HR ANALYTICS FOR AN ORGANIZATION

Scenario:

The HR department wants insights into employee performance, attrition rates, and recruitment trends.

Tasks:

1. Import employee and recruitment datasets into Power BI.
2. Clean the datasets by removing duplicates and filling missing values.
3. Create relationships between tables (e.g., Employees, Departments, Recruitment).
4. Generate a line chart showing employee attrition over the past five years.
5. Develop a clustered column chart comparing recruitment trends by department.
6. Use DAX to calculate the average tenure of employees.
7. Create a card visual for the total number of employees, attrition rate, and new hires.
8. Build a matrix showing department-wise average performance ratings.
9. Add a slicer to filter data by department and job role.
10. Create a pie chart visualizing gender diversity across the organization.
11. Identify key factors contributing to attrition using DAX measures.
12. Create a dashboard summarizing attrition trends, recruitment trends, and performance metrics.
13. Publish the report and set up alerts for attrition rate thresholds.
14. Configure a scheduled refresh for the dataset in Power BI Service.
15. Share insights with the HR team via Power BI Service.

NEXT

HR ANALYTICS FOR AN ORGANIZATION

ATTRITION TRENDS

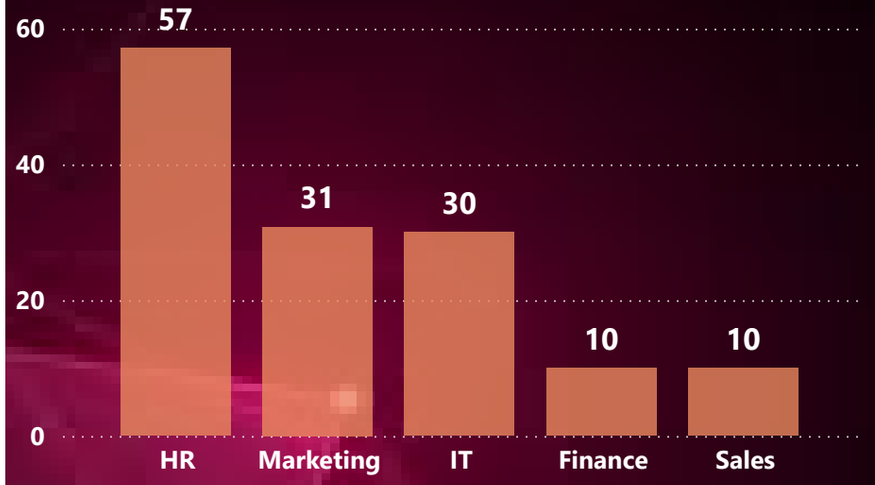
RECRUITMENT TRENDS

PERFORMANCE METRICS

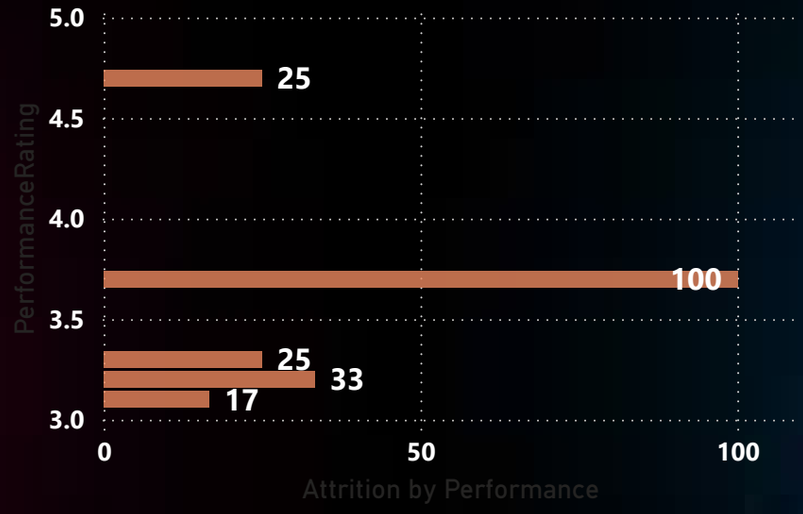
NEXT

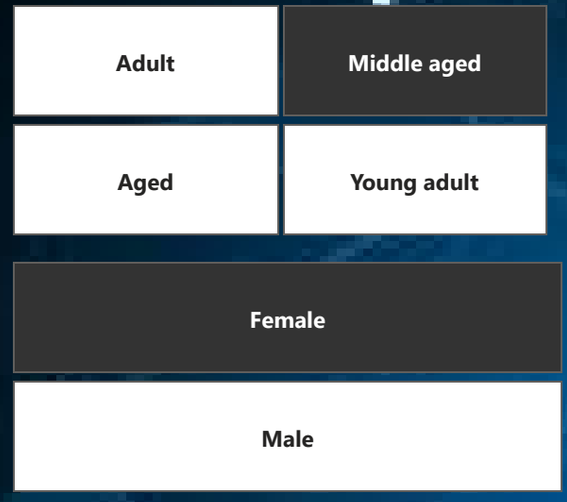
HR ANALYTICS FOR AN ORGANIZATION

Attrition by Department by Department



Attrition by Performance by PerformanceRating

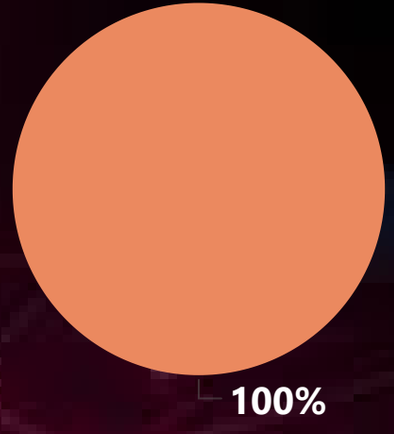


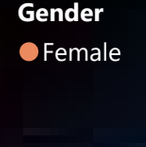


23.08

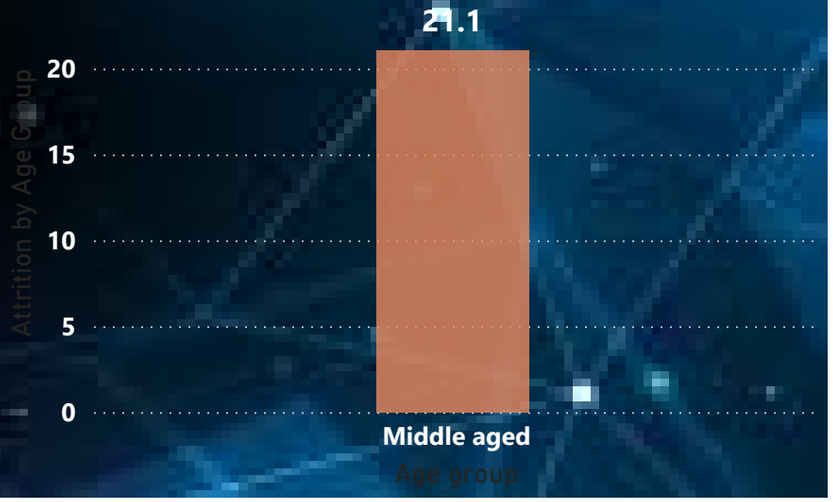
Attrition Rate

Attrition by Gender by Gender





Attrition by Age Group by Age group



HR ANALYTICS FOR AN ORGANIZATION

TOTAL EMPLOYEES

48

Count of EmployeeID

NEW HIRES

5

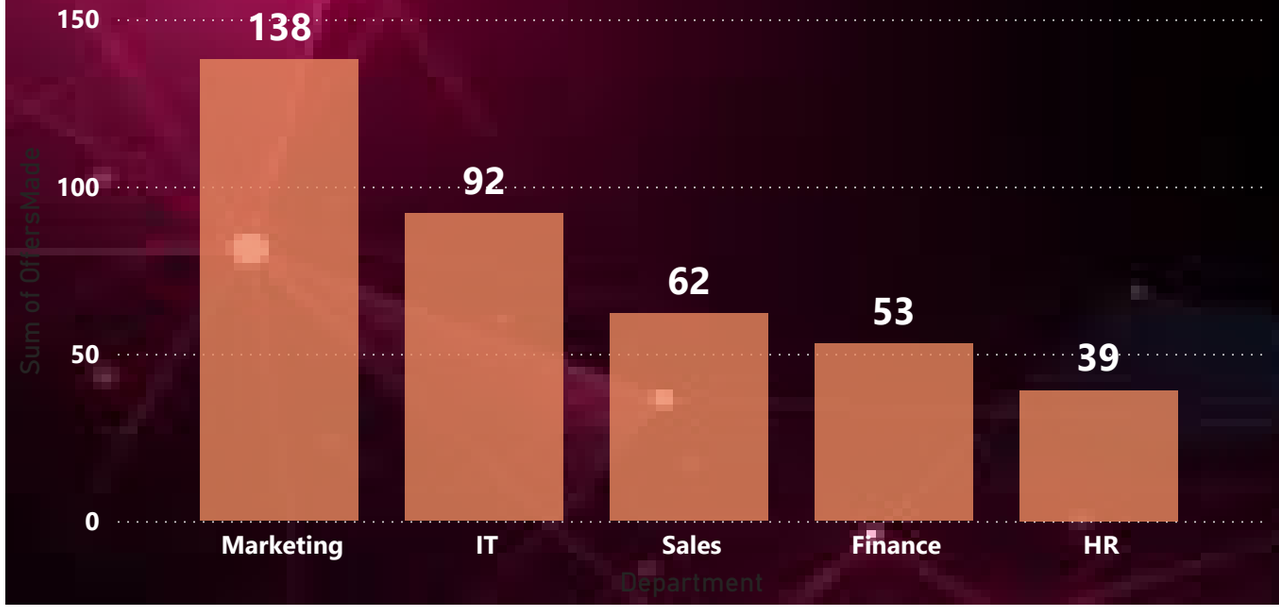
