

Besant Technologies

PROJECT REPORT

People Management Dash Board Creation

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Acknowledgement

I would like to take this opportunity to express my sincere gratitude to Besant Technologies for providing me with an excellent learning platform and all the necessary resources to successfully complete my project, “People Management Analysis using Power BI.”

I am thankful to my co-ordinator, [Co-ordinator’s Name], for her constant guidance, encouragement, and valuable suggestions throughout the project. Her support motivated me to handle challenges with confidence and move forward with clarity.

My heartfelt thanks also go to my trainer, [Trainer’s Name], whose expertise in Power BI, HR analytics, and data visualization helped me understand how to transform raw employee data into meaningful insights. His clear explanations, real-world examples, and patient mentorship enriched my learning experience.

I am equally grateful to my peers at Besant Technologies for their teamwork, discussions, and constructive feedback during this project.

Finally, I owe immense gratitude to my family for their constant support, patience, and encouragement, which allowed me to dedicate the necessary time and effort to complete this project successfully.

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Introduction

People are the backbone of any organization. Effective people management ensures that employees remain motivated, productive, and aligned with business goals. With the growth of digital workplaces, organizations are collecting huge volumes of employee-related data, including attendance, salaries, performance metrics, and attrition statistics.

This project, “People Management Analysis using Power BI,” aims to demonstrate how employee-related data can be transformed into meaningful insights through interactive dashboards. Power BI provides the capability to clean, model, and visualize HR datasets, enabling organizations to make informed workforce decisions.

The dashboard created in this project provides a clear picture of the company’s workforce structure, employee diversity, attrition trends, and productivity measures. By leveraging these insights, HR managers can address workforce challenges, improve engagement, and support long-term organizational growth.

Concepts Used in Project

This project applies various HR analytics and Power BI concepts to deliver actionable insights in People Management.

Key Concepts Applied:

Data Import & Cleaning: Imported HR datasets (employee details, attendance, salary). Cleaned duplicates, handled missing data, corrected inconsistent job roles, and standardized formats.

Data Modeling: Built relationships between tables such as Employees, Departments, Salaries, and Attendance for meaningful cross-analysis.

DAX Expressions: Created calculations for Employee Count, Attrition Rate, Average Salary, and Total Working Hours.

Visualization & Report Design: KPIs, charts, and graphs were designed to showcase employee metrics, diversity insights, and productivity.

Interactivity: Added slicers for filtering by department, job role, gender, and joining year, allowing managers to drill down into specific workforce segments.

This structured approach ensures HR data is transformed into actionable knowledge.

Source Code (DAX Measures)

Power BI is primarily a low-code tool, but DAX (Data Analysis Expressions) powers the dashboard's calculations.

AGGREGATE

Salary with Bonus = SUMX('Employee','Employee'[Salary]*1.1)

COUNT

Unique Departments = DISTINCTCOUNT('Employee'[Department])

DATE

Last_Year=CALCULATE(COUNTROWS('Employee'),DATEADD('Employee'[Joining Date],-1,YEAR))

TEXT

FullInfo = 'Employee'[Name]&"-"&'Employee'[Department]

LOGICAL

StarEmployeeCategory=IF(AND('Employee'[Status]="Active",'Employee'[PerformanceScore]>=80),"Star","Normal")

INFORMATION

JoiningDateCheck = IF(ISBLANK('Employee'[JoiningDate]),"No joining Date","Has joining Date")

Description of Source Code

The project workflow involved the following steps:

