

# HR Analytics Dashboard

Tableau Presentation



# Introduction

This Tableau dashboard offers comprehensive insights into employee attrition and satisfaction through interactive and detailed visualizations. By leveraging gender, education, and age data, it enables informed decision-making to improve retention and employee engagement, supporting overall organizational health and growth.

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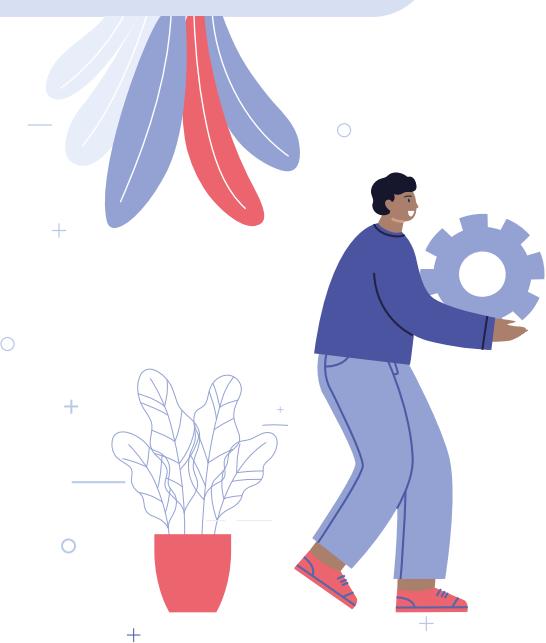
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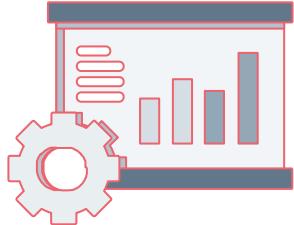
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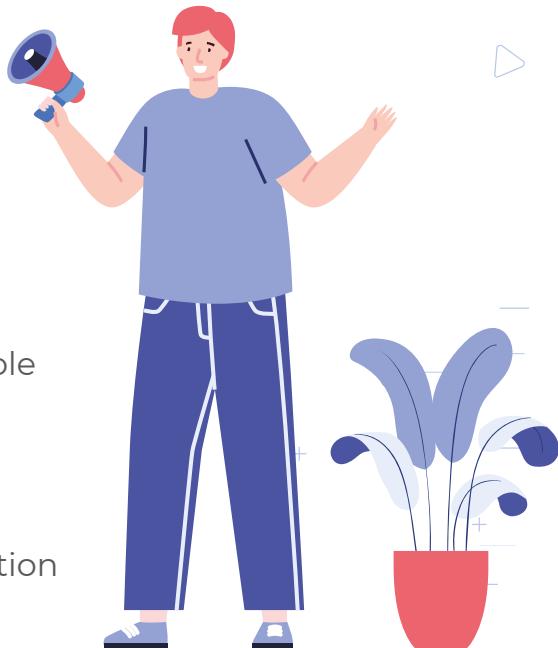
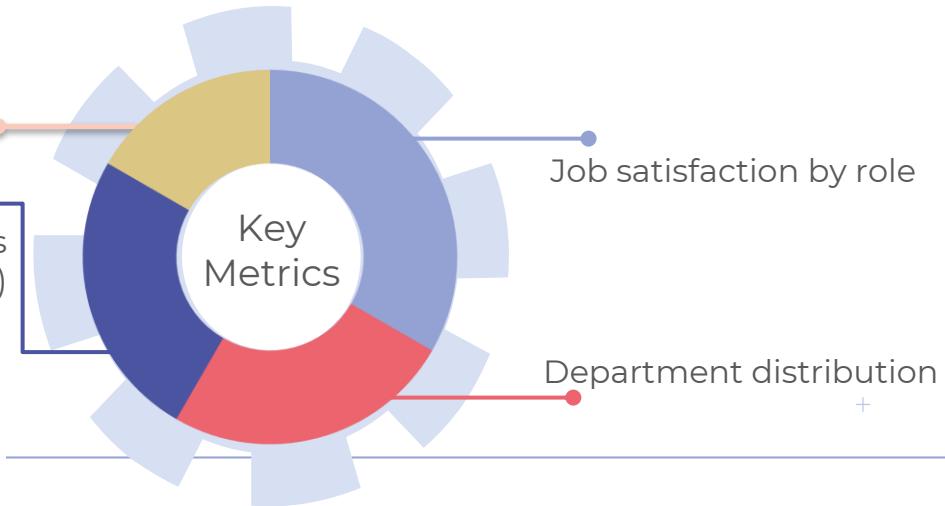


