PowerBI Dashboard Report

Comprehensive Workforce Analytics and Performance Insights Dashboard

This report provides a comprehensive analysis of the organization's workforce based on data visualized through Power BI dashboards. It highlights key insights into employee demographics, departmental distributions, salary trends, performance ratings, company growth, and geographical comparisons between India and New Zealand. The goal is to offer a detailed understanding of workforce dynamics, aiding strategic decision-making and identifying areas for improvement.

Objectives

- Analyze employee distribution across departments and locations.
- Examine gender, age, and salary distributions within the organization.
- Evaluate performance ratings and their correlation with salaries.
- Track company growth trends over time.
- Compare workforce metrics between India and New Zealand.
- Provide actionable recommendations based on the findings.

Data Overview

The data analyzed includes 183 employee records with the following attributes:

- Name, Gender, and Age
- Performance Rating
- Date Joined
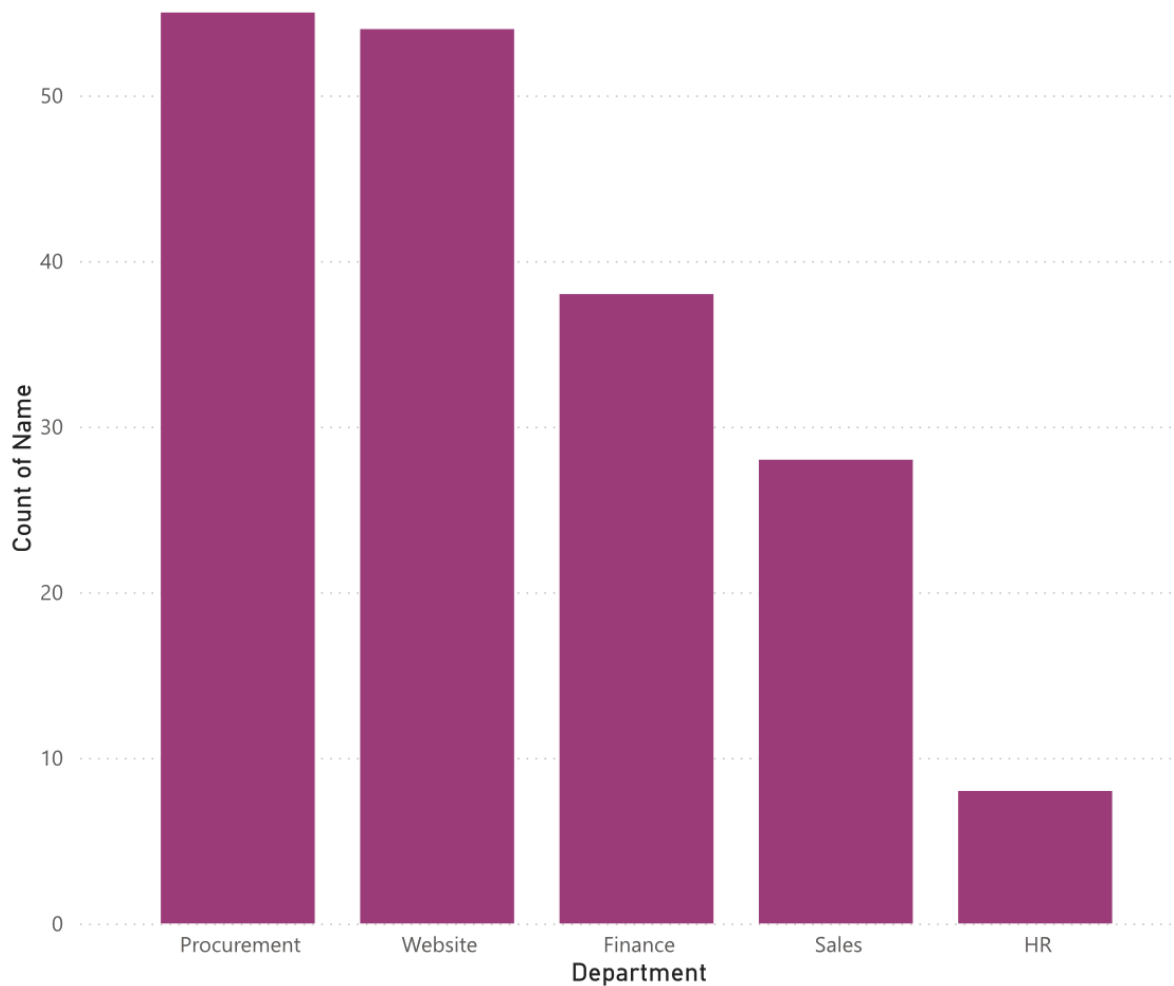- Department and Country
- Salary

Data was visualized using Power BI to create interactive dashboards for better interpretation and analysis.

