

Problem Statement: HR Analytics Dashboard

You have been provided with a dataset from a company's Human Resource department that contains employee data across various departments, age groups, education fields, and job roles. The dataset also includes attrition information, employee demographics, and job satisfaction ratings.

Your task is to analyze this dataset to uncover key insights related to employee attrition, departmental behavior, age-wise distribution, and job satisfaction levels.

Create a dashboard and answer the following key business questions to help the HR department improve employee retention, workforce planning, and satisfaction strategies:

1. **Total Workforce Overview:** Identify the total number of employees, active employees, attrition count, and the overall attrition rate.
2. **Department-Wise Attrition:** Analyze which departments are contributing the most to attrition and what percentage they represent.
3. **Age Group Distribution:** Understand how employees are distributed across different age bands and gender.
4. **Education Field Wise Attrition:** Identify which educational backgrounds have the highest attrition and could be targeted for retention strategies.
5. **Attrition Rate by Gender and Age Group:** Examine how attrition varies by gender across different age brackets.
6. **Job Satisfaction Analysis:** Measure satisfaction levels across various job roles to determine which roles require attention to boost morale and retention.
7. **Average Age of Employees:** Determine the average age to understand the workforce maturity level.
8. **Data-Driven Retention Strategy:** Use the insights from attrition rates, satisfaction levels, and age distribution to suggest possible HR interventions.