# 01



## Dashboard Overview

- Attrition rates by department, education, gender, and age
- Employee demographics (age, gender, education)



PDF Export

Education  
(All)Education  
filter

Employee Count

Attrition Count

Active Employee

Attrition Rate

Avg. Age

Gender

150

1,470

237

1,233

16.12%

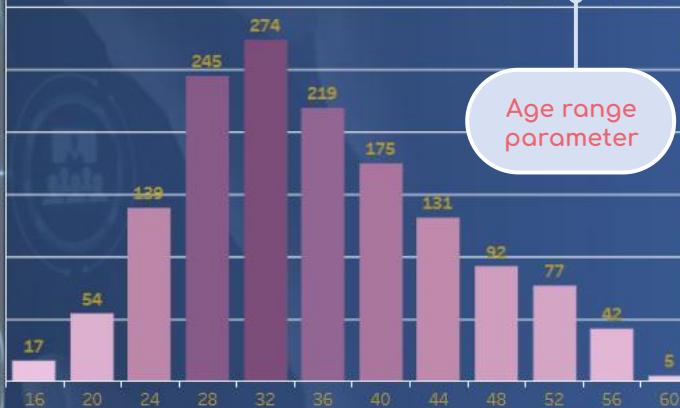
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## Attrition by education



Job Role	Job Satisfaction			
	1	2	3	4
Healthcare Representative	26	19	43	42
Human Resources	10	16	13	13
Laboratory Technician	30	48	75	80
Manager	21	21	27	33
Manufacturing Director	26	32	46	38
Research Director	15	16	27	22
Research Scientist	30	53	90	95
Sales Executive	69	54	91	112
Sales Representative	12	21	27	23
Total Employees	289	280	442	459

## Employees by age



Age Range

Age range  
parameter

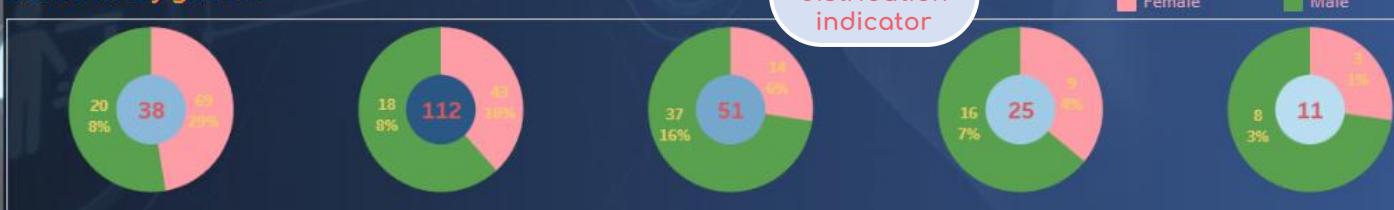
## Employees by department

Department

- HR
- R&D
- Sales

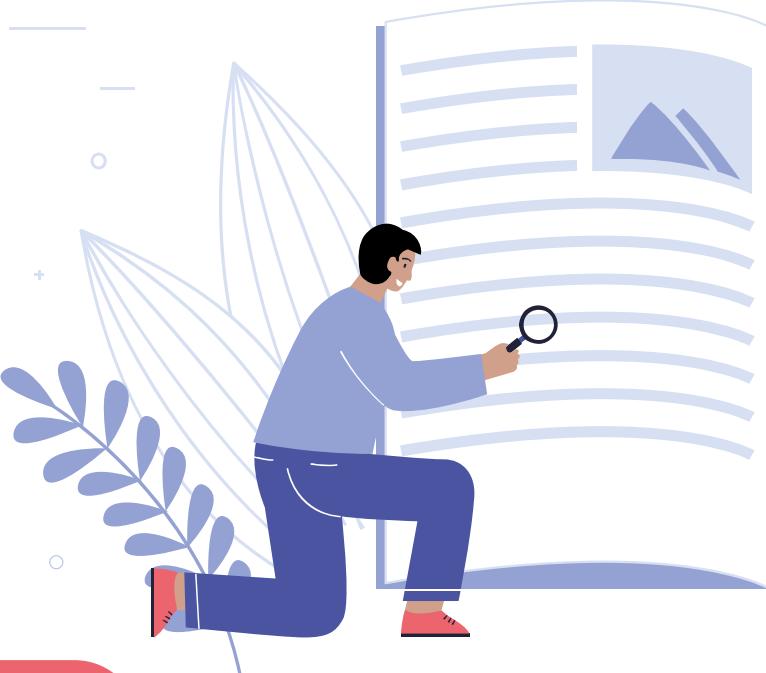


## Attrition by gender

Gender  
distribution  
indicator

Gender

Male



02

Data for Analysis.