Insights & Analysis

1. **Departmental Distribution**
   - ○ Procurement and Website departments have the highest headcounts.
   - ○ HR has the lowest headcount, indicating a potential need for resource allocation.
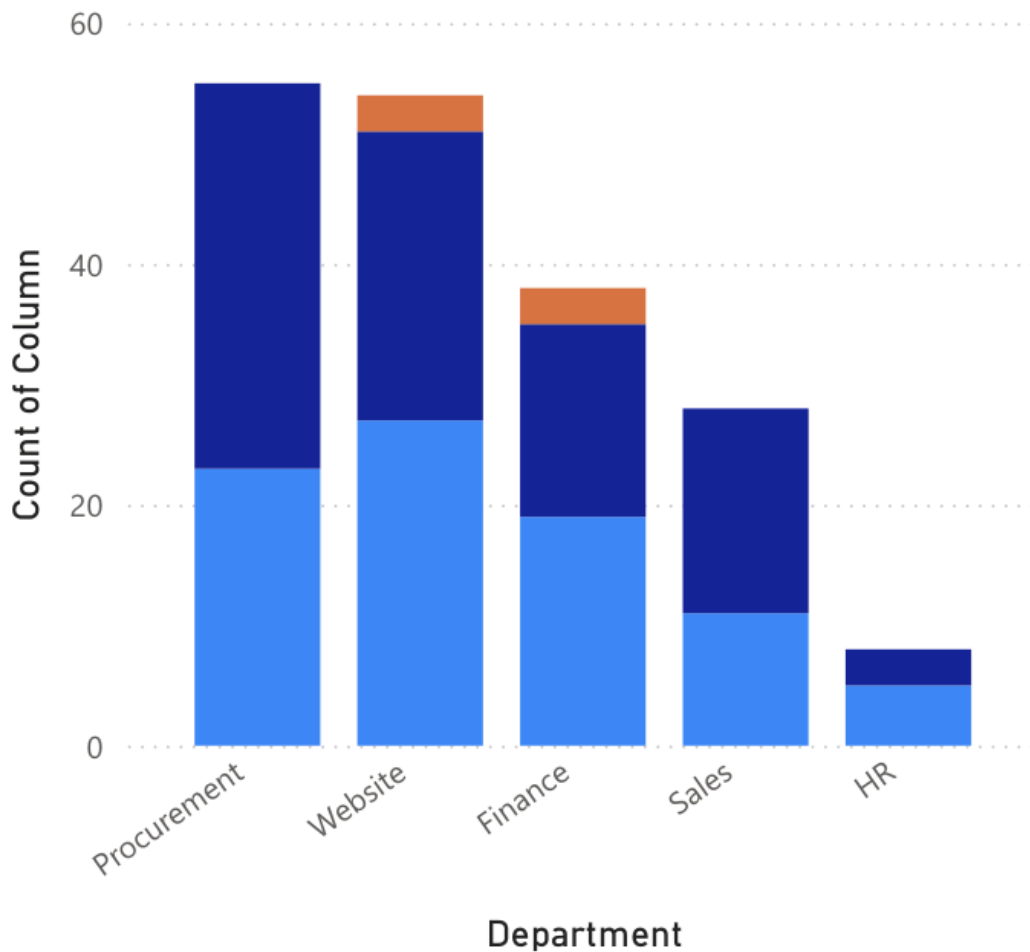

Count of Name by Department

2. **Gender Distribution**

    ○ A balanced male-to-female ratio exists across most departments.

    ○ The Website department shows notable gender diversity with representation

    from the "Other" category.

