**HR Analytic**

**Dashboard - Requirements Document**

**Page 1: Workforce Overview**

**Primary Metrics (Top KPI Cards)**

* **Total Active Employees** (17,482)
* **Gender Distribution** (Male/Female %)
* **Average Age** of workforce
* **Turnover Rate** (organization-wide %)

**Visualizations Required:**

1. **Employee Distribution by Age Groups**
   * Bar chart showing: Junior (18-30), Senior (31-45), Senior+ (46-60), Senior++ (60+)
   * Color-coded by gender
2. **Work Location Breakdown**
   * Simple pie chart: Headquarters vs Remote
3. **Department Headcount**
   * Horizontal bar chart showing employee count per department
   * Sorted largest to smallest

**Page 2: Turnover & Retention Analysis**

**Primary Metrics (Top KPI Cards)**

* **Average Tenure** of terminated employees
* **Highest Turnover Department** (name and %)
* **Year with Highest Net Change** in headcount

**Visualizations Required:**

1. **Department Turnover Rates**
   * Bar chart showing turnover % per department
   * Highlight departments above 15%
2. **Employee Count Trends**
   * Line chart showing hires, terminations, and net change by year
3. **Termination Analysis**
   * Average tenure by department for terminated employees
   * Table showing department, total employees, left employees, turnover rate

**Technical Requirements**

* **Filters**: Apply to both pages simultaneously
  + Department dropdown
  + Location toggle
  + Gender selection
* **Data Currency**: As of latest available data
* **Export Capability**: Download charts as PNG/PDF

**Success Criteria**

* Intuitive navigation between pages
* Load time under 3 seconds
* Mobile-responsive design
* Clear insights visible within 15 seconds of viewing