

# SUMMARY REPORT

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## **HR Analytics Dashboard – Summary Report**

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### **Objective:**

Analyze employee demographics, attrition trends, salary distribution, and job roles using Power BI to support HR decisions.

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### **Key Metrics:**

- Total Employees: 963
  - Attrition Cases: 2
  - Average Age: 37.04
  - Average Salary: ₹6.28K
  - Average Years at Company: 6.86
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### **Attrition Breakdown:**

#### **By Education:**

- Graduate: 46%

- Postgraduate: 38%
- Others: 16%

#### **By Age Group:**

- 26–35: 389
- 36–45: 319
- 46–55: 146
- 18–25: 78
- 55+: 31

#### **By Salary Bracket:**

- Up to ₹5K: 553
- ₹5K–10K: 218
- ₹10K–15K: 100
- ₹15K+: 92

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#### **Top Job Roles:**

- Research Scientist: 292
- Laboratory Technician: 260
- Manufacturing Director: 145
- Healthcare Representative: 132

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#### **Gender Split:**

- Male: 503
  - Female: 305
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#### **Departments:**

- Research & Development
  - Sales
  - Human Resources
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#### **Key Takeaways:**

- Majority of employees are aged 26–45 and earn  $\leq$  ₹5K
  - Low attrition rate (only 2 cases) indicates strong retention
  - Research and Lab roles dominate the workforce
  - Mid-career professionals (~7 yrs avg) make up the core team
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