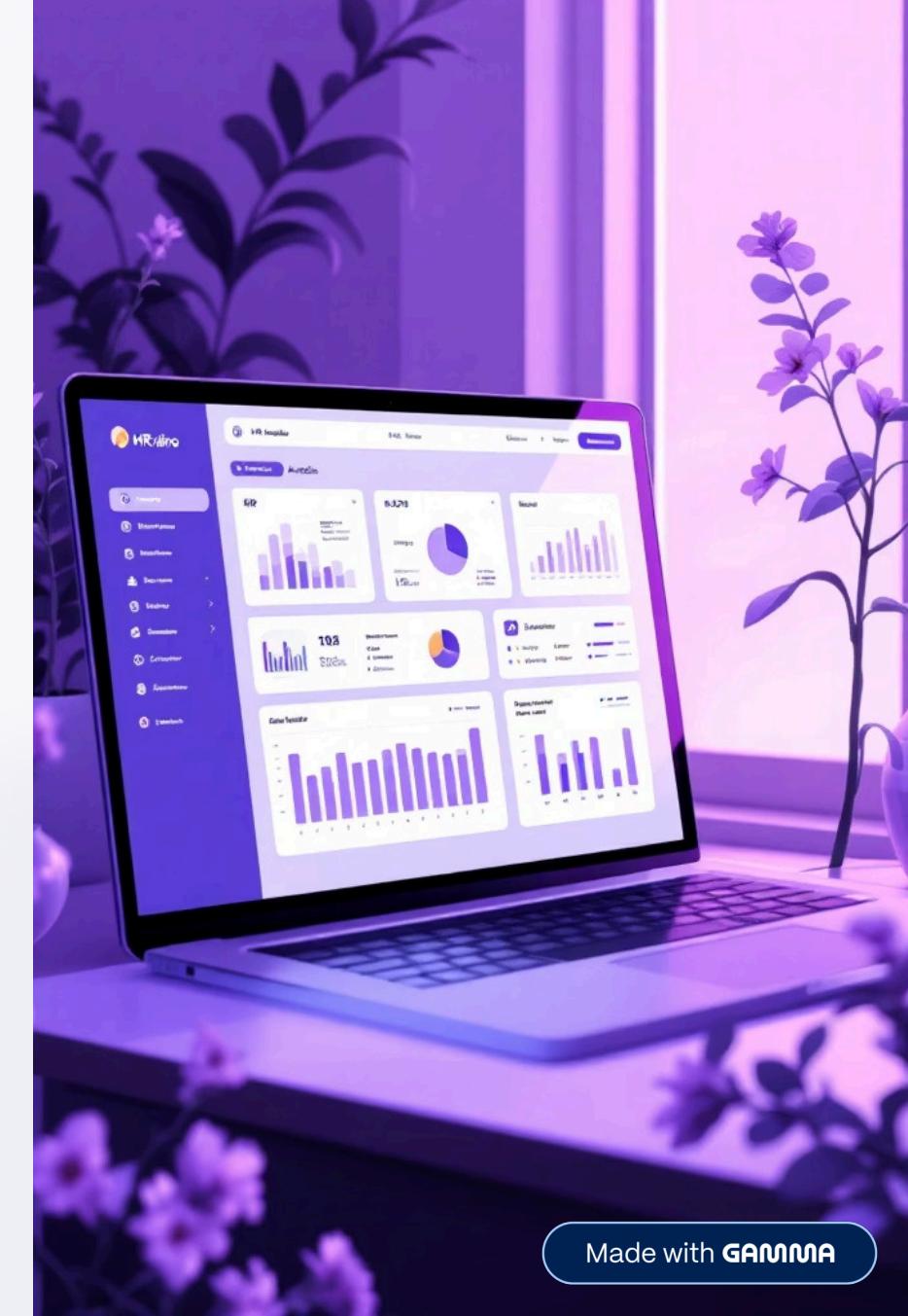


HR Analytics Dashboard

Power BI dashboard turning HR data into retention insights





Project Goal

Objective

Identify factors driving employee attrition

Outcome

Actionable insights for retention, hiring, productivity

Dataset Summary



Records

1,470 employees

Attributes

38 HR columns (age, role, salary, satisfaction, tenure...)

Key Features



EmpID & Demographics

Age, Gender,
MaritalStatus,
Education



Compensation

MonthlyIncome,
SalarySlab,
PercentSalaryHike



Work & Role

JobRole,
Department,
OverTime, JobLevel



Engagement

JobSatisfaction,
EnvironmentSatisfaction,
WorkLifeBalance



Dashboard Highlights



KPIs

Total employees, Attrition count & rate