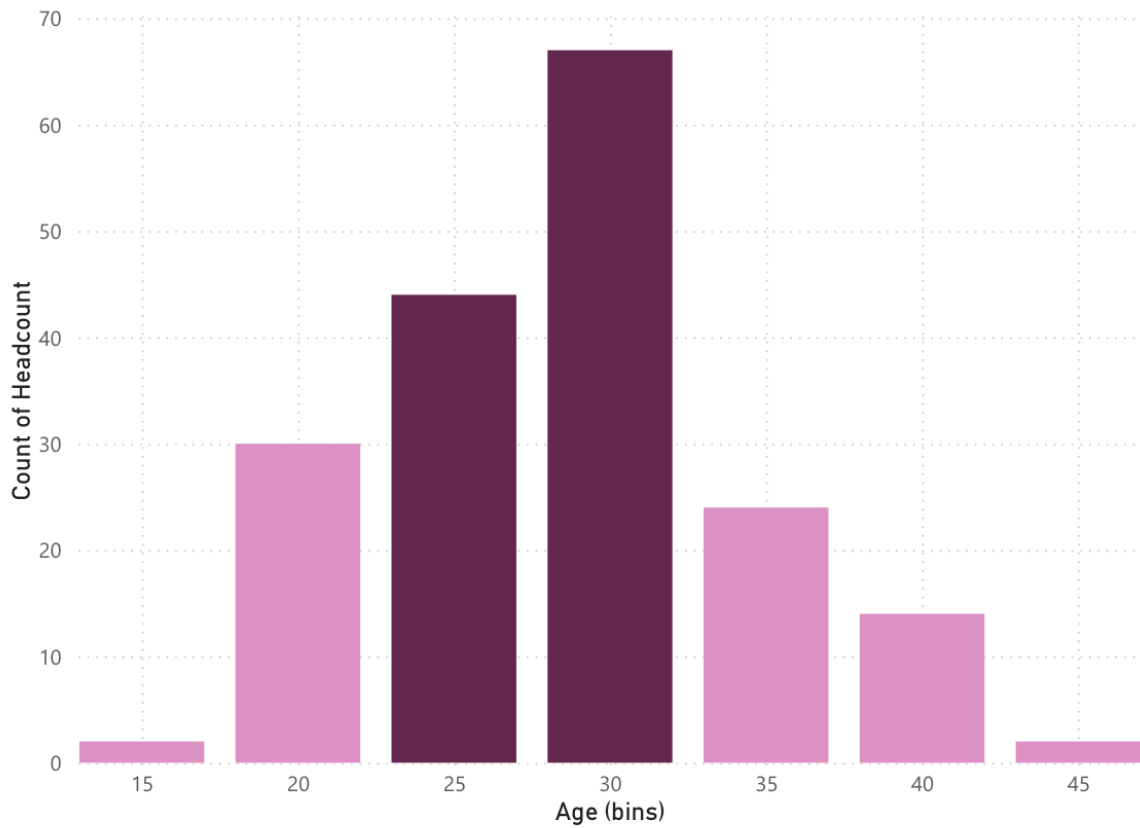## Count of Column by Department and Gender

Gender ● Female ● Male ● Other

3. **Age Distribution**

    ○ The majority of employees fall within the 25-30 age range.

○ Minimal representation exists among employees aged 40 and above.

Count of Headcount by Age (bins)

4. **Salary Analysis**

○ The Procurement department has the highest maximum salary.

○ HR leads with the highest average salary, suggesting pay disparities.

Department	Minimum	Maximum	Average
Finance	48170	115440	72,472.63
HR	45510	119110	89,650.00
Procurement	37920	115920	82,345.00
Sales	36040	112780	67,866.43
Website	33920	118840	78,753.70
Total	**33920**	**119110**	**77,366.52**

Country

■ IND

☐ NZ

5. **Top Earners**

   ○ The list of top earners shows gender diversity, with high salaries distributed among male, female, and other gender categories.

Name	Sum of Salary	Gender
Ewart Laphorn	119110	Female
Tawnya Tickel	118840	Male
Valentia Etteridge	118100	Female
Roddy Speechley	115920	Male
Benny Karolovsky	115440	Other
Total	**587410**	

6. **Performance Ratings**

○ Most employees received an "Average" performance rating.

