FUNCTIONAL REQUIREMENTS DOCUMENT (FRD)

HR Analytics Dashboard – Compensation, Demographics, Promotion & Attrition Insights

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1. Project Title

HR Analytics Dashboard – Employee Demographics, Compensation, Experience & Attrition Insights

(Same as BRD)

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2. Dashboard Sections

Below are the sections that your dashboard contains, with a short description of their purpose.

A. Overview Section (KPI Summary)

Provides top-level workforce KPIs such as:

- Total Employees
- Avg Salary Hike %
- Avg Years Since Last Promotion
- Quick view of high-level patterns

B. Page 1 – Compensation, Rewards & Performance

Focuses on salary, rewards, and employee performance trends. Contains:

- Job level salary progression

- Salary hike distribution
- Attrition risk heatmap
- Attrition by job role
- Salary & performance patterns

C. Page 2 – Employee Experience, Promotion & Career Growth

Shows trends related to internal career movement:

- Promotion delay analysis
- Job role vs. years in current role
- Promotion status breakdown (Donut Chart)
- Highlight promotions using interactive filters

D. Page 3 – Employee Demographics & Personal Profile

Displays demographic distribution of the workforce:

- Workforce diversity (gender ratio)
- Age concentration & hiring patterns
- Age vs gender stack comparison
- Experience heatmap (Age × Years at Company)

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3. Data Requirements

Dashboard Section → Data Fields Needed → Source Table

Dashboard Section	Data Fields Required	Source Table
Overview KPIs	Employee Number, PercentSalaryHike, Years Since Last Promotion	Attrition, Compensation

Dashboard Section	Data Fields Required	Source Table
Compensation Page	MonthlyIncome, PercentSalaryHike, Job Role, Job Level, Satisfaction Rating, Attrition	Compensation, Job, Satisfaction
Attrition Risk Matrix	MonthlyIncome (bin), JobSatisfaction, Attrition	Satisfaction, Attrition
Promotion Delay Page	Years Since Last Promotion, Years at Company, Job Role, Department	Attrition, Job
Experience Page	Years at Company, Years in Current Role, Age, Department, Gender	Employee, Job
Demographics Page	Age(bin), Gender, Job Role, Department	Employee, Job
Diversity Donut	Gender, Employee Number	Employee
Age vs Gender	Age(bin), Gender, Employee Number	Employee

4. Filters / Slicers

Users should be able to slice and explore the data using:

- **Department**
- **Job Role**
- **Gender**
- **Age (bin)**
- **Monthly Income (bin)**

• **Promotion Status**
• **Employee Experience Level (Tenure bins)**
• **Attrition (Yes/No)**
• **Satisfaction Range**

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5. Visuals / Charts

Dashboard Section	Chart Types Used
Overview	KPI Cards (Big Number Cards)
Compensation Page	Area Chart, Histogram, Stacked Highlight Bar, Heatmap
Promotion & Career Growth Page	Line Chart, Gantt/Bar Mix, Donut Chart, KPI Card
Demographics Page	Donut Chart, Histogram, Stacked Bar, Heatmap (Age × Tenure)

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6. Interactivity

The dashboard will include the following interactions:

• **Cross-Filtering** – Selecting any filter updates all charts simultaneously
• **Category Filters** – User can filter by Department, Job Role, Gender
• **Highlight Actions** – Highlight specific promotion statuses
• **Interactive Legend** – Click on legend categories to hide/show values
• **Dashboard Navigation Tabs** – Move between pages smoothly
• **Tooltip Insights** – Hovering reveals deeper statistics

• **Bins & Grouping** – Used for Age, Salary, Tenure, Income bins

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7. Calculations / Measures

Calculation Name	Formula	Purpose
Avg Salary	AVG([Monthly Income])	Salary trend analysis
Avg Salary Hike %	AVG([PercentSalaryHike])	Measure pay progression
Years at Company (bin)	BIN([YearsAtCompany], 3 or 5)	Grouping for heatmaps
Age (bin)	BIN([Age], 5)	Age category distribution
Attrition Count	COUNT(IF [Attrition]='Yes' THEN 1 END)	Track employee exits
Total Employees	COUNT([Employee Number])	KPI for workforce count
Income Satisfaction Score Matrix	LOD or heatmap bins	Identify risk pockets

Calculation Name	Formula	Purpose
Avg Years Since Last Promotion	`AVG([YearsSinceLastPromotion])`	Promotion delay KPI

8. Notes / Special Instructions

• Ensure consistent color coding across all dashboards
• All charts should respond to Department & Job Role filters
• Donut center text should show **Total Employee Count**
• Empty filter selections should display "0" instead of blank
• Layout should be mobile-responsive as much as possible (Tableau Public)
• Use soft blue tones for demographic charts and darker blue for compensation charts
• Titles must clearly describe chart purpose for non-technical users