



وزارة الاتصالات
وتكنولوجيا المعلومات



HR ANALYTICS DASHBOARD

Turning Data into Actionable Insights

YAT404B_CAI2_DAT2_S2_DEPI2

Supervised by
Eng. **Karim Bakli**

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Overview

Department

Human Resources

Sales

Technology

Gender

Female

Male



Total Employees

1280

AVG. Years at Company

4.56

AVG Salary

111.06K

Attrition Rate

18.52%

Home

Overview

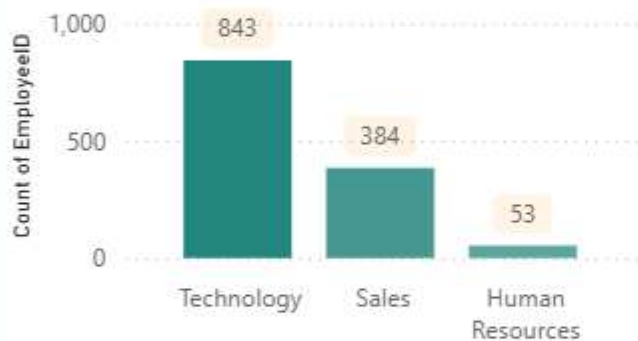
Employee
Demographics

Performance Analysis

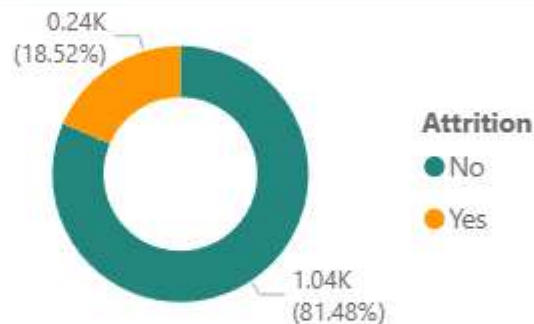
Job Satisfaction &
Retention

Attrition Risks &
Trends

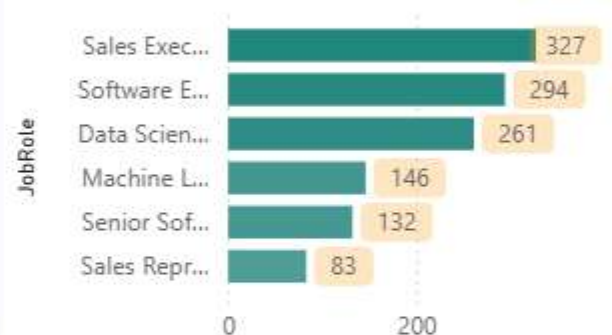
Top Departments by Employee Count



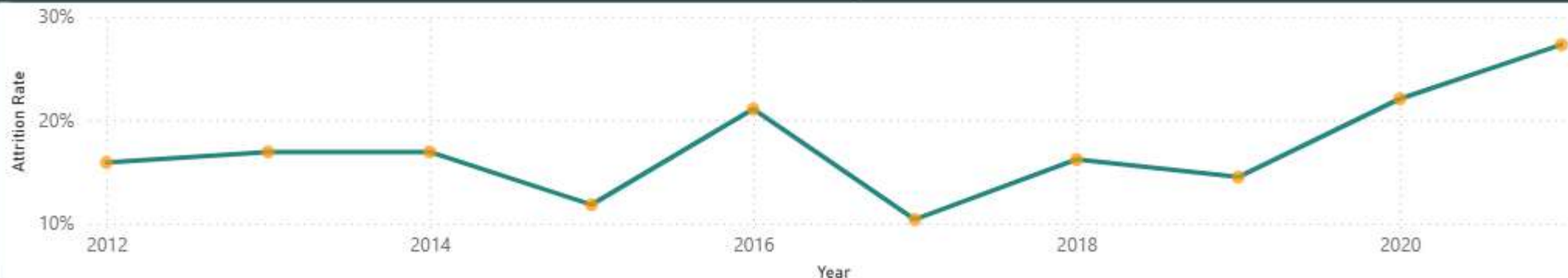
Total Attrition



Total Employees by JobRole



Attrition Rate by Year



Employee Demographics

