Overview

This Power BI project focuses on HR analytics for Atlas Labs, leveraging comprehensive data visualization and analysis to understand key HR metrics such as employee distribution, attrition rates, and diversity and inclusion measures. This analysis aids the HR team at Atlas Labs in making informed decisions by providing insights into hiring trends, monitoring diversity, and evaluating employee performance and turnover.

Key Components of the Project

Data Preparation and Loading

- The project begins with loading HR data into Power BI. This data includes detailed employee records covering various aspects such as employment duration, department allocation, and demographic information.

Development of DAX Measures

- DAX (Data Analysis Expressions) measures are developed to perform calculations needed for deeper insights, such as attrition rates and average employment duration. These measures help in creating dynamic reports that update with the underlying data.

Visualization Development

- A series of visualizations are created to represent the data effectively:
    - **Employee Distribution**: Visualizes the number of employees across different departments and roles.
    - **Attrition Analysis**: Shows the percentage of employees leaving the company, helping identify patterns related to turnover.
    - **Diversity and Inclusion Metrics**: Tracks metrics related to the diversity of the workforce and inclusion initiatives.

Key Insights

- The analysis uncovers several critical insights:
    - Atlas Labs employs over 1,200 active employees with a significant portion in the Technology department, reflecting the company's core operations focus.
    - The attrition rate stands at 16%, prompting further investigation into factors influencing employee satisfaction and retention.

Report Design

- The final dashboard is designed to be user-friendly, allowing the HR team to easily navigate and interact with the metrics. This interactivity enables the team to drill down into specific data points for more detailed analysis.