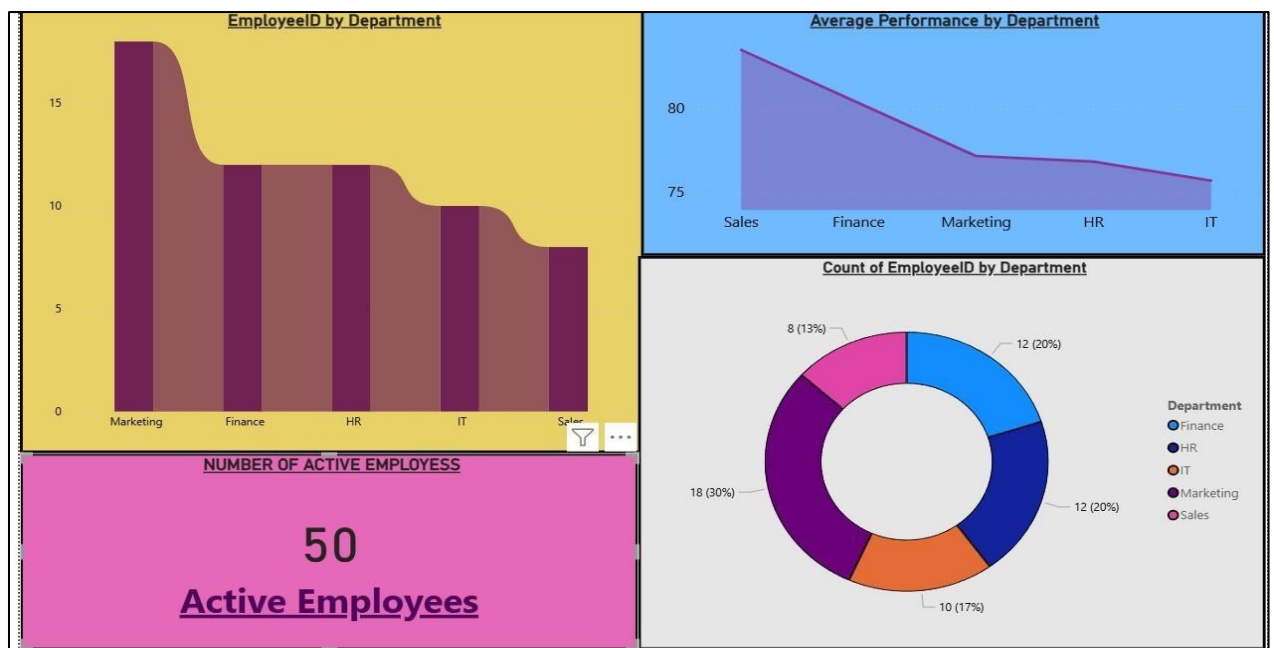
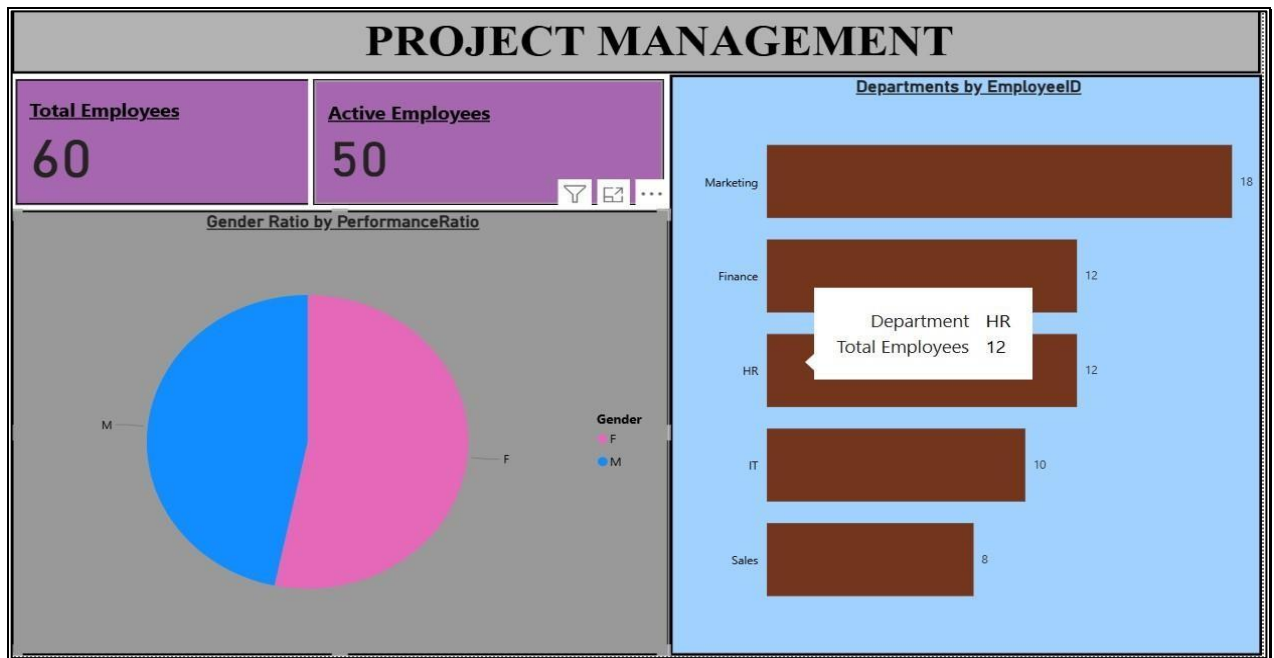
1. **Data Extraction & Cleaning:** Imported HR data from spreadsheets, removed duplicates, corrected inconsistent data types, and standardized department codes.
2. **Data Modeling:** Established relationships across Employees, Departments, Salaries, and Attendance tables to support cross-functional reporting.
3. **DAX Calculations:**

