

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.

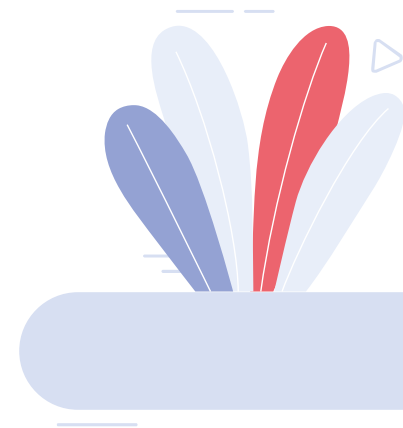


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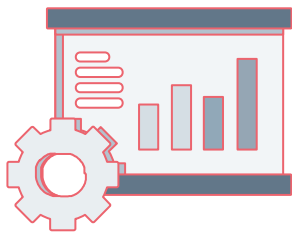


06

Attrition by
gender section



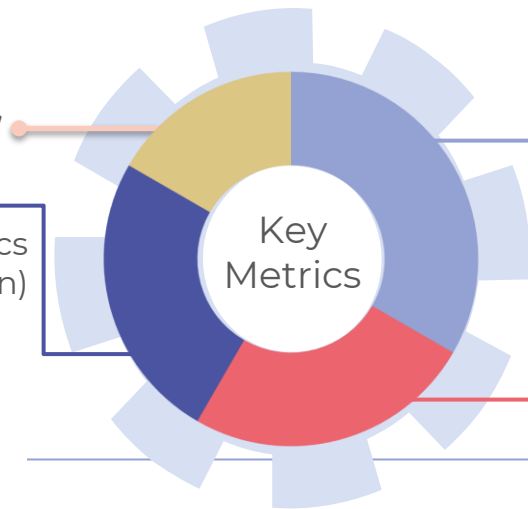
01



Dashboard Overview

Attrition rates by
department, education,
gender, and age

Employee demographics
(age, gender, education)



Job satisfaction by role

Department distribution





Employee Count

1,470

Attrition Count

237

Active Employee

1,233

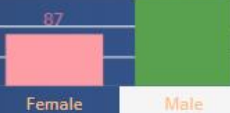
Attrition Rate

16.12%

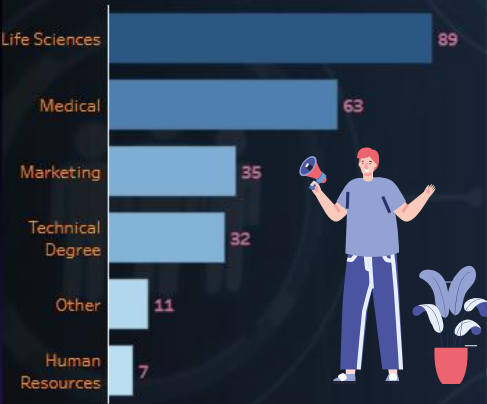
Avg. Age

37

Gender

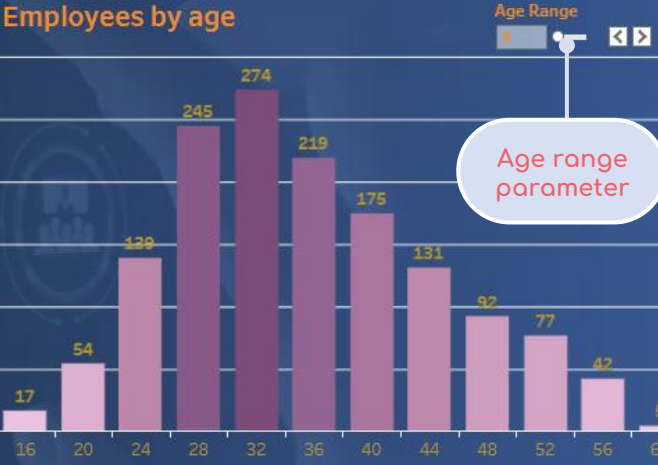


Attrition by education



Job Role	Job Satisfaction			
	1	2	3	4
Healthcare Representative	26	19	43	43
Human Resources	10	16	13	13
Laboratory Technician	34	48	75	80
Manager	21	21	27	33
Manufacturing Director	26	32	48	38
Research Director	15	16	27	22
Research Scientist	64	63	90	95
Sales Executive	69	94	91	112
Sales Representative	12	21	27	23
Total Employees	289	280	442	459