Data for Analysis															
Attrition	CF_age band	CF_attrition label	Department	Education Field	Employee Number	Gender	Job Role	Age	CF_current Employee	Education	Job Satisfaction				
Yes	35 - 44	Ex-Employees	Sales	Life Sciences	1	Female	Sales Executive	41	0	Associates Degree	4				
No	45 - 54	Current Employees	R&D	Life Sciences	2	Male	Research Scientist	49	1	High School	2				
Yes	35 - 44	Ex-Employees	R&D	Other	4	Male	Laboratory Technician	37	0	Associates Degree	3				
No	25 - 34	Current Employees	R&D	Life Sciences	5	Female	Research Scientist	33	1	Master's Degree	3				
No	25 - 34	Current Employees	R&D	Medical	7	Male	Laboratory Technician	27	1	High School	2				
No	25 - 34	Current Employees	R&D	Life Sciences	8	Male	Laboratory Technician	32	1	Associates Degree	4				
No	Over 55	Current Employees	R&D	Medical	10	Female	Laboratory Technician	59	1	Bachelor's Degree	1				
No	25 - 34	Current Employees	R&D	Life Sciences	11	Male	Laboratory Technician	30	1	High School	3				
No	35 - 44	Current Employees	R&D	Life Sciences	12	Male	Manufacturing Director	38	1	Bachelor's Degree	3				
No	35 - 44	Current Employees	R&D	Medical	13	Male	Healthcare Representative	36	1	Bachelor's Degree	3				
No	35 - 44	Current Employees	R&D	Medical	14	Male	Laboratory Technician	35	1	Bachelor's Degree	2				
No	25 - 34	Current Employees	R&D	Life Sciences	15	Female	Laboratory Technician	29	1	Associates Degree	3				
No	25 - 34	Current Employees	R&D	Life Sciences	16	Male	Research Scientist	31	1	High School	3				
No	25 - 34	Current Employees	R&D	Medical	18	Male	Laboratory Technician	34	1	Associates Degree	4				
Yes	25 - 34	Ex-Employees	R&D	Life Sciences	19	Male	Laboratory Technician	28	0	Bachelor's Degree	3				
No	25 - 34	Current Employees	R&D	Life Sciences	20	Female	Manufacturing Director	29	1	Master's Degree	1				
No	25 - 34	Current Employees	R&D	Life Sciences	21	Male	Research Scientist	32	1	Associates Degree	2				
No	Under 25	Current Employees	R&D	Medical	22	Male	Laboratory Technician	22	1	Associates Degree	4				
No	45 - 54	Current Employees	Sales	Life Sciences	23	Female	Manager	53	1	Master's Degree	4				
No	35 - 44	Current Employees	R&D	Life Sciences	24	Male	Research Scientist	38	1	Bachelor's Degree	4				
No	Under 25	Current Employees	R&D	Other	26	Female	Manufacturing Director	24	1	Associates Degree	3				
Yes	35 - 44	Ex-Employees	Sales	Life Sciences	27	Male	Sales Representative	36	0	Master's Degree	1				
No	25 - 34	Current Employees	R&D	Life Sciences	28	Female	Research Director	34	1	Master's Degree	2				
No	Under 25	Current Employees	R&D	Life Sciences	30	Male	Research Scientist	21	1	Associates Degree	4				
Yes	25 - 34	Ex-Employees	R&D	Medical	31	Male	Research Scientist	34	0	High School	1				
No	45 - 54	Current Employees	R&D	Other	32	Female	Manager	53	1	Bachelor's Degree	3				
Yes	25 - 34	Ex-Employees	R&D	Life Sciences	33	Female	Research Scientist	32	0	High School	1				
No	35 - 44	Current Employees	Sales	Marketing	35	Male	Sales Executive	42	1	Master's Degree	2				
No	35 - 44	Current Employees	R&D	Medical	36	Female	Healthcare Representative	44	1	Master's Degree	4				
No	45 - 54	Current Employees	Sales	Marketing	38	Female	Manager	46	1	Master's Degree	1				
No	25 - 34	Current Employees	R&D	Medical	39	Male	Laboratory Technician	33	1	Bachelor's Degree	4				
No	35 - 44	Current Employees	R&D	Other	40	Male	Healthcare Representative	44	1	Master's Degree	4				
No	25 - 34	Current Employees	R&D	Medical	41	Male	Laboratory Technician	30	1	Associates Degree	3				
Yes	35 - 44	Ex-Employees	Sales	Technical Degree	42	Male	Sales Representative	39	0	Bachelor's Degree	4				
Yes	Under 25	Ex-Employees	R&D	Medical	45	Male	Research Scientist	24	0	Bachelor's Degree	4				
No	35 - 44	Current Employees	R&D	Medical	46	Female	Research Scientist	43	1	Associates Degree	3				
Yes	45 - 54	Ex-Employees	Sales	Marketing	47	Male	Sales Representative	50	0	Associates Degree	3				