Averages

Age, Salary & TotalWorkingYears



Breakdowns

Attrition by gender, age group, salary slab, job role

Attrition – Key Facts



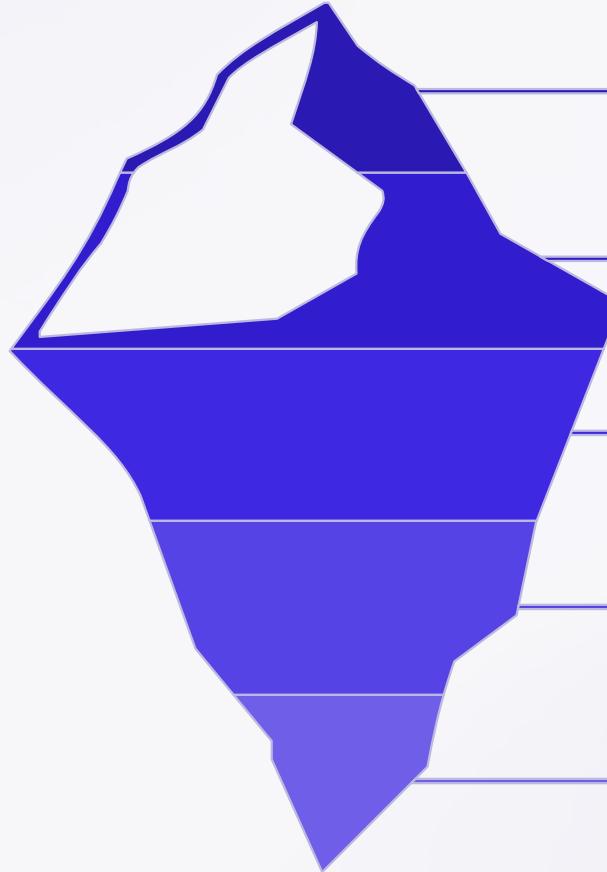
Overall Rate

16.1% (237 employees)

By Gender

Male attrition: 140

Age & Tenure Patterns



Visible: High Attrition

Surface: Age 26–35

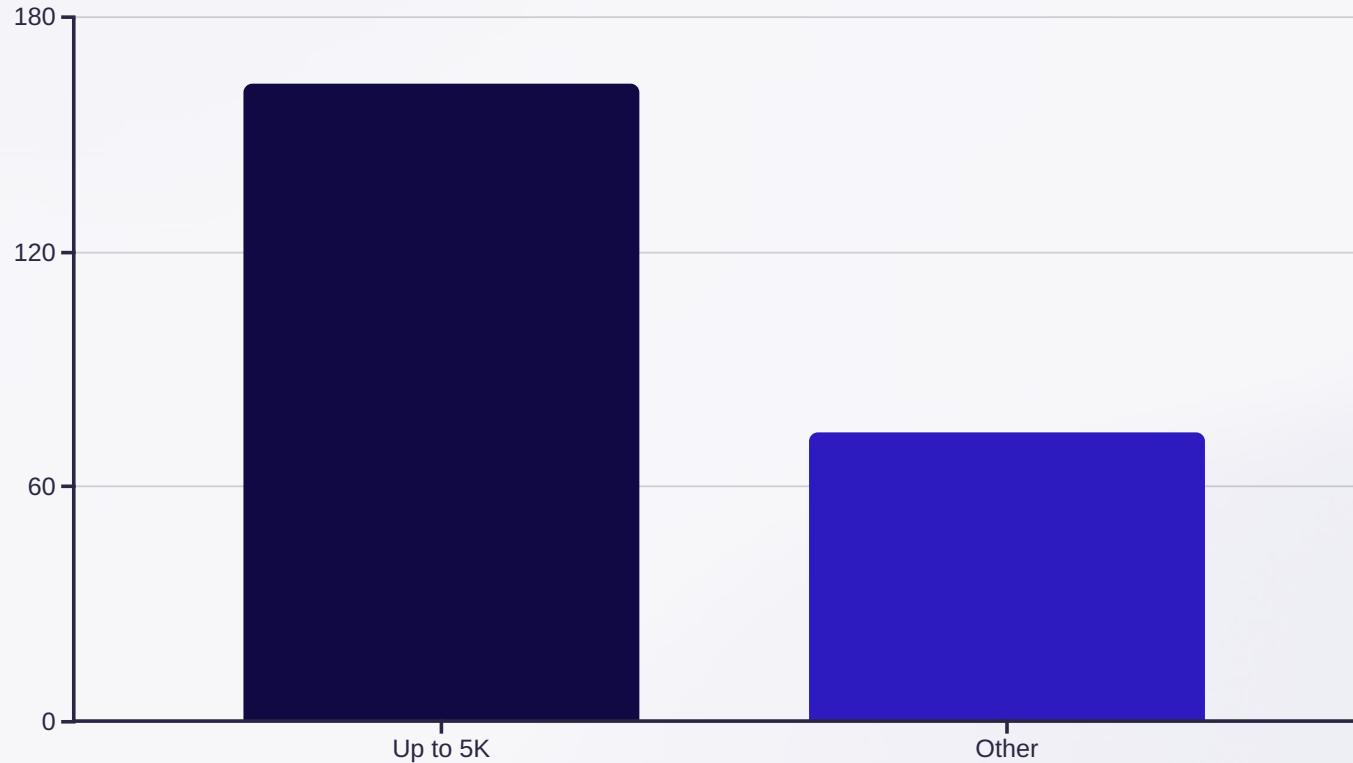
Surface: Early Tenure Exits

Underlying: Two-Step Link

Deep: Mid-career Causes

Focus retention on mid-career professionals and early-tenure employees

Compensation & Role Insights



Majority attrition in salary slab up to 5K — compensation is a key driver

High turnover roles: Laboratory Technician, Sales Executive, Research Scientist, Sales Representative

