

HR ANALYTICS DASHBOARD

On Power Bi

Presented By

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HR ANALYTICS DASHBOARD – OVERALL OVERVIEW



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HR ANALYTICS DASHBOARD

Human Resources Research & Development Sales

Count of Employee **1470**

Attrition **237**

Attrition Rate **16.1%**

Average Age **37**

Average Salary **6.5K**

Average Years **7.0**

Attrition By Gender

Male	Female
130	69

Attrition By Education

Education	Percentage
Life Sciences	38%
Medical	27%
Marketing	15%
Technical Deg...	14%
Other	5%

Attrition By Age

Age Group	Attrition Count
26-35	116
18-25	44
36-45	43
46-55	26
55+	8

Job satisfaction on the basis of job role

JobRole	1	2	3	4	Total
Healthcare Representative	2	2	1	4	9
Human Resources	5	2	3	2	12
Laboratory Technician	20	8	21	13	62
Manager	1	2	1	1	5
Manufacturing Director	2	2	4	2	10
Research Director	0	1	1	0	2
Research Scientist	13	10	15	9	47
Sales Executive	16	9	18	14	57
Sales Representative	7	10	9	7	33
Total	66	46	73	52	237

Attrition By SalarySlab

Salary Slab	Attrition Count
Upto 5k	163
5k-10k	49
10k-15k	20
15k+	5

Attrition By Job Role

Job Role	Attrition Count
Laboratory Technician	62
Sales Executive	57
Research Scientist	47
Sales Representative	33

Attrition By Years At Company

Years At Company	Attrition Count
0	59
1	16
2	19
5	5
10	18
12	2

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HUMAN RESOURCES DEPARTMENT INSIGHTS



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HR ANALYTICS DASHBOARD

Human Resources Research & Development Sales

Count of Employee: 63 Attrition: 12 Attrition Rate: 19.0% Average Age: 38 Average Salary: 6.7K Average Years: 7.2

Attrition By Gender: Female: 6 Male: 6

Attrition By Education:

Education	Percentage
Human Resources	58%
Medical	17%
Technical De...	17%
Life Scienc...	8%

Attrition By Age:

Age Group	Count
26-35	8
18-25	2
36-45	2
46-55	0
55+	0

Job satisfaction on the basis of job role:

JobRole	1	2	3	4	Total
Human Resources	5	2	3	2	12
Manager	0	0	0	0	0
Total	5	2	3	2	12

Attrition By SalarySlab:

Salary Slab	Count
Upto 5k	10
10k-15k	1
5k-10k	1
15k+	0

Attrition By Job Role:

Job Role	Count
Human Resources	12
Manager	0

Attrition By Years At Company:

Years At Company	Attrition Rate
0-1	4
2-3	1
4-5	1
5+	0

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RESEARCH & DEVELOPMENT DEPARTMENT INSIGHTS



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HR ANALYTICS DASHBOARD

Human Resources Research & Development Sales

Attrition By Gender

Gender	Count
Male	86
Female	42

Count of Employee **961**

Attrition **133**

Attrition Rate **13.8%**

Average Age **37**

Average Salary **6.3K**

Average Years **6.9**

Attrition By Education

Education	Percentage
Medical	35%
Life Sciences	44%
Technical Degree	15%
Other	5%

Attrition By Age

Age Group	Count
26-35	67
36-45	25
18-25	24
46-55	9
55+	8

Job satisfaction on the basis of job role

JobRole	1	2	3	4	Total
Healthcare Representative	2	2	1	4	9
Laboratory Technician	20	8	21	13	62
Manager	1	1	1	0	3
Manufacturing Director	2	2	4	2	10
Research Director	0	1	1	0	2
Research Scientist	13	10	15	9	47
Total	38	24	43	28	133

Attrition By SalarySlab

Salary Slab	Count
Upto 5k	110
5k-10k	12
10k-15k	8
15k+	3

Attrition By Job Role

Job Role	Count
Laboratory Technician	62
Research Scientist	47
Manufacturing Director...	10
Healthcare Represent...	9