# 03



## Employee attrition rate section

Attrition rate

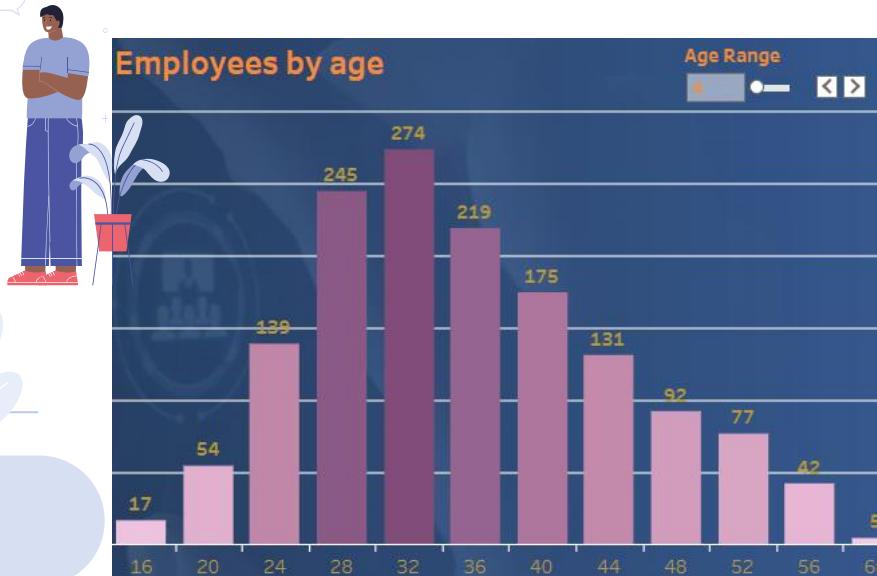
Employees by age



# Employee attrition rate section

Employee Count	Attrition Count	Active Employee	Attrition Rate	Avg. Age
1,470	237	1,233	16.12%	37

- According to the summary table Employee Attrition Rate is 16%. 237 employees became inactive out of 1,470 total
- Employee Average Age is 37 years old



- Age range parameter control allows defining the gap between displayed employee ages
- Employees by age graph shows how many employees the company has in the defined age range. Most of them (274) are about 32 years old



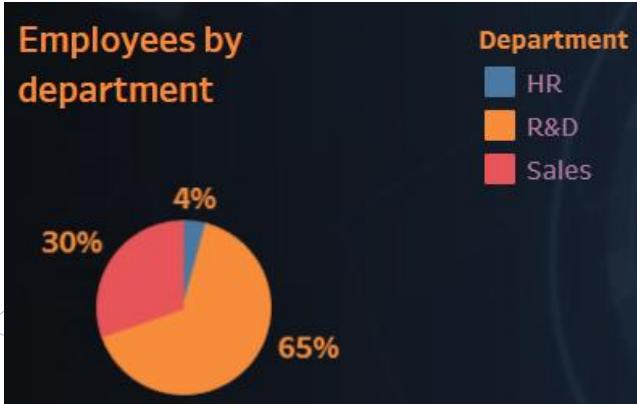
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## Job satisfaction section

Employees by  
department

Job  
satisfaction

# Job satisfaction section



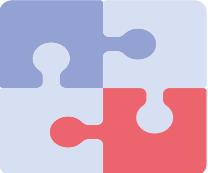
- Employees by department pie chart shows the proportion of people working in the specific department. Most of employees are in R & D group (65%)