Recently Hired Employees

2015 — 2022

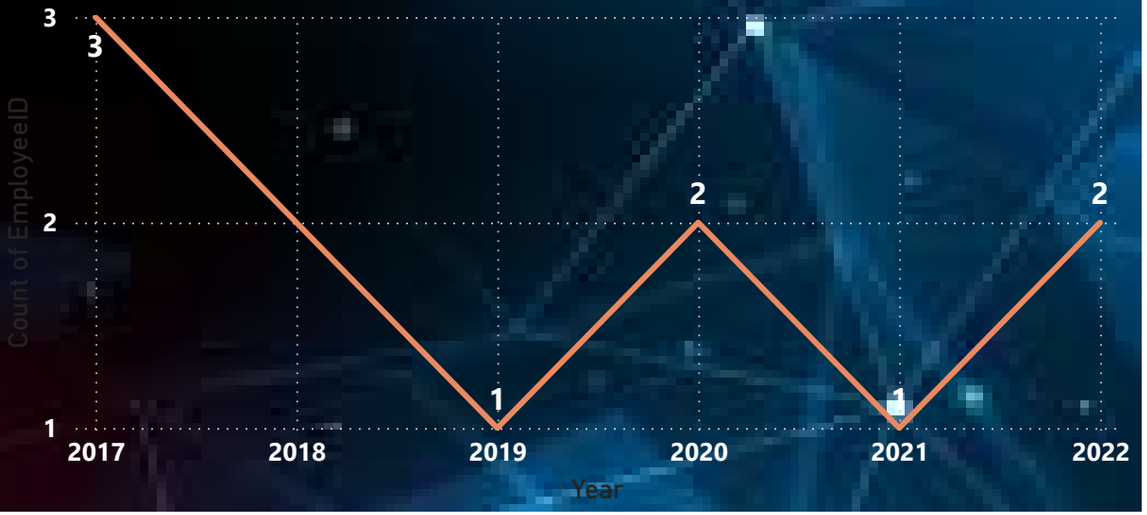
Finance | IT | Sales

HR | Marketing

Offers Made by Department

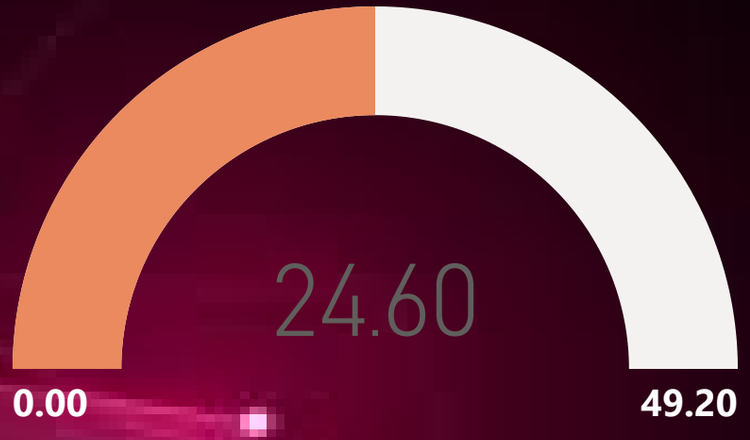


Count of EmployeeID by Year



HR ANALYTICS FOR AN ORGANIZATION

Performance Rating



BEST PERFORMING EMPLOYEE

2015 — 2019

Quaters

Q4

Diana

Best Performing Employee

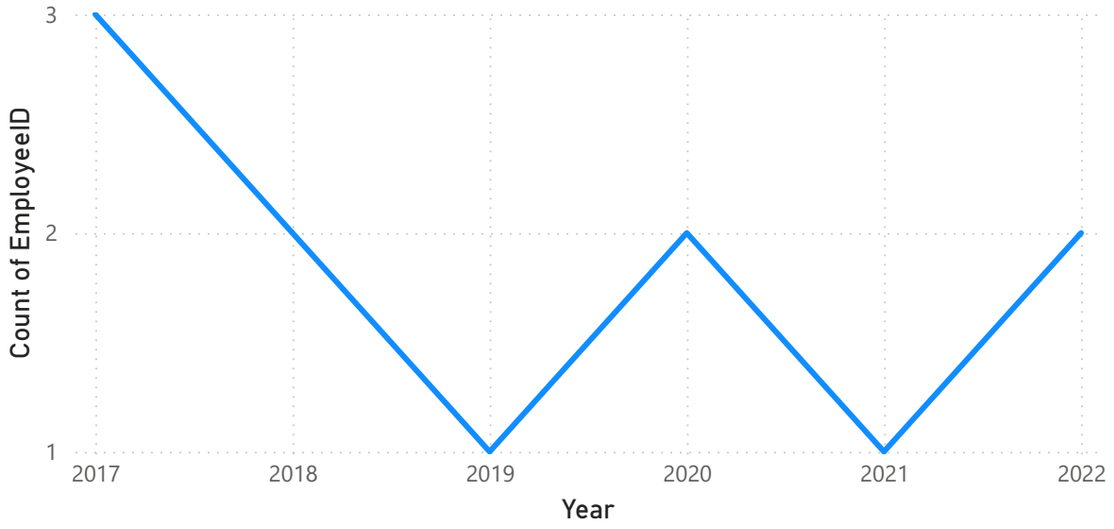
Performance Rating by Age group

Performance Rating by Department

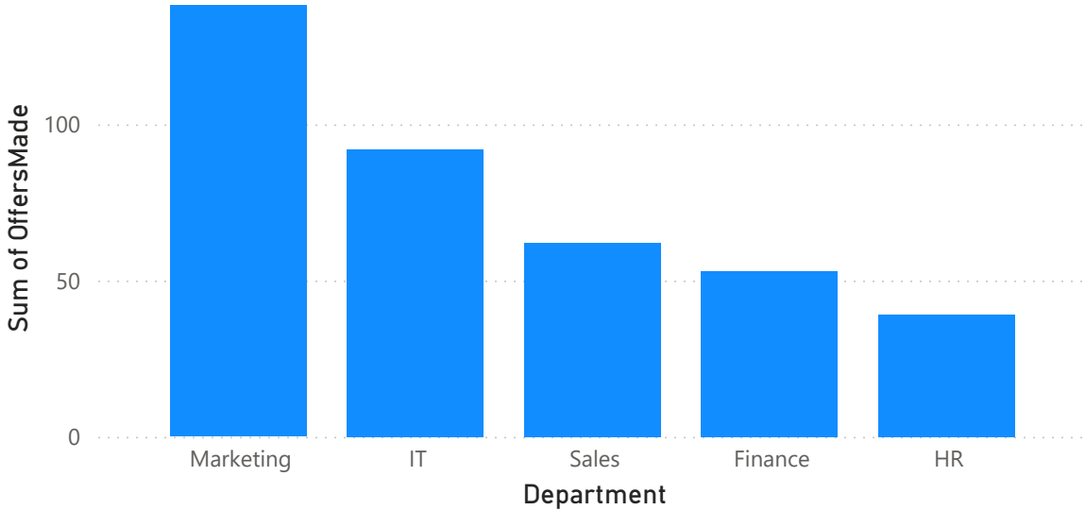
Department

Finance	HR	IT	Marketing	Sales

Count of EmployeeID by Year



Sum of OffersMade by Department



50
Count of EmployeeID