Attrition By Years At Company

Years At Company	Count
0	9
1	38
2	8
3	13
4	10
5	14
6	0

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SALES DEPARTMENT INSIGHTS



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HR ANALYTICS DASHBOARD

Human Resources Research & Development Sales

Attrition By Gender

Gender	Average Years
Male	54
Female	38

Count of Employee: 446

Attrition: 92

Attrition Rate: 20.6%

Average Age: 37

Average Salary: 7.0K

Average Years: 7.3

Attrition By Education

Education	Percentage
Marketing	38%
Life Sciences	32%
Medical	15%
Technical Degree	11%
Other	4%

Attrition By Age

Age Group	Attrition Count
26-35	41
18-25	18
46-55	17
36-45	16
55+	0

Job satisfaction on the basis of job role

JobRole	1	2	3	4	Total
Manager	0	1	0	1	2
Sales Executive	16	9	18	14	57
Sales Representative	7	10	9	7	33
Total	23	20	27	22	92

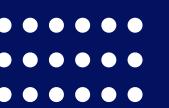
Attrition By SalarySlab

Salary Slab	Attrition Count
Up to 5k	43
5k-10k	36
10k-15k	11
15k+	2

Attrition By Job Role

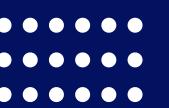
Job Role	Attrition Count
Sales Executive	57
Sales Representative	33
Manager	2

Attrition By Years At Company



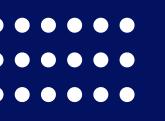
ATTRITION ANALYSIS BY EDUCATION BACKGROUND





ATTRITION ANALYSIS BY EDUCATION BACKGROUND





ATTRITION ANALYSIS BY YEARS AT COMPANY

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HR ANALYTICS DASHBOARD

Human Resources Research & Development Sales

Count of Employee **80** Attrition **9** Attrition Rate **11.3%** Average Age **37** Average Salary **6.4K** Average Years **8.0**

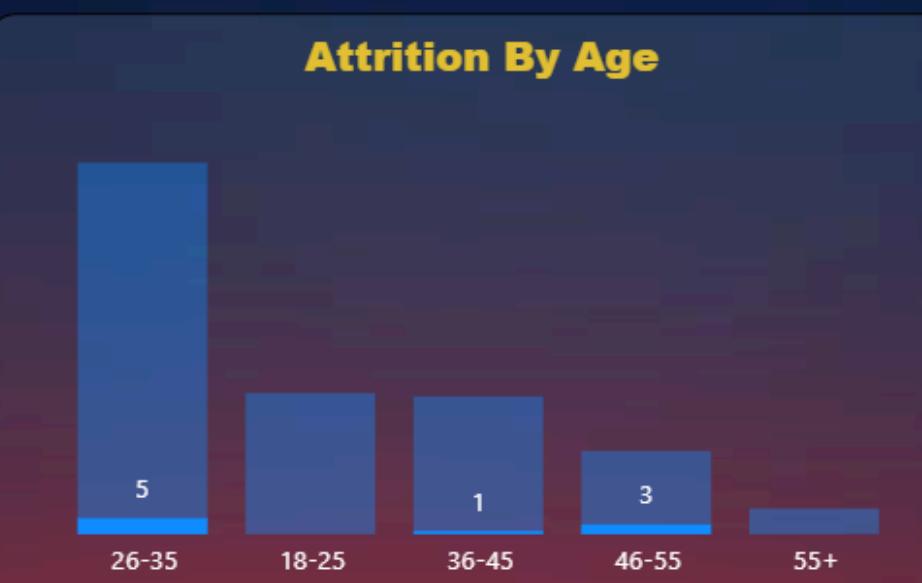
Attrition By Gender

Male	Female
5	3

Attrition By Education

Education	Attrition %
Medical	1%
Marketing	1%
Life Sciences	1%
Technical Deg...	0%
Other	0%

