**POWER BI DASHBOARD HR-ANALYTICS**

**OBJECTIVE:**

Objective is why the employees leaving the company and how many employees are there and from which department employees are leaving and job satisfactions.  
With this report got to know the what's happening in the particular job sections why the employees are leaving the company and how can we control and how many employees working in the company from more than 7 years and they will get promotions etc.

**This project involves following steps:**

**Task 1:**  Fetch the Data

**Task 2:** - Data Cleaning and Transformation

**Task 3:** using dax and measures to get the insight values

**Task 4:** Creating a Dashboard using appropriate visualization like Area Chart, Donut Chart, Clustered Column Chart, etc.

**Insights:**

* The project features an HR analytics dashboard, which is divided into three filters, namely human resources, research and development, and sales
* To accurately measure employee performance and retention, I have utilized several key performance indicators (KPIs), such as employee count, attrition, attrition rate, average age, average salary, and average years worked for the company.
* Around 69% of employees left the organization because their salary is up to 5000.  
  According to gender employees no. "Male" > "Female".
* The highest attrition rate in 26-35-year-old employees. the reasons for this trend, such as lack of work-life balance, opportunities for career growth, or job satisfaction.
* Identified key factors to reduce attrition, improve the hiring process, more experienced employees and more productivity
* The finding that 38% of employees who left the organization come from a life sciences background in education is significant. It would be beneficial to investigate whether there are any issues related to job satisfaction or career growth opportunities within this field that are contributing to the high attrition rate.
* Additionally, it may be useful to explore how the organization can better support employees with backgrounds in life sciences to improve retention rates and promote a positive workplace culture.
* incorporated various visualizations, including donut charts for attrition by education level, bar plots to show attrition by age, table matrices to display job roles and employee satisfaction, horizontal bar charts for attrition by salary and years at the company, and area and horizontal bar charts for attrition by job role.

**PROJECT LEARNINGS:**

* Created interactive dashboard to track and analyze HR data
* Created connections, join new tables, calculations to manipulate data and enable user driven parameters for visualizations
* Used different types of customized visualizations (bar chart, donut chart, clustered bar chart, scatter chart, line chart, area chart, map, slicers, etc.)
* Used different data sources