

# HR Dashboard – Data Analysis Report

## 1. Project Overview

This project analyzes HR data to provide insights into workforce distribution, gender balance, employee demographics, and salary structure. The dashboard supports management in making data-driven HR decisions.

## 2. Tools & Technologies

- Microsoft Power BI – for dashboard visualization and data modeling
- Power Query – for data cleaning and preparation
- DAX – for KPI calculations
- GitHub – for project documentation

## 3. Key Insights

- Total Employees: ~2,071
- Male Ratio: 95.8% | Female Ratio: 4.2%
- Top Branches: Civil Projects, Office, Marine Projects
- Most Common Nationalities: Pakistan, India, Syria, Philippines, Nepal, Egypt
- Highest Salary Cost: Civil Projects
- Average Allowance Ratio: 27.5%
- Top Roles: Carpenter, Steel Fixer, Mason, Labor

## 4. Salary & Allowance Analysis

Basic salary accounts for ~72.5% of total compensation, while allowances represent around 27.5%, including housing, food, and transportation. Civil Projects have the highest salary cost followed by Office and Marine Projects.

## 5. Employee Turnover Analysis

Using a decomposition tree, attrition was analyzed by gender, branch, job title, and nationality. Civil and Marine projects show higher exits, mainly in technical roles such as Carpenters and Steel Fixers.

## 6. Recommendations

- Increase gender diversity by hiring more female employees in office roles.
- Investigate high turnover in Civil and Marine projects.
- Develop training programs for younger employees.
- Monitor allowance distribution for fairness.

## 7. Key Metrics Summary

Metric	Value	Description
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Total Employees	2,071	Total workforce across branches
Male Ratio	95.8%	Percentage of male employees
Female Ratio	4.2%	Percentage of female employees
Avg. Allowance %	27.5%	Allowances compared to basic salary
Top Branch	Civil Projects	Highest employee and salary count