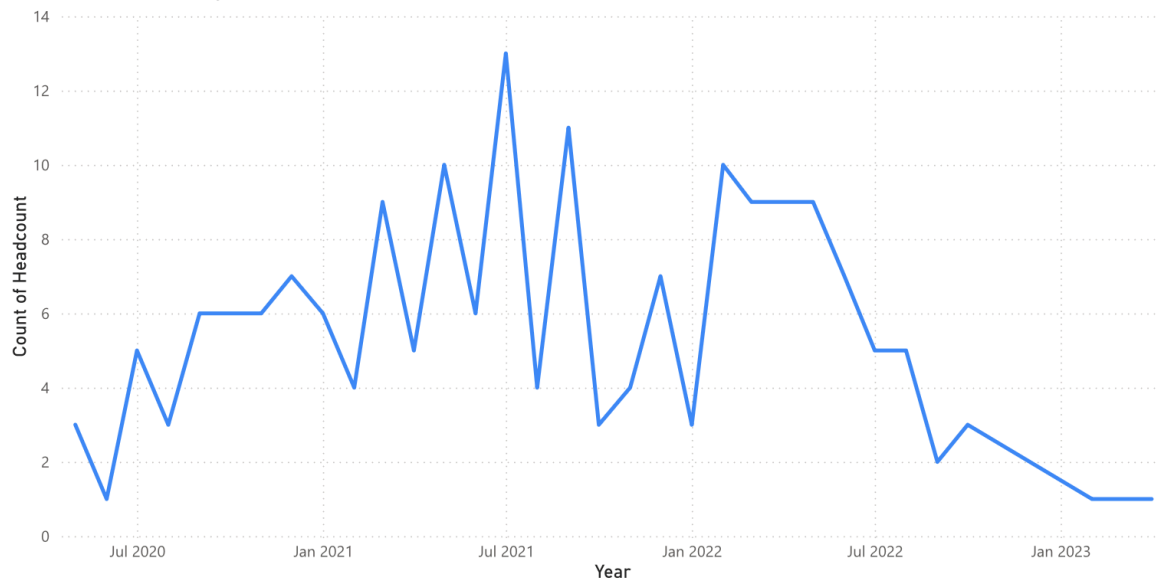○ Few employees were rated "Exceptional" or "Very Poor."

## Sum of Headcount by Rating
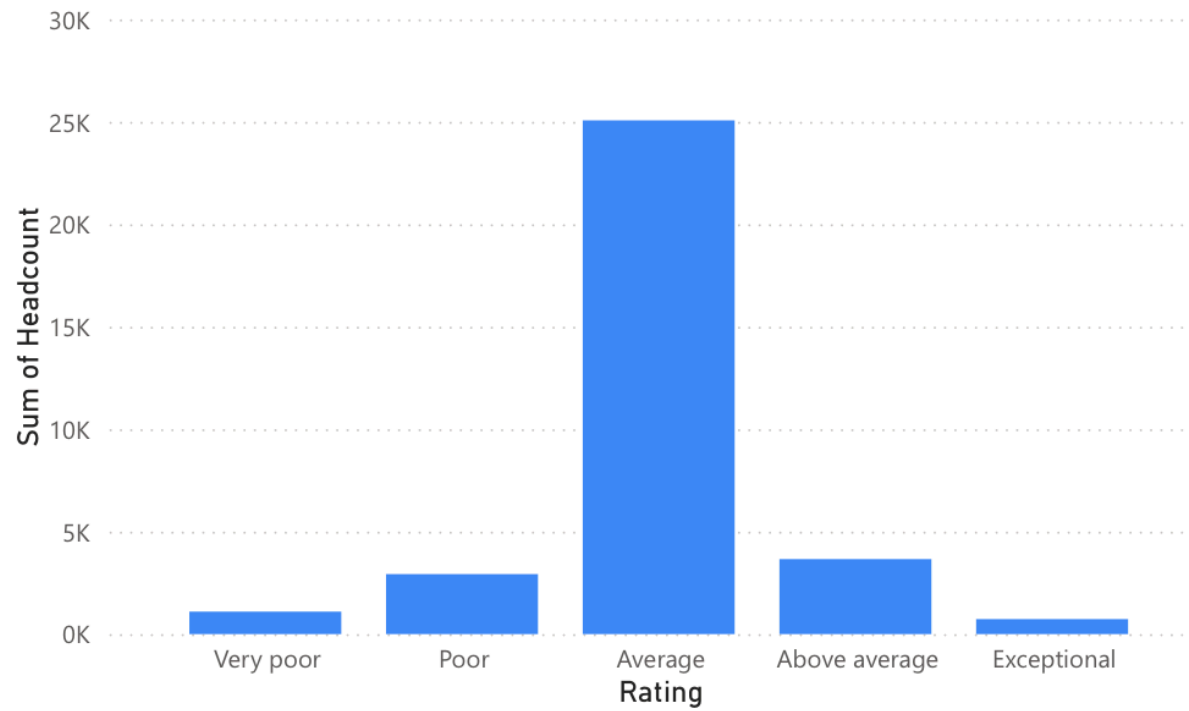
7. **Company Growth Trends**

   ○ Consistent growth was observed until mid-2022, followed by a decline.