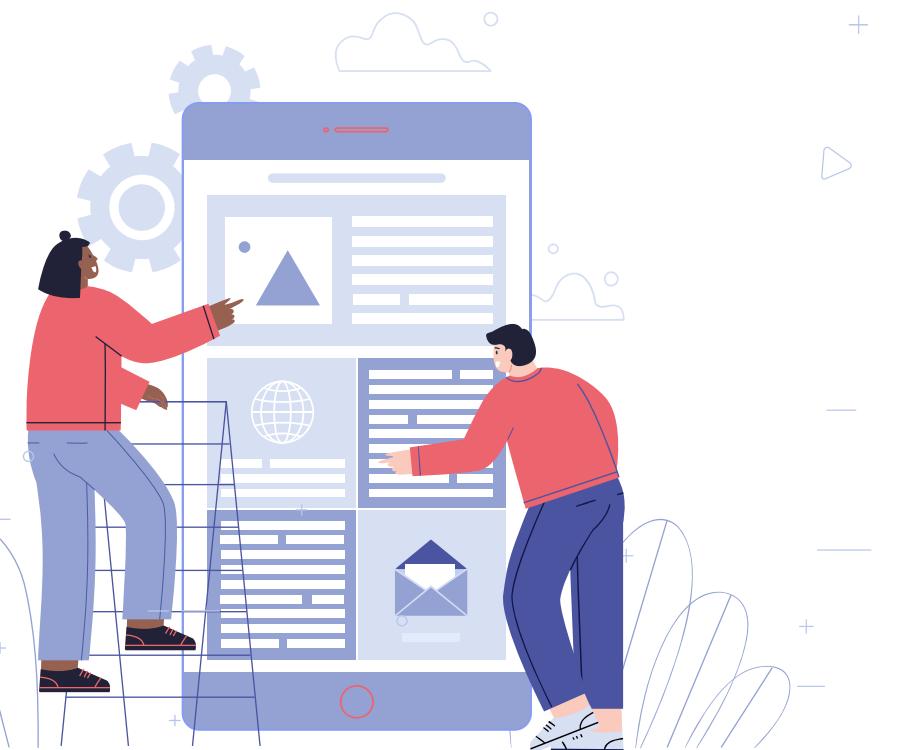
- Job satisfaction table tries to uncover trends on how well people with different job roles are motivated at work
- Most of Sales Executives (112) have the best job satisfaction level (4)

Job Role	Job Satisfaction			
	1	2	3	4
Healthcare Representative	26	19	43	43
Human Resources	10	16	13	13
Laboratory Technician	56	48	75	80
Manager	21	21	27	33
Manufacturing Director	26	32	49	38
Research Director	15	16	27	22
Research Scientist	54	53	90	95
Sales Executive	69	54	91	112
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Total Employees	289	280	442	459