Attrition By Age



Age Group	Attrition Count
26-35	5
18-25	1
36-45	3
46-55	0
55+	0

Job satisfaction on the basis of job role

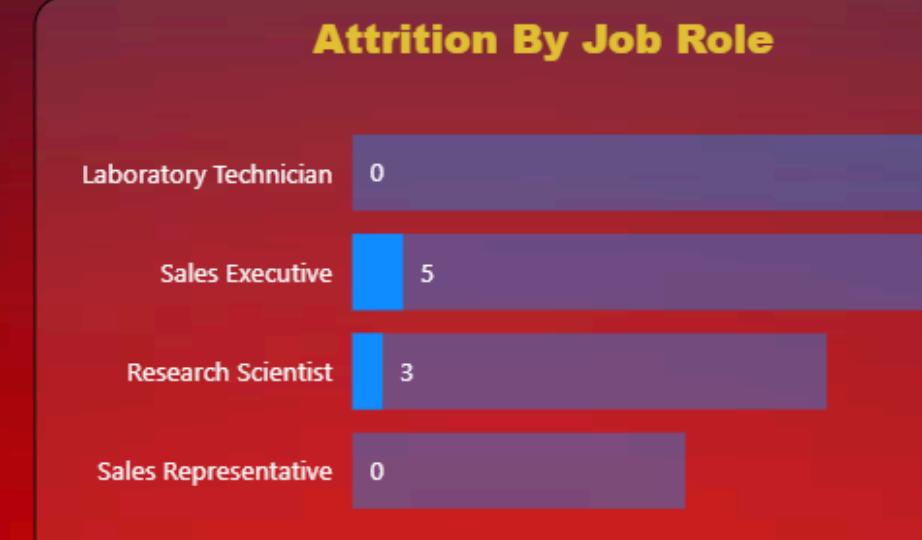
JobRole	1	2	3	4	Total
Healthcare Representative	0	0	0	1	1
Human Resources	0	0	0	0	0
Laboratory Technician	0	0	0	0	0
Manager	0	0	0	0	0
Manufacturing Director	0	0	0	0	0
Research Director	0	0	0	0	0
Research Scientist	0	1	2	0	3
Sales Executive	1	3	0	1	5
Sales Representative	0	0	0	0	0
Total	1	4	2	2	9

Attrition By SalarySlab



Salary Slab	Attrition Count
Upto 5k	3
5k-10k	6
10k-15k	0
15k+	0

Attrition By Job Role



Job Role	Attrition Count
Laboratory Technician	0
Sales Executive	5
Research Scientist	3
Sales Representative	0

Attrition By Years At Company



Years At Company	Attrition Count
0	16
1	59
2	19
3	12
4	8
5	18
6	2

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ATTRITION DISTRIBUTION BY GENDER

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HR ANALYTICS DASHBOARD

Human Resources Research & Development Sales

Count of Employee **591** Attrition **130** Attrition Rate **22.0%** Average Age **34** Average Salary **4.4K** Average Years **5.6**

Attrition By Gender

Gender	Count
Male	130
Female	69

Attrition By Education

Education	Percentage
Life Sciences	35%
Medical	28%
Marketing	15%
Technical Deg...	15%
Other	7%

Attrition By Age

Age Group	Count
26-35	63
18-25	24
36-45	23
46-55	16
55+	4

Job satisfaction on the basis of job role

JobRole	1	2	3	4	Total
Laboratory Technician	12	6	18	10	46
Research Scientist	9	4	9	8	30
Sales Executive	10	5	11	11	37
Sales Representative	6	4	3	4	17
Total	37	19	41	33	130

Attrition By SalarySlab

Salary Slab	Count
Upto 5k	95
5k-10k	25
10k-15k	10

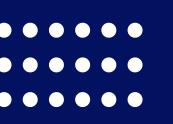
Attrition By Job Role

Job Role	Count
Laboratory Technician	46
Sales Executive	37
Research Scientist	30
Sales Representative	17