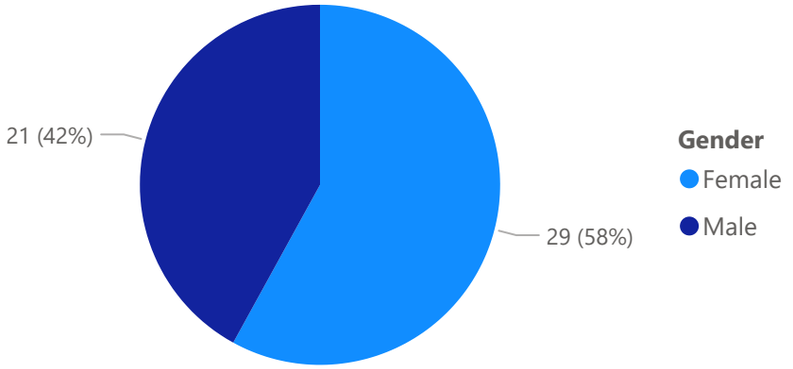
7
Count of EmployeeID

26.00
Attrition Rate

Role

Accountant	Clerk	Developer
Analyst	Consultant	Executive
Assistant	Coordinator	Manager

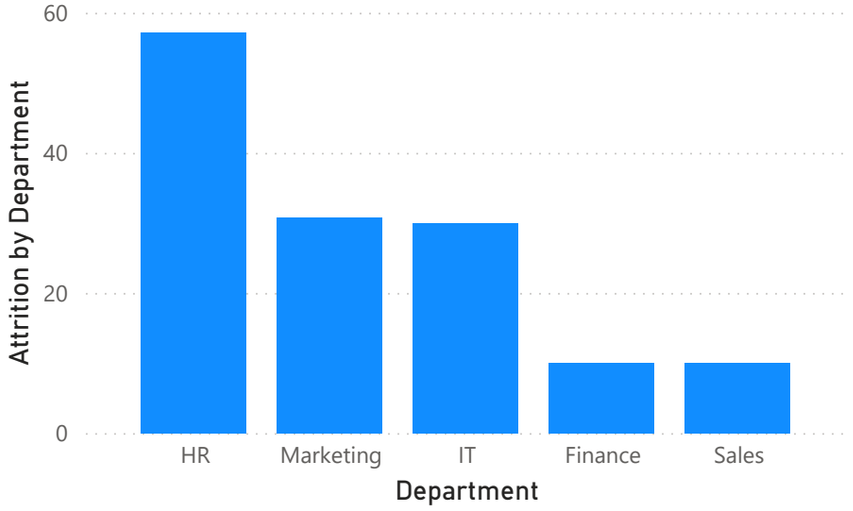
Count of EmployeeID by Gender



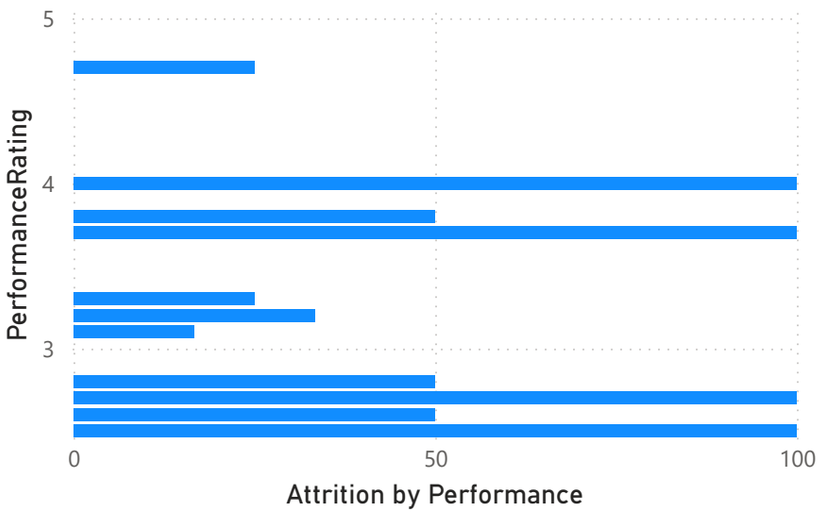
Department	2015	2016	2017	2019	2020	2021	2022	2023	**Total**
Finance	4.50	4.30	2.60		3.85		3.30	3.30	**3.86**
HR		3.80	3.30		4.25		4.17		**4.01**
IT		3.80	3.60	3.20	3.60	3.30			**3.48**
Marketing	4.05	2.70	3.40	2.90			3.37	3.80	**3.35**
Sales		4.20	4.70	4.00	4.50	4.13	3.75		**4.13**
Total	**4.20**	**3.96**	**3.51**	**3.30**	**3.99**	**3.80**	**3.71**	**3.55**	**3.73**

