# "PROJECT DETAILS"

## "HR ANALYTICS DASHBOARD"

| 1. PROJECT OBJECTIVE | 2. DATA CLEANING |
|---|---|
| 3. DAX QUERIES | 4. DASHBOARD BUILDING |

# "PROJECT OBJECTIVE"

## "HR ANALYTICS DASHBOARD"

Ask : Hi ABC,

Can you please help me with the Power BI Dashboard using the last 4 years of Employees Hiring and Exit Details for our upcoming meeting. Inputs we are looking for is as follows :

1. Country and Citi Wise Information.
2. Gender Diversity and Gender Diversity comparison.
3. Cultural Diversity Map Chart.
4. Employee Count by BU, Employee Count by Department.
5. Waterfall Chart of Active and Inactive Employees.
6. Attrition by Age, Attrition by Department.
7. Current status of Employees using age group, gender and active/inactive employees.
8. YOY Analysis from 2017 to 2021 of Hiring/Attrition department wise.

# HR ANALYTICS DASHBOARD

**Country**
All ▾

**City**
All ▾

**Job Title**
All ▾

**Total HeadCount**
1000

**Attrition Rate**
8.5%

**Tenure Month**
10.81

**Average Annual Salary**
113.22K

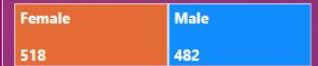**Attrition Count**
85

## Employee Count by Business Unit
- Research & Deve... 22.9%
- Manufacturing 26.9%
- Corporate 23.7%
- Speciality Products 26.5%

## Employee Count by Department
- Accounting 9.6%
- IT 24.1%
- Marketing 12%
- Finance 12%
- Engineering 15.8%
- Human Resources 12.5%
- Sales 14%
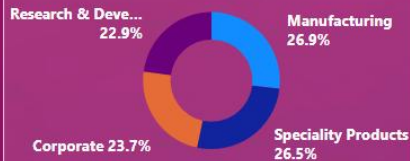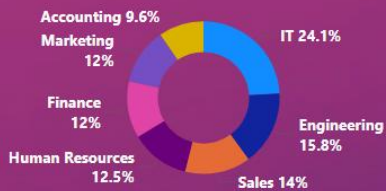
## Attrition Count by Age Group
- 30-49: 44
- 50+: 29
- <30: 12

## Waterfall Chart
● Increase ● Decrease ● Total
- Active: 915
- Inactive: 85
- Total: 1000

## Attrition By Department
- Engineering: 17
- IT: 16
- Marketing: 15
- Human Resources: 11
- Sales: 10
- Finance: 9
- Accounting: 7

## Gender Diversity
- Female: 518
- Male: 482

## Attrition By Gender
- Male: 46
- Female: 39
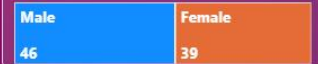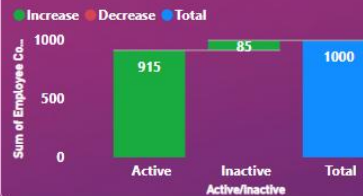
## Employee Count by City and Country
Country ● Brazil ● China ● United States

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# Active/Inactive by Age Group

Active/Inactive ● Active ● Inactive

**Female**
- <30: Active 63, Inactive 20
- 30-49: Active 239, Inactive 20
- 50+: Active 177, Inactive 16

**Male**
- <30: Active 46, Inactive 24
- 30-49: Active 221, Inactive 24
- 50+: Active 169, Inactive 13

# YOY

## YOY Hiring by Business Unit

Year ● 2017 ● 2018 ● 2019 ● 2020 ● 2021

| | January | February | March | April | May | June | July | August | September | October | November | December |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2021 | | 17 | 25 | 20 | | 14 | 26 | 11 | 14 | 20 | 13 | 27 |
| 2020 | 26 | | | | 11 | | 34 | | 22 | | | 10 |
| 2019 | 15 | 19 | 15 | 19 | 19 | 19 | 14 | 17 | 21 | 10 | | 18 |
| 2018 | 16 | 12 | 18 | 11 | 21 | 13 | | | 13 | 13 | | |
| 2017 | 20 | | | | | | 10 | 25 | 11 | | 20 | 21 |
| | 34 | 21 | 10 | 11 | 15 | 13 | | | | | | |
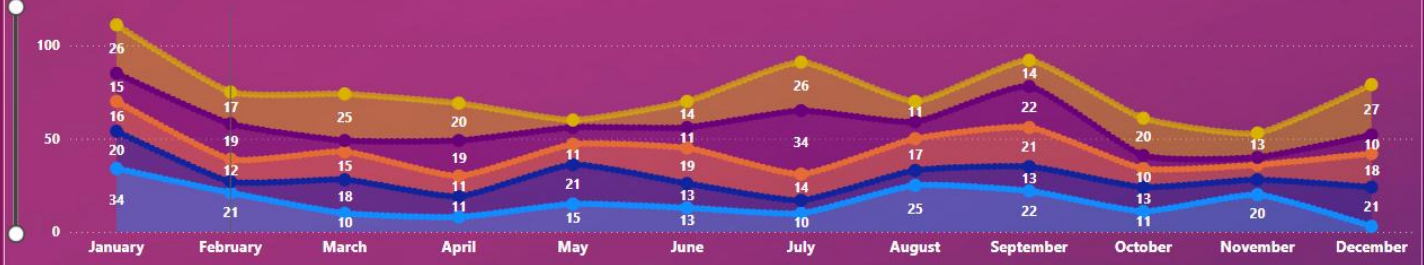
## YOY Attrition by Business Unit

Year ● 2017 ● 2018 ● 2019 ● 2020 ● 2021

| | January | February | March | April | May | June | July | September | October | December |
|---|---|---|---|---|---|---|---|---|---|---|
| 2021 | 5 | | 5 | | 7 | | 5 | | | |
| 2020 | | 4 | 3 | 2 | 2 | | 5 | | | |
| 2019 | 5 | | 3 | 2 | 3 | | 3 | 2 | | 2 |