Attrition By Years At Company

Years At Company	Count
0-1	31
1-2	12
2-3	12
3-4	13
4-5	12
5-6	10
6-7	8
7-8	7
8-9	6
9-10	4
10+	1

Filters



JOB SATISFACTION ANALYSIS BY JOB ROLE

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HR ANALYTICS DASHBOARD

Human Resources Research & Development Sales

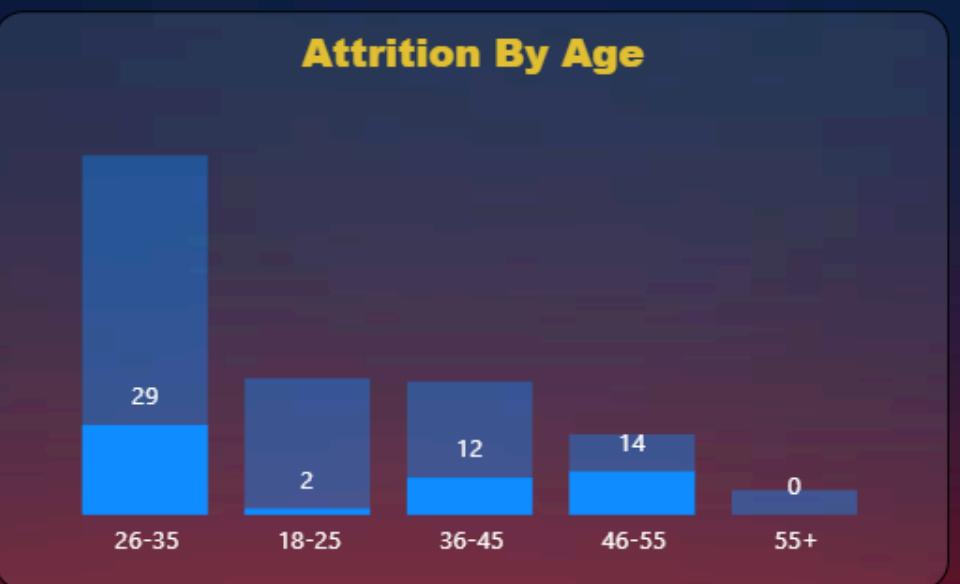
Count of Employee **326** Attrition **57** Attrition Rate **17.5%** Average Age **37** Average Salary **6.9K** Average Years **7.5**

Attrition By Gender

Male	Female
37	20

Attrition By Education

Attrition By Age



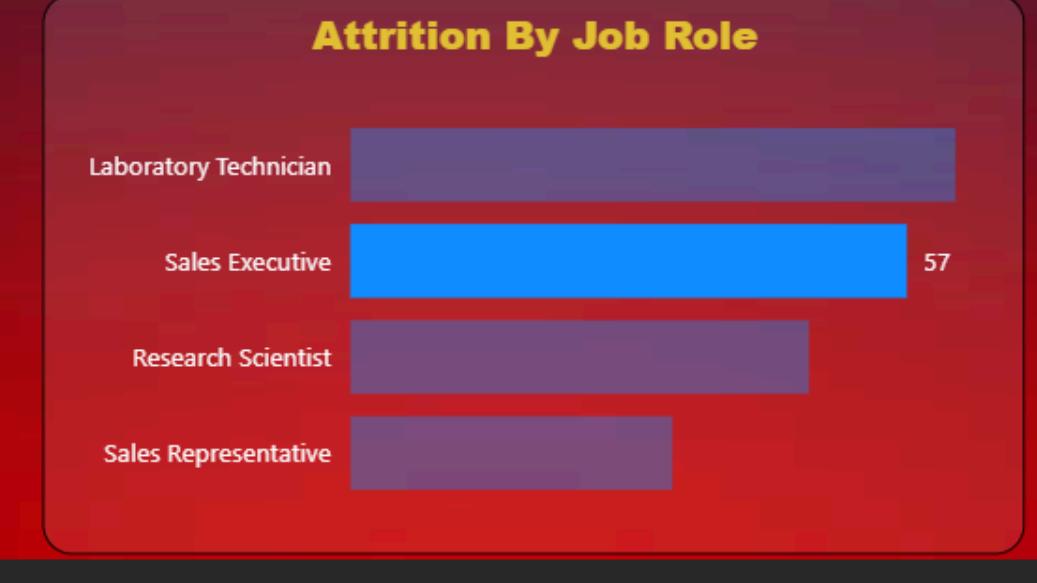
Job satisfaction on the basis of job role