# 05

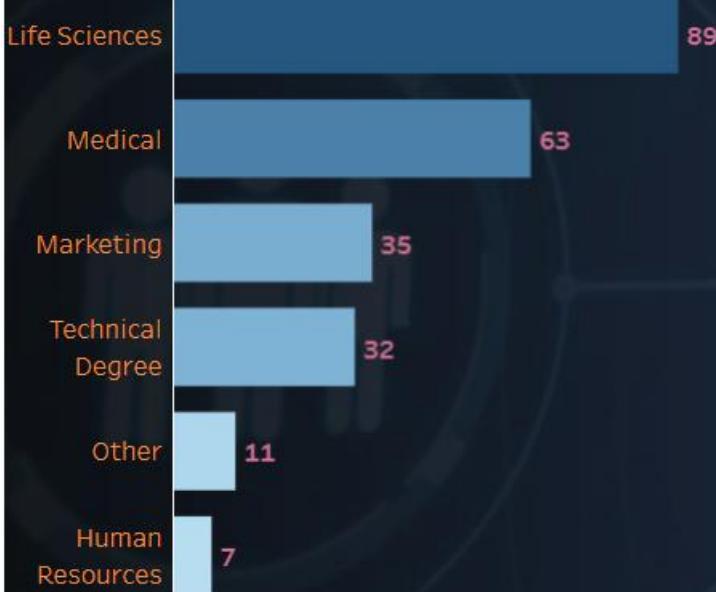


## Attrition by education section

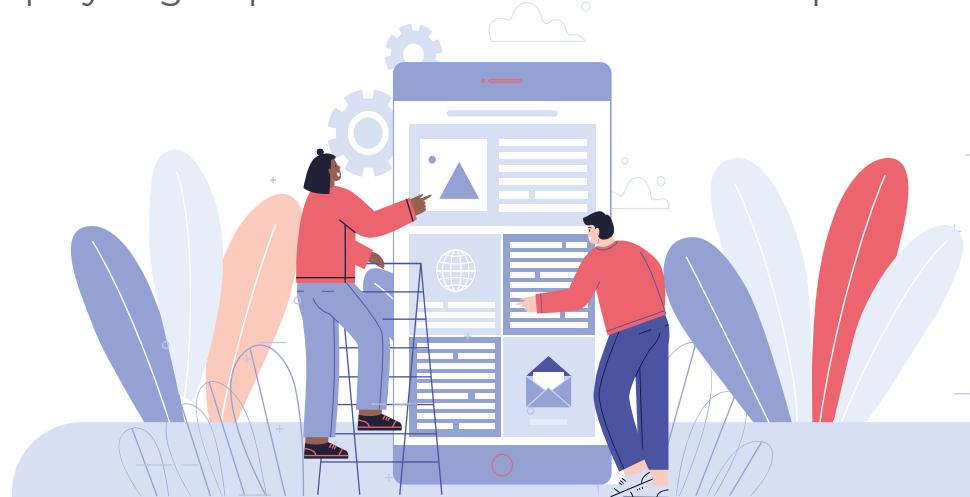


# Attrition by education section

## Attrition by education



- This graph breaks down attrition rates by employees' education levels, revealing how turnover varies across academic backgrounds
- Most of separated employees (89) had Life Sciences background
- Insights from this analysis assist HR in tailoring engagement and development programs to different employee groups based on their educational profile



# 06

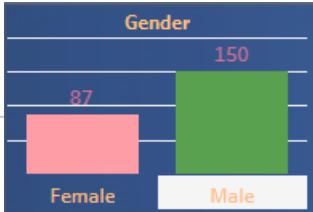
## Attrition by gender section

Gender

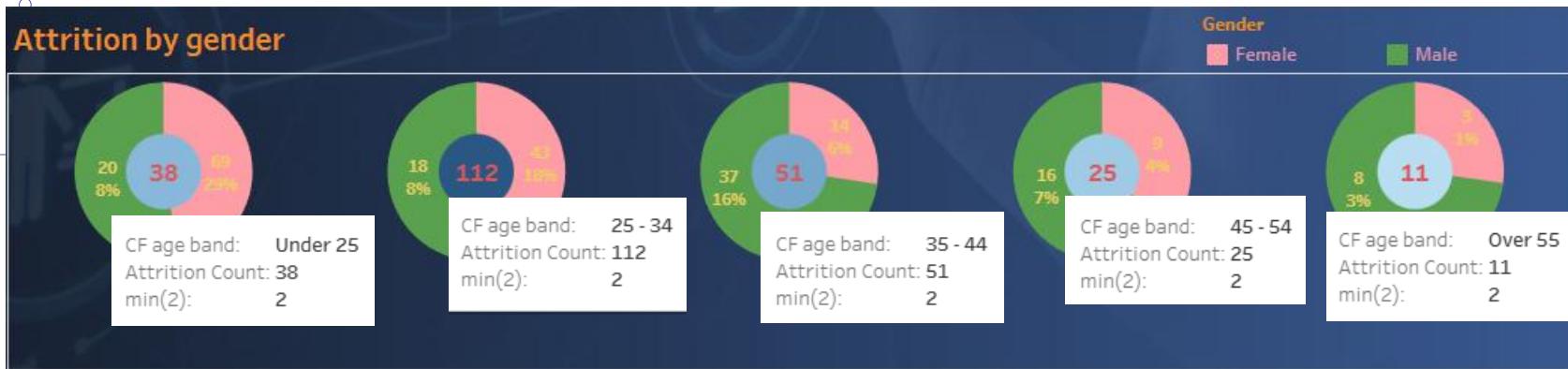
Attrition by  
gender



# Attrition by gender section



- Bar chart shows employee demographic breakdown by gender
- More males (150) are employed by the company than females (87)



- Donut charts compare employee attrition rates between genders for different age groups
- Most of the separated employees (112) were in the 2<sup>nd</sup> age group between 25-34 years old
- Most of the separated females (69) were under 25 years old. Most separated males (37) were between 35-44
- Understanding these trends supports targeted retention strategies and promotes workplace equity

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# Thank you!