**HR Analytics**

The objective of this project is to create an interactive HR analytics dashboard that provides valuable insights into the workforce, enabling HR and management to make data-driven decisions. The dashboard focuses on various aspects of the organization's workforce and covers the following key insights:

1. Average Monthly Income vs. Department: Visualizes the average monthly income for employees in each department, helping identify salary disparities across different areas of the organization. Research & Development department has highest salary followed by sales and Human Resources.
2. Proportion of Male and Female in the Organization: Represents the gender diversity within the company, ensuring equal opportunities for all employees and promoting inclusivity. Number of working Male Population is higher than Female.
3. Month vs. Number of Employees Hired: Shows the number of employees hired each month, helping identify hiring patterns and enabling effective workforce planning. Number of hirings in March is highest from the rest of year.
4. Proportion of Employees from Different Salary Slabs: Illustrates the salary distribution across the organization, allowing assessment of the overall salary structure and identification of any disparities. Number of employees in Salary slab of up to 5K is highest and 10-15k is lowest.
5. Education Level vs. Average Monthly Income and Hourly Rate: Analyzes the relationship between employees' education levels and their compensation, providing insights into the value of education in terms of remuneration. Renumeration for Life sciences followed by Medical is highest among all other education levels.
6. Business Travel Required from Different Departments: Represents the frequency of business travel required for employees in different departments, assisting in travel policy planning and support for employees who travel frequently. Clearly, sales department travels more frequently than any other department’s department has lowest travel record.

The interactive HR analytics dashboard will empower HR and management to optimize workforce management, foster an inclusive work environment, and make informed decisions based on real-time data. By using this dashboard, the organization can enhance its overall performance and create a more equitable and efficient workforce.

Top of Form