State

CA

IL

NY

Average Salary

111.06K

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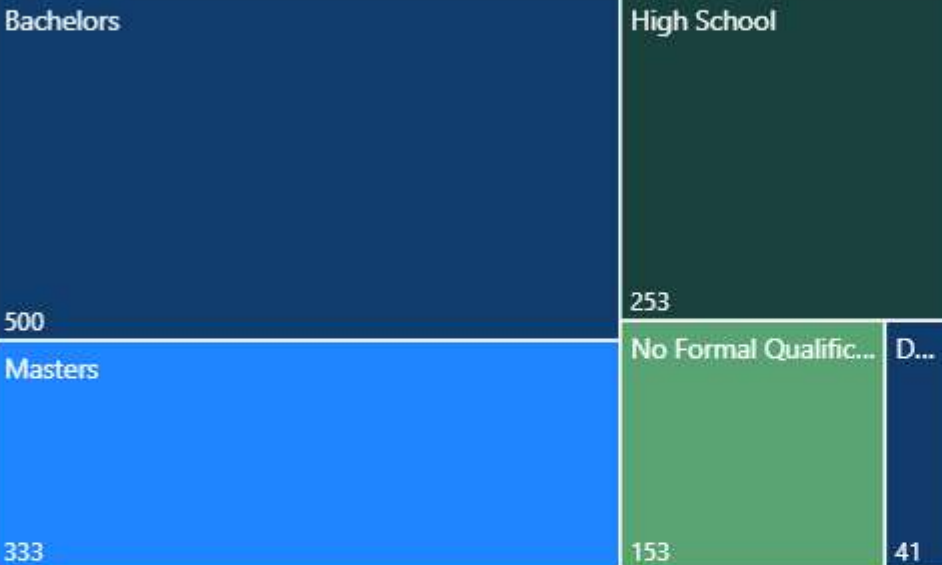
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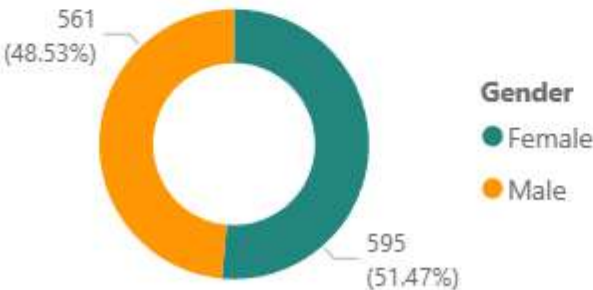
Employee by Education Level & Education Field



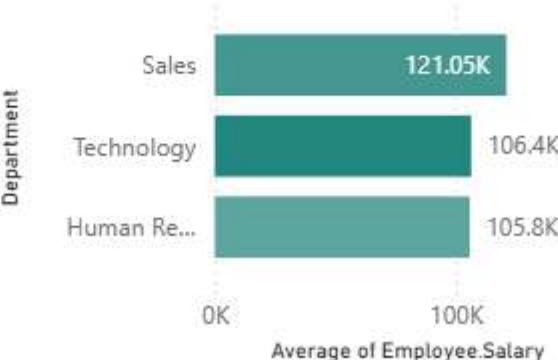
Count of Employees by State



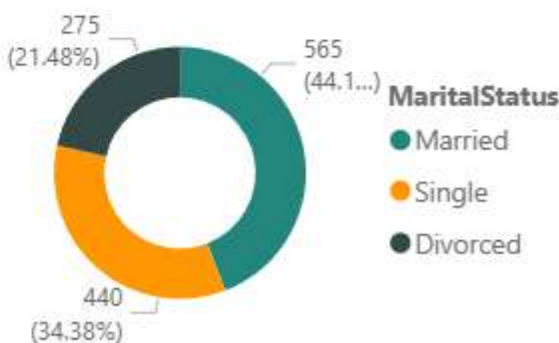
Gender Distribution



Avg Salary by Department



MaritalStatus



RatingLevel

Performance Analysis

Above and Beyond

Exceeds Expectation

Meets Expectation

Needs Improvement

Unacceptable

High performer count

108

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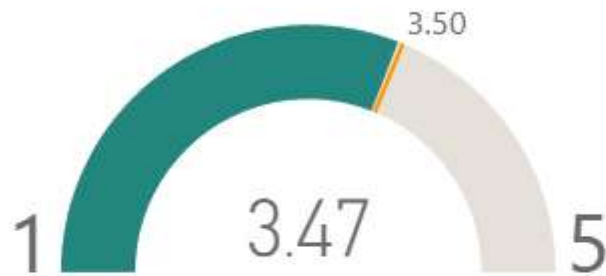
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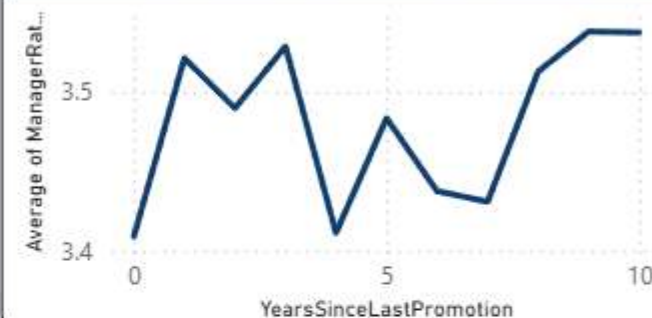
Avg. Manager Rating