- Salary with Bonus – Calculates total salary including 10% bonus using SUMX.
- Unique Departments – Counts distinct departments using DISTINCTCOUNT.
- Last_Year – Counts employees who joined last year using DATEADD and COUNTROWS.
- FullInfo – Combines employee name and department into a single string.
- StarEmployeeCategory – Categorizes employees as "Star" or "Normal" based on status and performance score.
- JoiningDateCheck – Checks if joining date is available or missing using ISBLANK.
- 4. Dashboard Integration:** Connected DAX measures and data models to charts, KPIs, and interactive slicers to create responsive dashboards for HR insights.

Output

The final output of the project is a People Management Dashboard in Power BI. It provides a real-time, interactive, and comprehensive view of workforce data.

SCREENSHOTS



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New column

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StarEmployeeCategory = IF(AND('Employee'[Status]="Active",'Employee'[PerformanceScore]>=80),"Star","Normal")

Department	Designation	JoiningDate	Salary	Status	PerformanceScore	CompanyName	JoiningYear_col	HighSalaryCategory	StarEmployeeCategory
	HR Executive	19 February 2023	73300	Active	66	XYZ Pvt Ltd	2023	High	Normal
	Accountant	07 September 2015	58100	Active	98	XYZ Pvt Ltd	2015	High	Star
Marketing	Marketing Manager	14 December 2017	78000	Active	60	XYZ Pvt Ltd	2017	High	Normal
	Sales Manager	12 February 2021	31700	Active	65	XYZ Pvt Ltd	2021	Low	Normal
	Sales Manager	27 May 2023	49800	Active	65	XYZ Pvt Ltd	2023	Low	Normal
Marketing	Marketing Manager	28 February 2019	68300	Active	74	XYZ Pvt Ltd	2019	High	Normal
	Developer	22 April 2020	35700	Active	83	XYZ Pvt Ltd	2020	Low	Star
	Sales Executive	21 May 2021	35700	Active	89	XYZ Pvt Ltd	2021	Low	Star
Marketing	Marketing Executive	09 July 2020	40000	Active	62	XYZ Pvt Ltd	2020	Low	Normal
	HR Executive	05 May 2017	50900	Active	89	XYZ Pvt Ltd	2017	High	Star
	IT Manager	05 April 2020	63200	Active	85	XYZ Pvt Ltd	2020	High	Star
Marketing	Marketing Manager	14 November 2017	35000	Active	100	XYZ Pvt Ltd	2017	Low	Star
Marketing	Marketing Executive	22 January 2023	59700	Active	76	XYZ Pvt Ltd	2023	High	Normal