DepartmentName	Avg Tenure
Finance	6.90
HR	5.14
IT	6.30
Marketing	6.31
Sales	5.20
Total	**6.04**

Attrition by Department by Department



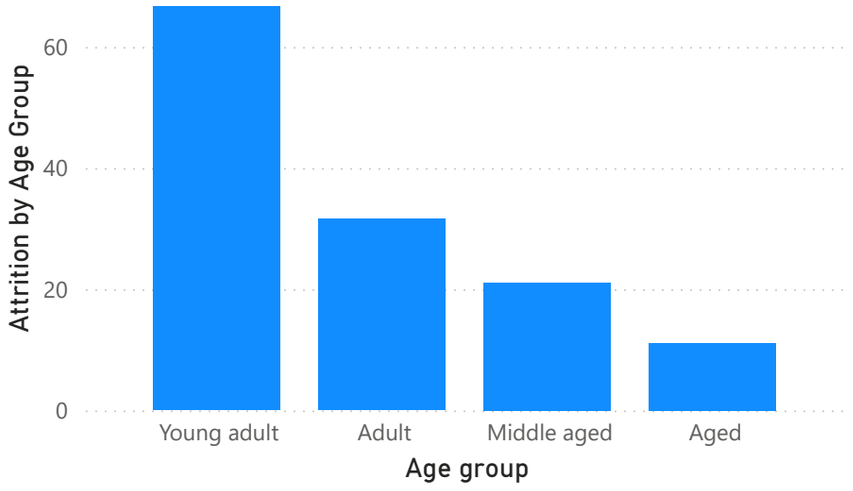
Attrition by Performance by PerformanceRating



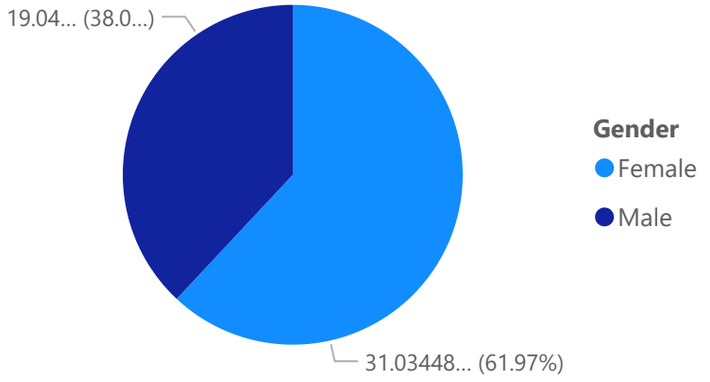
Attrition by Department was highest for HR at 57.14, followed by Marketing and IT.

Across all 5 Department, Attrition by Department ranged from 10 to 57.14.