JobRole	1	2	3	4	Total
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Sales Representative	7	10	9	7	33
Total	66	46	73	52	237

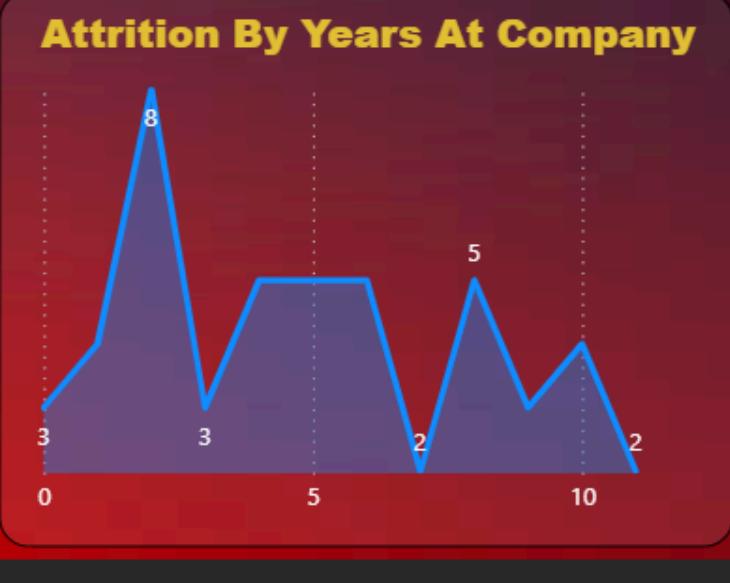
Attrition By SalarySlab

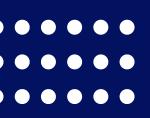


Attrition By Job Role



Attrition By Years At Company





ATTRITION ANALYSIS BY AGE GROUP

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HR ANALYTICS DASHBOARD

Human Resources Research & Development Sales

Count of Employee 123 Attrition 44 Attrition Rate 35.8% Average Age 22 Average Salary 3.0K Average Years 2.5

Attrition By Gender

Male	Female
24	17

Attrition By Education

Education Category	Percentage
Medical	5%
Marketing	3%
Life Sciences	7%
Technical Deg...	3%
Other	1%

Attrition By Age

Age Group	Sum of Attrition Count
26-35	116
18-25	44
36-45	~10
46-55	~5
55+	~2

Job satisfaction on the basis of job role

JobRole	1	2	3	4	Total
Healthcare Representative	0	0	0	0	0
Human Resources	0	1	1	1	2
Laboratory Technician	6	1	6	3	16
Manufacturing Director	1	0	0	0	1
Research Scientist	1	2	1	3	7
Sales Executive	0	0	2	0	2
Sales Representative	3	7	2	4	16
Total	10	10	13	11	44

Attrition By SalarySlab

Salary Slab	Sum of Attrition Count
UpTo 5k	43
5k-10k	1
10k-15k	~1
15k+	~1

Attrition By Job Role

Job Role	Sum of Attrition Count
Laboratory Technician	16
Sales Executive	2
Research Scientist	7
Sales Representative	16

Attrition By Years At Company

Years At Company	Sum of Attrition Count
0	9
1	19
2	4
3	0
4	2
5	1

Visualizations Filters Data

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Page 1 of 1

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THANK YOU

Thank you for taking the time to explore this HR Analytics Dashboard Project. This project demonstrates how data-driven insights can support HR decision-making, improve employee retention, and identify key attrition patterns across departments, roles, salary slabs, and experience levels.

Prakhar Singh Aspiring Data Analyst
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