Tools & Methods



Power BI

Dashboard development & visualization



DAX

Calculated measures & KPIs



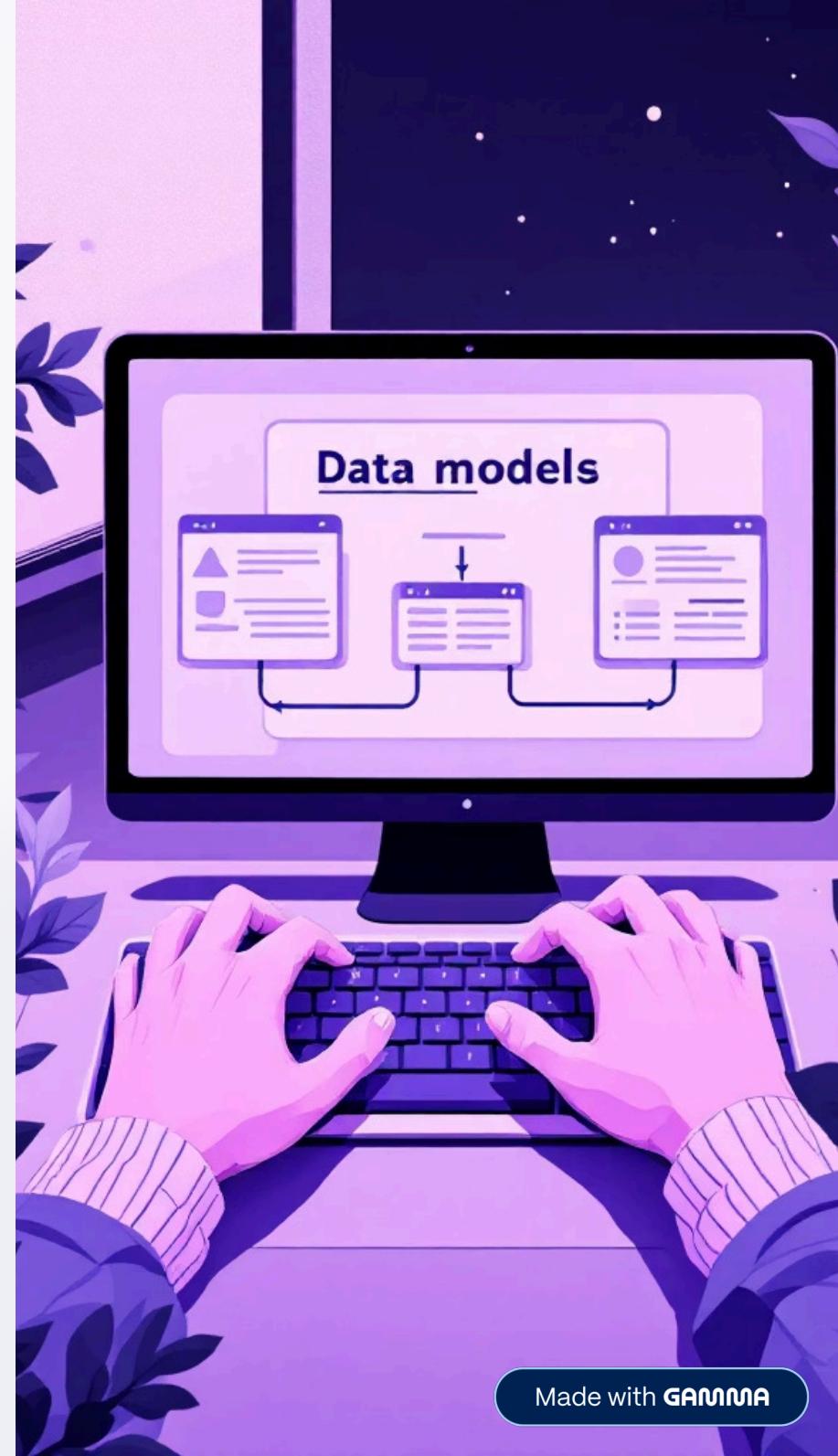
Power Query

Data cleaning & transformation



Data Modeling

Relationships & schema



Business Value & Next Steps

Delivered	Impact	Next
16.1% attrition analyzed; data-driven decisions enabled	Improved retention strategy, workforce stability, productivity	Targeted interventions: compensation review, role-specific hiring, onboarding improvements

