**HR Analytics Dashboard – Employee Attrition & Performance**

**🔹 Problem Statement**

HR managers struggle to understand **why employees leave (attrition)** and how to measure **employee performance**.  
This dashboard helps HR teams:

* Track **attrition trends**
* Identify factors affecting turnover
* Analyze employee performance and engagement
* Provide insights for **retention strategies**

**🔹 Key Metrics (KPIs)**

* **Attrition Rate** (overall, by department, by age group)
* **Employee Satisfaction Score**
* **Average Tenure**
* **Absenteeism Rate**
* **Performance Ratings**
* **Hiring vs Attrition Trend**
* **Salary vs Attrition Analysis**
* **Diversity Metrics** (gender, education, job role distribution)

**🔹 Dashboard Views**

1. **Attrition Overview**
   * Total employees, active employees, attrition %
   * Attrition by department, age, gender, job role
2. **Performance Analysis**
   * Performance ratings distribution
   * High performers vs low performers by department
   * Impact of overtime on performance
3. **Compensation & Retention**
   * Salary vs attrition rate
   * Tenure vs attrition rate
   * Job satisfaction vs attrition

**🔹 Tech Stack**

* **Dataset**: IBM HR Analytics Attrition Dataset (public & widely used)
* **Python (Pandas, Matplotlib, Seaborn)** → Data Cleaning & EDA
* **SQL** → Queries for employee segmentation
* **Tableau / Power BI** → Interactive Dashboard
* **GitHub** → Project hosting (code + report + dashboard links)

**🔹 Deliverables for Portfolio**

1. **GitHub Repo**
   * Jupyter Notebook (EDA + insights)
   * SQL queries (if included)
   * README (business problem, approach, insights, screenshots)
2. **Dashboard Link**
   * Publish on Tableau Public / Power BI Service
   * Share interactive link
3. **Summary Report (Optional)**
   * 1–2 page PDF with key findings and recommendations