**HR Dashboard Documentation**

**Overview**

This HR dashboard provides a comprehensive view of workforce analytics, focusing on key performance indicators (KPIs) such as attrition, employee demographics, and satisfaction metrics. The insights enable HR professionals and management to make data-driven decisions to improve employee retention, engagement, and operational efficiency.

**Data Source**

**Source:** Kaggle ([https://www.kaggle.com/](https://www.kaggle.com/" \t "_blank))

**Dataset Description:** The dataset includes detailed employee information such as age, gender, educational background, department, job satisfaction, and attrition status. It is used here to perform various analyses and generate KPIs for HR management.

**Key Metrics and Definitions**

| **Metric** | **Value** | **Description** |
| --- | --- | --- |
| **Attrition Count** | 237 | Number of employees who have left the organisation. |
| **Employee Count** | 1,470 | Total number of employees in the organization. |
| **Attrition Rate** | 16.12% | Percentage of employees who have left relative to total employee count. |
| **Active Employees** | 1,233 | Number of currently employed staff. |
| **Average Age** | 37 years | Mean age of the current employees. |

**Key Metrics Analysis**

**Department Wise Attrition. (Pie Chart)**

* **Description:** Percentage and number of employees leaving within each department.
* **Purpose:** Identify departments with high turnover to focus retention efforts.
* **Data Required:** Department names, attrition status.

**2. Number of Employees by Age Group (Bar Chart)**

* **Description:** Distribution of employees across age brackets (e.g. <15, 15-20, 20-25 etc.).
* **Purpose:** Understand demographic composition and age-related attrition trends.
* **Data Required:** Employee age data.

**3. Job Satisfaction Rating (Heatmap)**

* **Description:** Employee-reported satisfaction scores.
* **Purpose:** Correlate job satisfaction with attrition and overall engagement.
* **Data Required:** Satisfaction ratings (typically on a scale, e.g., 1-4).

**4. Educational Field-Wise Attrition (Bar Chart)**

* **Description:** Attrition analysis categorized by educational background or field.
* **Purpose:** Assess if educational specialization influences turnover.
* **Data Required:** Education field, attrition count.

**5. Attrition by Gender and Age (Donut Chart)**

* **Description:** Breakdown of attrition counts based on gender across different age groups.
* **Purpose:** Detect gender-specific trends in attrition and target retention programs accordingly.
* **Data Required:** Gender, age, attrition count.