

Analyzing Professional Trends Through Power BI: Capstone Summary

Project Context

To support HR professionals, business leaders, and career advisors, this project analysed professional trends using Power BI, uncovering patterns to inform hiring strategies, workforce planning, and employee development.

Key Actions

Data Cleaning:

- Removed irrelevant columns and blank rows.
- Replaced blanks (e.g., education) with “Not Provided.”
- Cleaned income ranges into min, max, and calculated average income.
- Standardised profession entries for consistency.

Transformation:

- Ensured correct data types for numeric and text fields.
- Created average_income and job_satisfaction_score for clear analysis.

Key Insights

- Higher education often links to higher income.
- Data analysis, programming, and project management remain high-demand skills.
- Employees report higher satisfaction with coworkers and learning opportunities than salary and upward mobility.

Relevance to Stakeholders

This dashboard enables stakeholders to:

- Identify in-demand skills for recruitment.
- Align pay strategies with education/experience.
- Improve retention through targeted employee development.
- Enable data-driven decisions for HR and career counselling.

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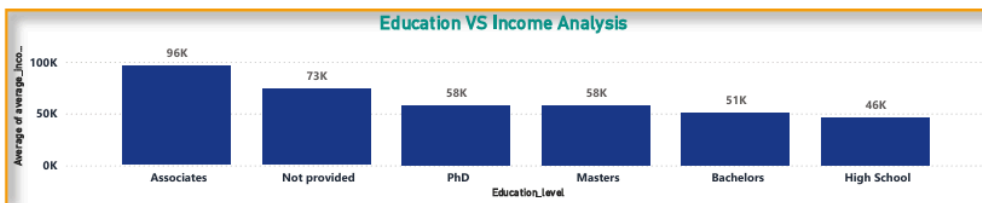
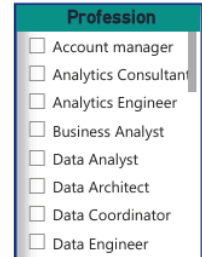
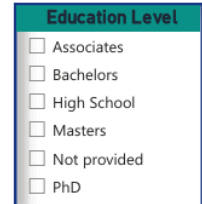
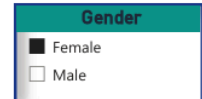
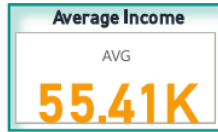
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Data Analysis Cohort 3

Professional Trends Analysis

Workforce Trends Overview



Professional Trends Analysis

Job Satisfaction and Skills Insights

