**HR ANALYTICS DASHBOARD**

Essentially, this project involves analyzing HR data for ATLIQ Technologies, a company that is encountering difficulties. The HR General require insights in order to understand the reasons behind employees taking sick leaves, working preference of the employees , attendance rate and other related information.

This Dashboard is related to Employee Attendance/Work Preference Analytics which is specifically focused on identifying the presence/attendance of employees in a given week/month , number of sick leaves that the employees are availing and the reason behind that ,working preference of the employees between work from home and work from office and the particular days in the week where employees are taking frequent work from home and the reason behind that

Steps Covered:

1. Gathered the dataset from codebasics.io
2. Transformed /cleaned data (cleaning data is one of the most important step) using Power Query
3. Power Query is a feature within PowerBI that helps in collecting and transforming data
4. We have the raw data in the excel in multiple sheets with different column headers and it’s a special case and we have also learnt the importance of **googling to get the solution** .
5. Data Understanding For Key Insights
6. Data Processing- Creating new Attributes for better analysis  
   Using DAX functions
7. Data Visualization-Interactive Dashboard with meaningful key insights.

The main takeaways I gained from this project are:

1. Googling your solution is the most important skill
2. Whenever we are trying to transform data , we can think to do it in a dynamic way so that it can be applied to new data as well
3. Where to place most important insights in the dashboard
4. Good insight reports should enable the stakeholder to ask more WHY’s

INSIGHTS :

1. As June month is approaching the Presence Percentage is declining , the percentage of Work From Home is increasing , sick leaves are increasing little bit may because of hot summer month people are getting sick ,Now suppose the company has some software releases for client in June then those things can be planned better.
2. We also got an insight from the dashboard as to which day of the week people take Work from Home the most
3. Also it is found that people take most Work From Home on Fridays because next there is weekend .
4. Most people present in the office is on Mondays so may be if there is some team building activity or team lunch those could be conducted on Mondays .

By analyzing this HR data, organizations can identify areas for improvement in their leave policies, work from home policies, and attendance tracking systems. They can also gain insights into the productivity and engagement of their workforce and make informed decisions about how to optimize their workplace for maximum productivity and employee satisfaction.