Employees by age



Employees by department

Department
HR
R&D
Sales



Attrition by gender





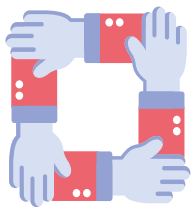
02

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

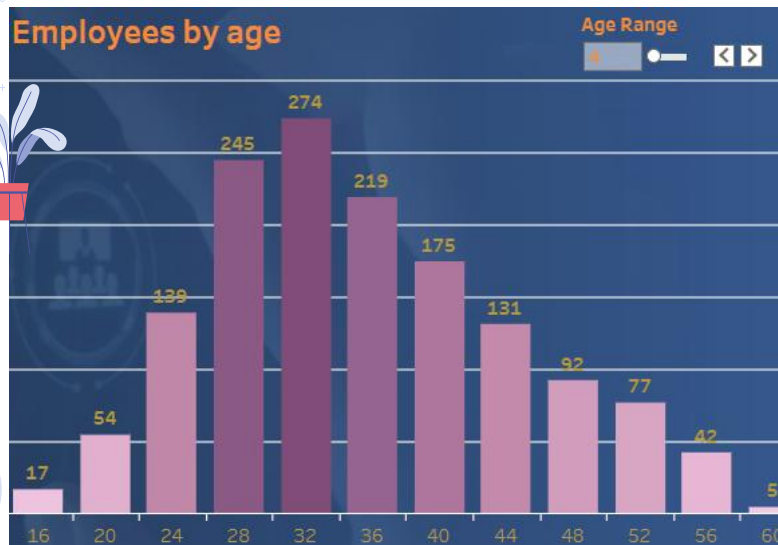
Employees by age



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

04



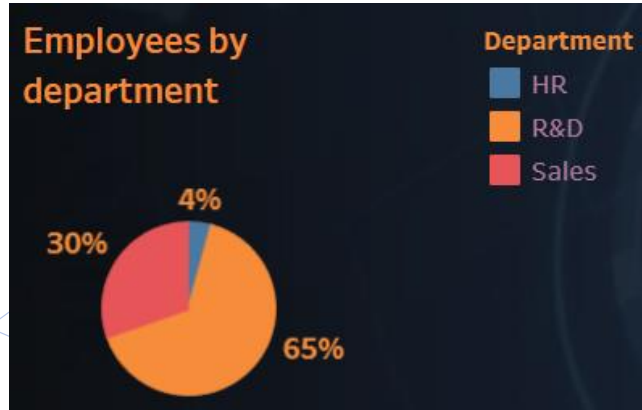
Job satisfaction section

Employees by
department

Job
satisfaction



Job satisfaction section



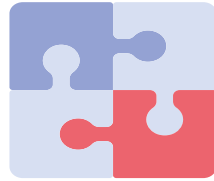
- Employees by department pie chart shows the proportion of people working in the specific department. Most of employees are in R & D group (65%)



- 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			
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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

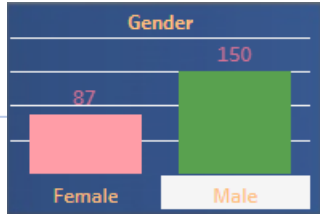
Attrition by gender section



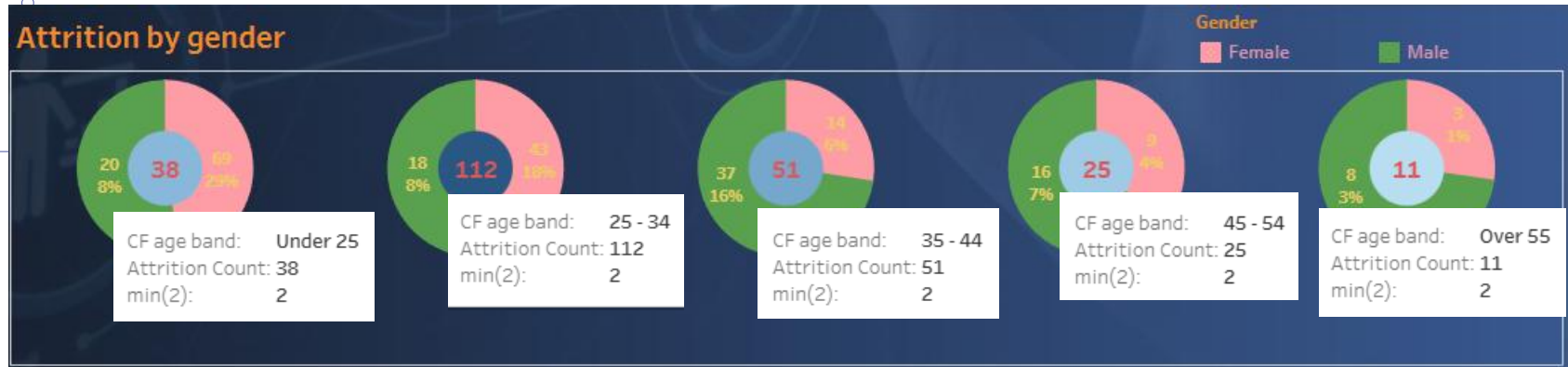
Gender

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 2nd 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!