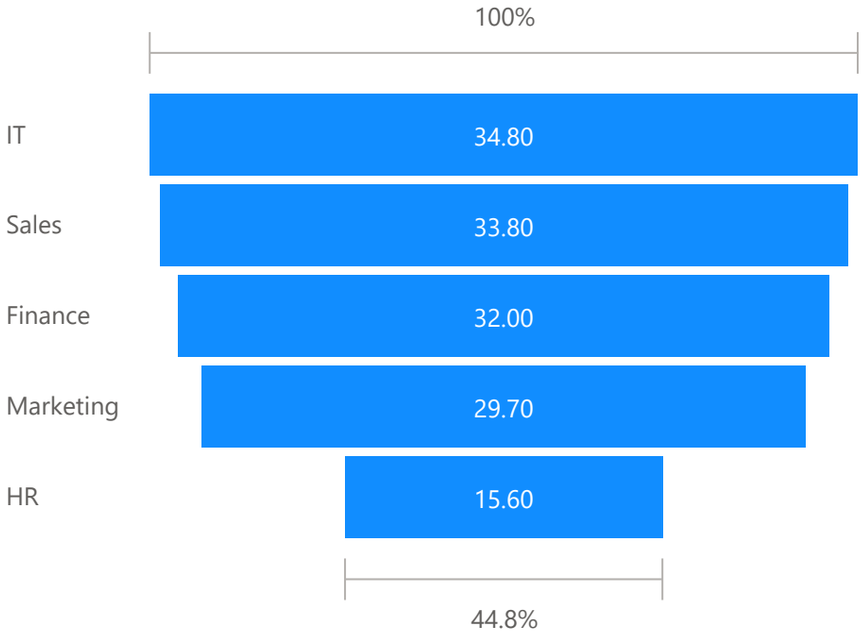
Attrition by Age Group by Age group



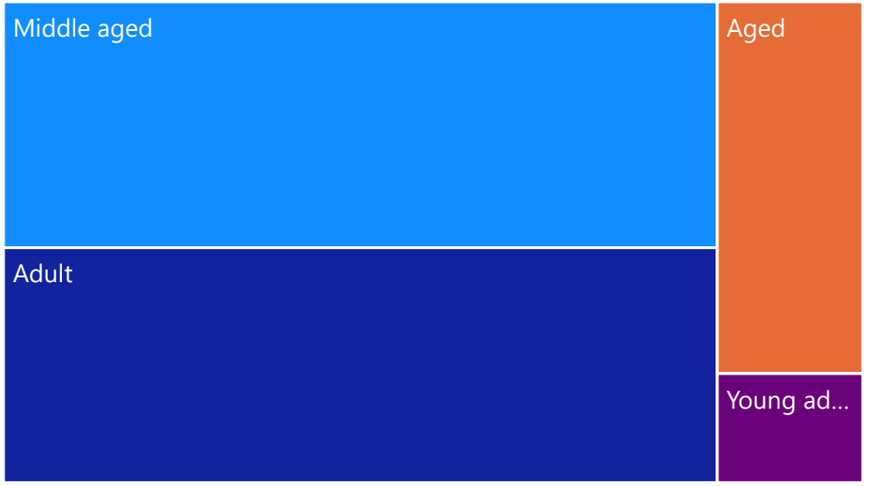
Attrition by Gender by Gender



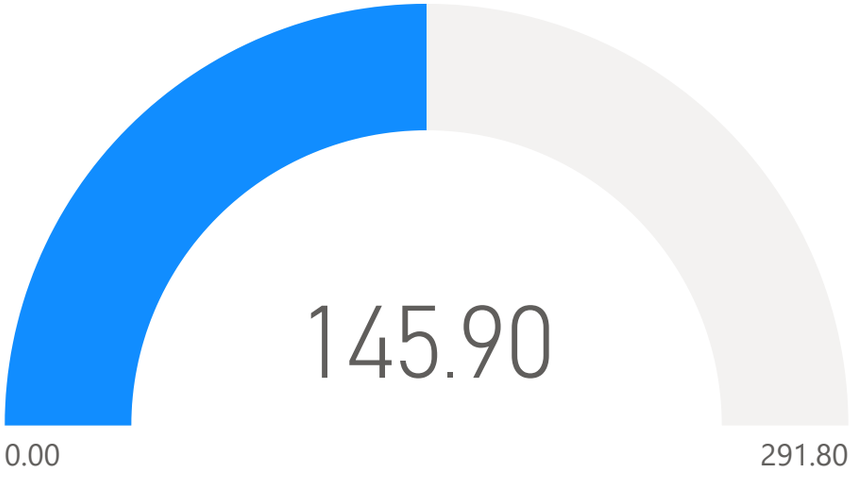
Sum of PerformanceRating by Department



Sum of PerformanceRating by Age group



Sum of PerformanceRating



Year

2015 2021