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Summarization

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Sort by column

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Manage relationships

New column

Data type

Text

Format

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Data category

Uncategorized

Sort

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Sort

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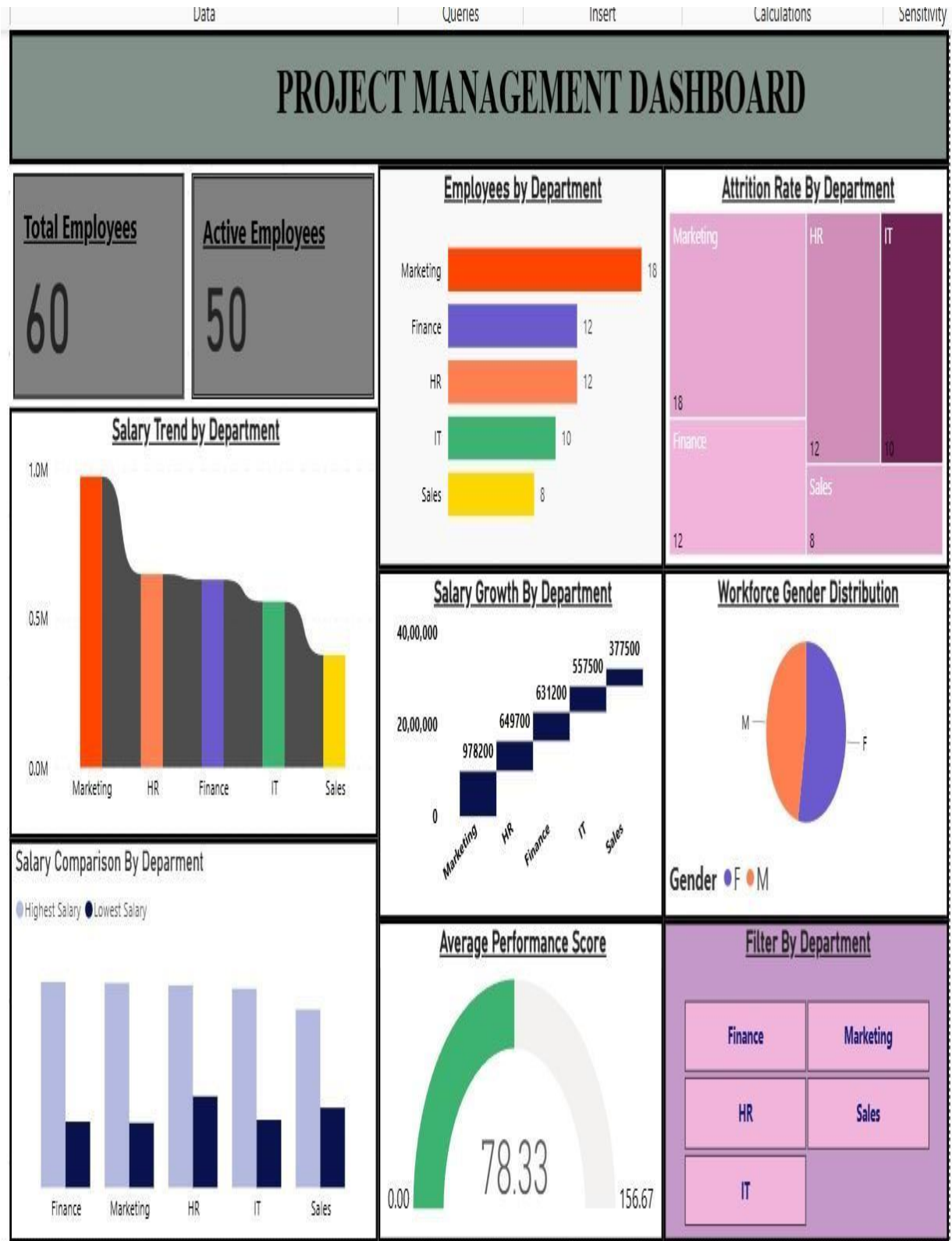
Relationships

Calculations

1

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Department	Designation	JoiningDate	Salary	Status	PerformanceScore	CompanyName	JoiningYear_col	HighSalaryCategory	StarEmployeeCategory
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Conclusion

Through this project, I gained practical experience in using Power BI for People Management and HR analytics. I learned how to import and clean data, build relationships between HR datasets, write DAX measures for key HR metrics, and design dashboards that provide interactive insights.

The project highlights how Business Intelligence tools like Power BI can transform traditional HR processes by offering clear, data-driven insights. These insights help organizations monitor workforce trends, reduce attrition, improve diversity, and enhance employee productivity.

This project has strengthened my technical expertise in Power BI and deepened my understanding of how data-driven HR management supports organizational growth.

Bibliography

Microsoft Power BI Documentation

Besant Technologies training resources

HR Analytics sample datasets (public domain)

Research articles on Workforce Analytics and People Management