It seems like the file you uploaded is an image, but I will work with the dataset description you provided. Here's how you can derive insights from your HR analytics dataset and the corresponding Power BI charts you can use to visualize these insights:

### Insights and Power BI Visualizations

1. \*\*Attrition Analysis\*\*

- \*\*Insight\*\*: Understand the rate of attrition and its distribution across different departments, age groups, and job roles.

- \*\*Charts\*\*:

- \*\*Column Chart\*\*: Plot `Attrition` on the Y-axis and `Department` on the X-axis.

- \*\*Pie Chart\*\*: Show the distribution of `Attrition` by `AgeGroup` or `JobRole`.

2. \*\*Salary Distribution\*\*

- \*\*Insight\*\*: Analyze the distribution of salaries across different job roles and departments.

- \*\*Charts\*\*:

- \*\*Box Plot\*\*: Show `MonthlyIncome` for each `JobRole` to understand the spread and outliers.

- \*\*Stacked Column Chart\*\*: Use `Department` on the X-axis and stack by `SalarySlab` with the `MonthlyIncome` value.

3. \*\*Employee Satisfaction\*\*

- \*\*Insight\*\*: Explore employee satisfaction across various dimensions such as environment, job, relationship, and work-life balance.

- \*\*Charts\*\*:

- \*\*Radar Chart\*\*: Plot `EnvironmentSatisfaction`, `JobSatisfaction`, `RelationshipSatisfaction`, and `WorkLifeBalance` for different `JobRoles`.

- \*\*Bar Chart\*\*: Show average satisfaction scores (`EnvironmentSatisfaction`, `JobSatisfaction`, etc.) by `Department`.

4. \*\*Training and Development\*\*

- \*\*Insight\*\*: Assess the impact of training on employee performance and attrition.

- \*\*Charts\*\*:

- \*\*Line Chart\*\*: Plot `TrainingTimesLastYear` on the X-axis and `PerformanceRating` on the Y-axis.

- \*\*Clustered Bar Chart\*\*: Compare `TrainingTimesLastYear` and `Attrition` for different `Departments`.

5. \*\*Job Involvement and Performance\*\*

- \*\*Insight\*\*: Analyze the relationship between job involvement and performance ratings.

- \*\*Charts\*\*:

- \*\*Scatter Plot\*\*: Use `JobInvolvement` on the X-axis and `PerformanceRating` on the Y-axis.

- \*\*Heat Map\*\*: Show the density of `JobInvolvement` vs. `PerformanceRating`.

6. \*\*Work Experience\*\*

- \*\*Insight\*\*: Understand how years of experience at the company and in current roles impact satisfaction and performance.

- \*\*Charts\*\*:

- \*\*Histogram\*\*: Plot `TotalWorkingYears` and `YearsAtCompany` to understand the distribution of employee tenure.

- \*\*Bubble Chart\*\*: Use `YearsInCurrentRole`, `YearsWithCurrManager`, and `JobSatisfaction` to visualize correlations.

### New Measures

1. \*\*Average Satisfaction Score\*\*

- \*\*Measure\*\*: Calculate the average satisfaction score for each employee by combining `EnvironmentSatisfaction`, `JobSatisfaction`, `RelationshipSatisfaction`, and `WorkLifeBalance`.

- \*\*Steps\*\*:

- In Power BI, create a new measure using DAX formula:

```DAX

AvgSatisfaction =

(AVERAGE('YourTable'[EnvironmentSatisfaction]) +

AVERAGE('YourTable'[JobSatisfaction]) +

AVERAGE('YourTable'[RelationshipSatisfaction]) +

AVERAGE('YourTable'[WorkLifeBalance])) / 4

```

2. \*\*Total Years of Experience\*\*

- \*\*Measure\*\*: Sum up the total working years and years at the current company to get an overall experience measure.

- \*\*Steps\*\*:

- In Power BI, create a new measure using DAX formula:

```DAX

TotalExperience =

SUM('YourTable'[TotalWorkingYears]) +

SUM('YourTable'[YearsAtCompany])

```

3. \*\*Attrition Rate\*\*

- \*\*Measure\*\*: Calculate the attrition rate as a percentage of the total number of employees.

- \*\*Steps\*\*:

- In Power BI, create a new measure using DAX formula:

```DAX

AttritionRate =

(CALCULATE(COUNTROWS('YourTable'), 'YourTable'[Attrition] = "Yes") /

COUNTROWS('YourTable')) \* 100

```

### Sample Power BI Fields Placement

- \*\*Column Chart for Attrition Analysis\*\*:

- \*\*Axis\*\*: `Department`

- \*\*Values\*\*: `Attrition`

- \*\*Pie Chart for Attrition by Age Group\*\*:

- \*\*Legend\*\*: `AgeGroup`

- \*\*Values\*\*: `Attrition`

- \*\*Box Plot for Salary Distribution\*\*:

- \*\*Category\*\*: `JobRole`

- \*\*Values\*\*: `MonthlyIncome`

- \*\*Stacked Column Chart for Salary by Department\*\*:

- \*\*Axis\*\*: `Department`

- \*\*Values\*\*: `MonthlyIncome`

- \*\*Legend\*\*: `SalarySlab`

- \*\*Radar Chart for Satisfaction\*\*:

- \*\*Values\*\*: `EnvironmentSatisfaction`, `JobSatisfaction`, `RelationshipSatisfaction`, `WorkLifeBalance`

- \*\*Category\*\*: `JobRole`

- \*\*Scatter Plot for Job Involvement vs. Performance\*\*:

- \*\*X-Axis\*\*: `JobInvolvement`

- \*\*Y-Axis\*\*: `PerformanceRating`

These steps and visualizations should help you gain meaningful insights from your HR analytics dataset using Power BI.