Avg. Self-Rating

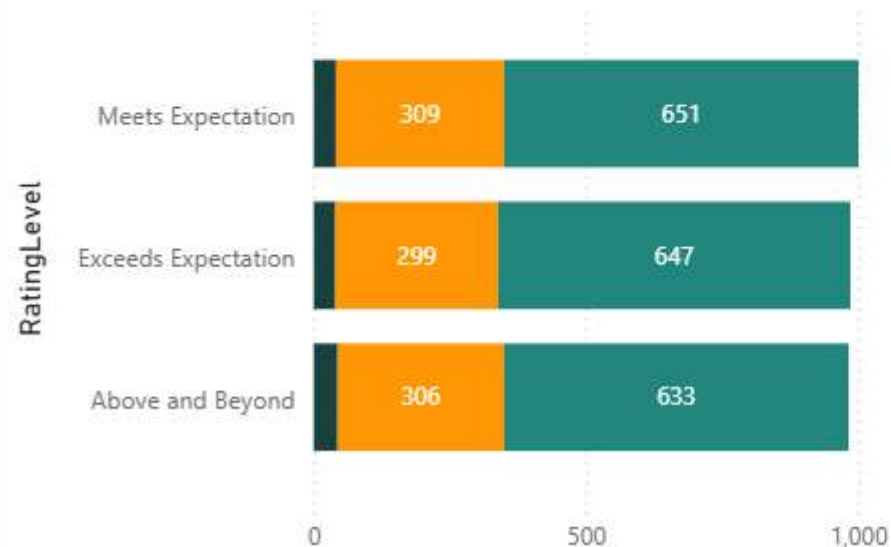


Performance vs. Promotion delay



Performance Rating Distribution

Department ● Human Resources ● Sales ● Technology



training Opportunities Taken vs. Performance

Department ● Human Resources ● Sales ● Technology



Job Satisfaction & Retention

SatisfactionLevel

Dissatisfied

Neutral

Satisfied

Very Dissatisfied

Very Satisfied



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Average Job Satisfaction Score

3.43

Average selfrating

3.98

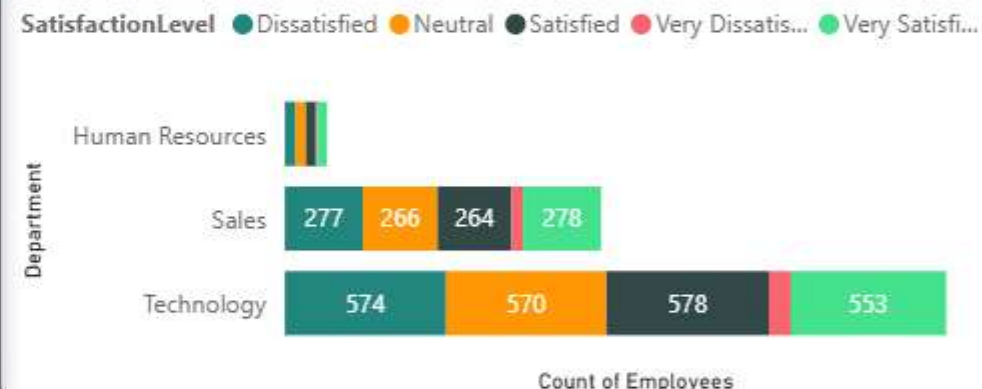
Average Relation Satisfaction Score

3.43

Employees with Low Satisfaction & High Attrition Risk

EmployeeID	FirstName	Attrition	JobSatisfaction	StarRating	YearsSinceLas
8B79-18F1	Abra	Yes	1	★	
8B79-18F1	Abra	Yes	2	★★	
8B79-18F1	Abra	Yes	3	★★★	
8B79-18F1	Abra	Yes	4	★★★★	
8B79-18F1	Abra	Yes	5	★★★★★	
0B19-EFB2	Ada	No	4	★★★★	
0B19-EFB2	Ada	No	5	★★★★★	
FB4B-0C7F	Ada	No	2	★★	