   ○ The hiring slowdown post-2022 highlights potential organizational challenges.

Count of Headcount by Year, Quarter and Month

8. **Geographical Comparison**

  ○ India and New Zealand have similar headcounts and average salaries.

  ○ Both countries show similar departmental distributions, with Procurement and
    Website leading.
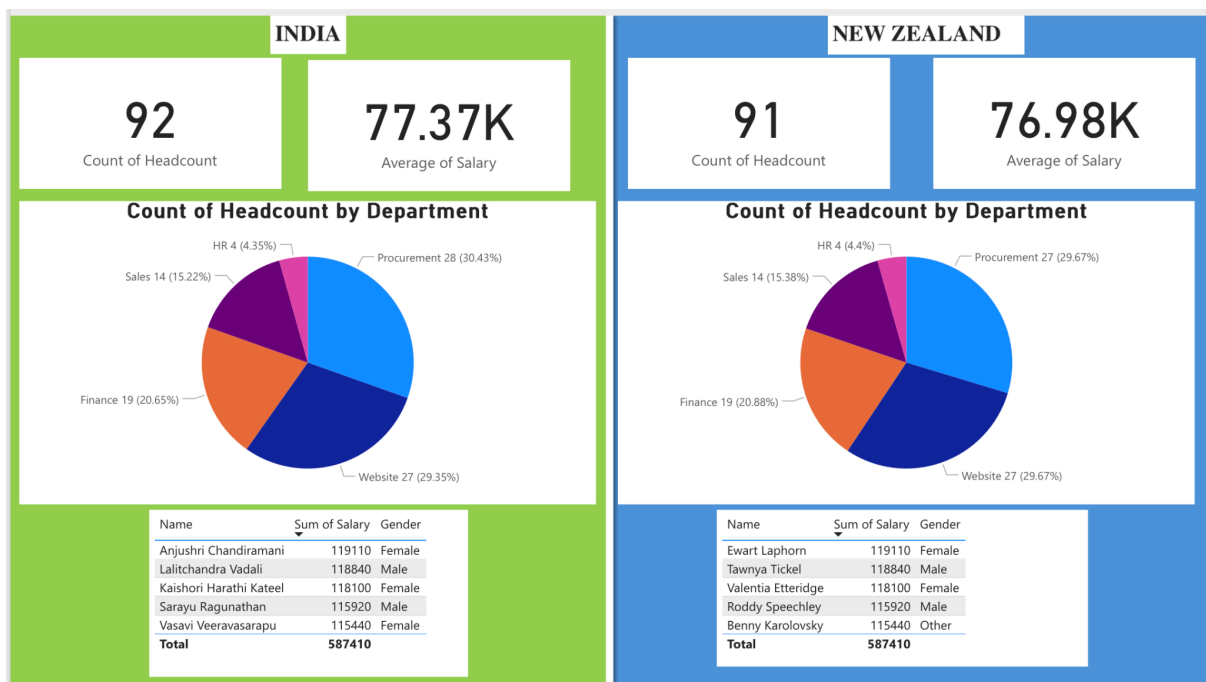
Key Findings

- The workforce is predominantly young, with most employees aged between 25-30.

- Gender diversity is generally balanced, with some departments showing higher female representation.

- Significant salary variations exist between departments.

- A high concentration of employees fall under the "Average" performance rating.

- Company growth slowed significantly after mid-2022.

- India and New Zealand have comparable workforce structures and salaries.

Recommendations

1. **Resource Allocation**

   - Increase staffing in underrepresented departments like HR.

2. **Performance Improvement**

   - Implement targeted training and development programs to improve performance ratings.

3. **Salary Review**

   - Conduct a salary audit to address pay disparities across departments.

4. **Retention Strategies**

   - Develop strategies to retain older employees and promote workforce diversity.

5. **Growth Revitalization**

   - Investigate causes behind the hiring slowdown and implement strategies to stimulate growth.

Limitations & Next Steps

Limitations

- Data lacks qualitative insights such as employee feedback.

- Performance ratings may be subjective, affecting analysis accuracy.

- The dataset does not include attrition or turnover rates.

Next Steps

- Incorporate qualitative data like employee surveys for deeper insights.

- Analyze turnover rates and reasons for employee exits.

- Continuously update dashboards with real-time data for ongoing analysis.

This report serves as a foundation for understanding the current workforce landscape and guiding strategic decisions to enhance organizational performance and growth.