narrowed down by:
 - **Job Satisfaction = 1 (lowest level)**
 - **Attrition = No**, possibly a mislabel or filtering inconsistency
 - **Gender = Female**
 - **Marital Status = Divorced or Married**

Challenges and Solutions

1. I had challenges in selecting the columns for visual insights, but i got help from a colleague in solving that.
2. I also had issues with selecting the color combination to make the visuals look professional, but i get to use the color palette for suggestions.