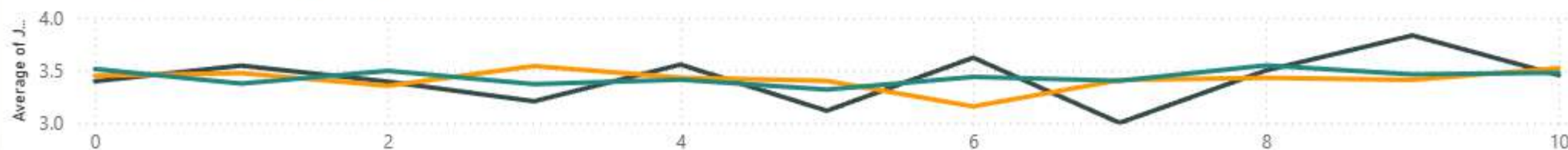
Job Satisfaction by Department



Years Since Last Promotion vs. Job Satisfaction

Department

- Human Resources
- Sales
- Technology



Attrition Risks & Trends

Attrition Reason

Lives Far (>20km)

Other

Works Overtime



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Overtime Percentage

28.30%

Attrition Risk Count

1315

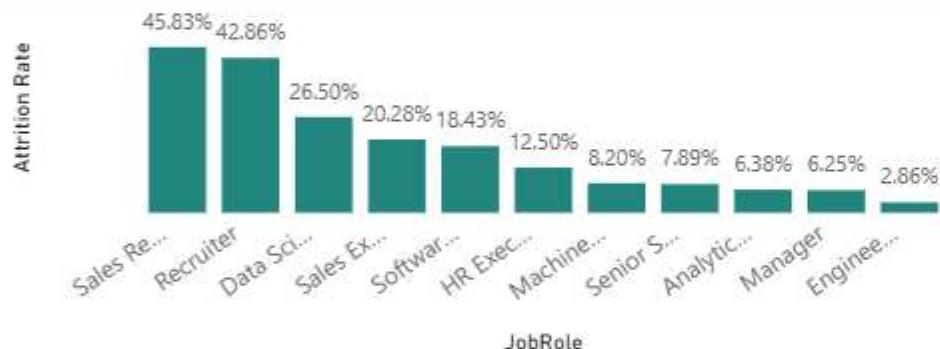
Manager Change Rate

0.52

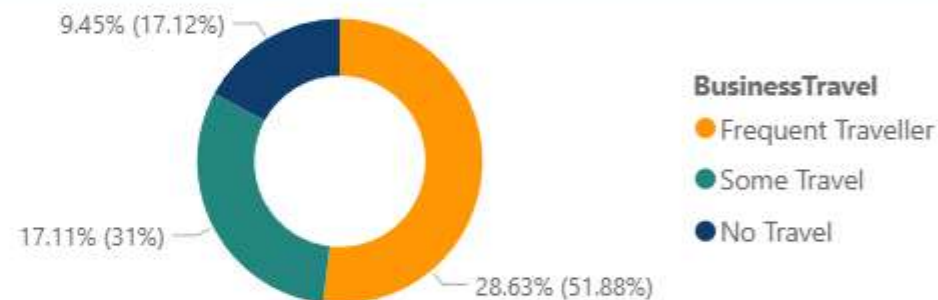
Average Tenure

4.56

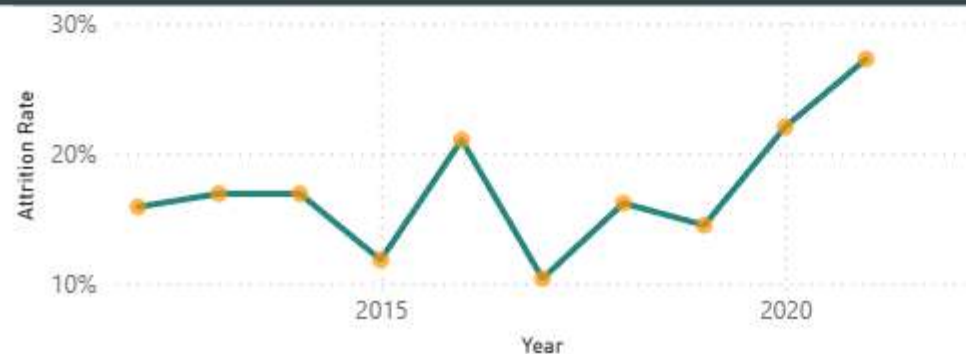
Attrition Rate by JobRole



Attrition Rate by BusinessTravel



Attrition Rate Over Time



Attrition Reasons

