Building an Interactive HR Attrition Dashboard

From Raw Data to Actionable Retention Strategy with Power BI

The Business Challenge

16.1%

Employee Attrition Rate

The company was facing a significant attrition rate but lacked a clear, data-driven understanding of the root causes.

❓ **The Question:** Who is leaving, and why are they leaving?

🎯 **The Goal:** Create a single source of truth for HR and management to monitor attrition, identify key drivers, and guide retention efforts.

My Process: From Data to Dashboard

I followed a structured analytical process to transform raw HR data into an interactive and insightful dashboard.

1. Data Modeling

Connected to multiple HR data sources and created a robust, relational data model in Power BI.

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2. DAX Calculations

Wrote complex DAX measures to calculate essential KPIs like Attrition Rate, Employee Counts, and Averages.

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3. Visualization

Designed and built a suite of charts and tables to visualize the data, choosing the best visual for each question.

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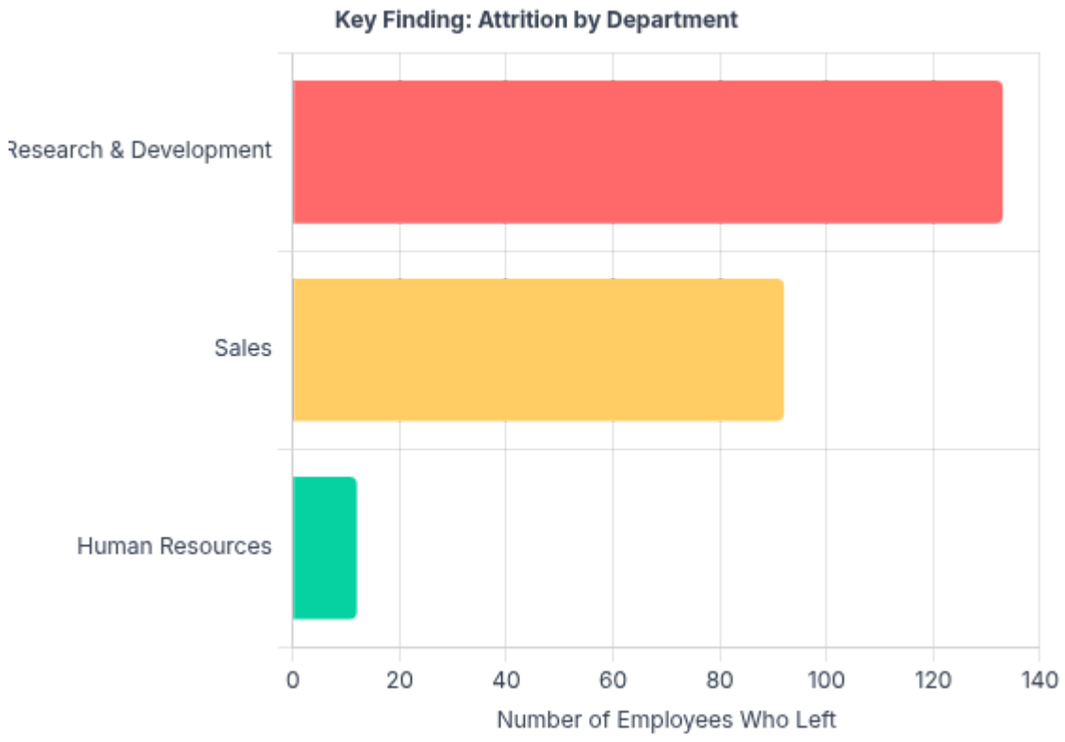
4. Interactivity

Implemented a full range of slicers and filters to allow users to dynamically explore and segment the data.

Key Dashboard Features I Implemented



Deep-Dive Segmentation

The dashboard provides multi-dimensional analysis, allowing stakeholders to understand attrition from every angle.

- ✓ **Department & Role Analysis:** Pinpoints the exact teams and job roles with the highest turnover. The bar chart is used for clear comparison, replacing less effective donut charts for categories with many items.
- ✓ **Demographic Insights:** Segments attrition by factors like gender, age, and salary to build a clear profile of the employees who leave.
- ✓ **Satisfaction & Engagement Metrics:** Connects attrition data to job satisfaction scores, revealing a critical link between employee sentiment and turnover.

View the Live Dashboard

This infographic provides a summary of the project. The full, interactive Power BI dashboard is available for exploration.

Open Interactive Dashboard