



# **HR Attrition Insights Dashboard**



# Why This Project?



# Importance of HR Attrition Insights



Direct impact on talent retention & workforce stability



Helps HR identify risks, trends & retention strategies



Enables data-driven decisions

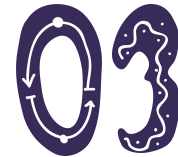
# Project Overview



Consolidates employee data in one interactive dashboard



Highlights who is leaving, why, and where improvements are needed

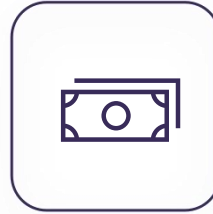


Combines KPI cards, charts & demographic breakdowns

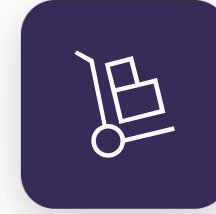
# Project Context



High attrition  
increases hiring costs



Poor visibility by  
demographics & job  
roles



Difficulty linking  
attrition to  
satisfaction &  
performance

# Business Challenges





## 【Dashboard Purpose】

- Centralizes employee data
- Provides real-time visual trends
- Enables HR to make evidence-based decisions quickly

# Key Considerations

# Design Focus



Workforce  
diversity across  
departments



Segmentation by  
age, gender,  
education

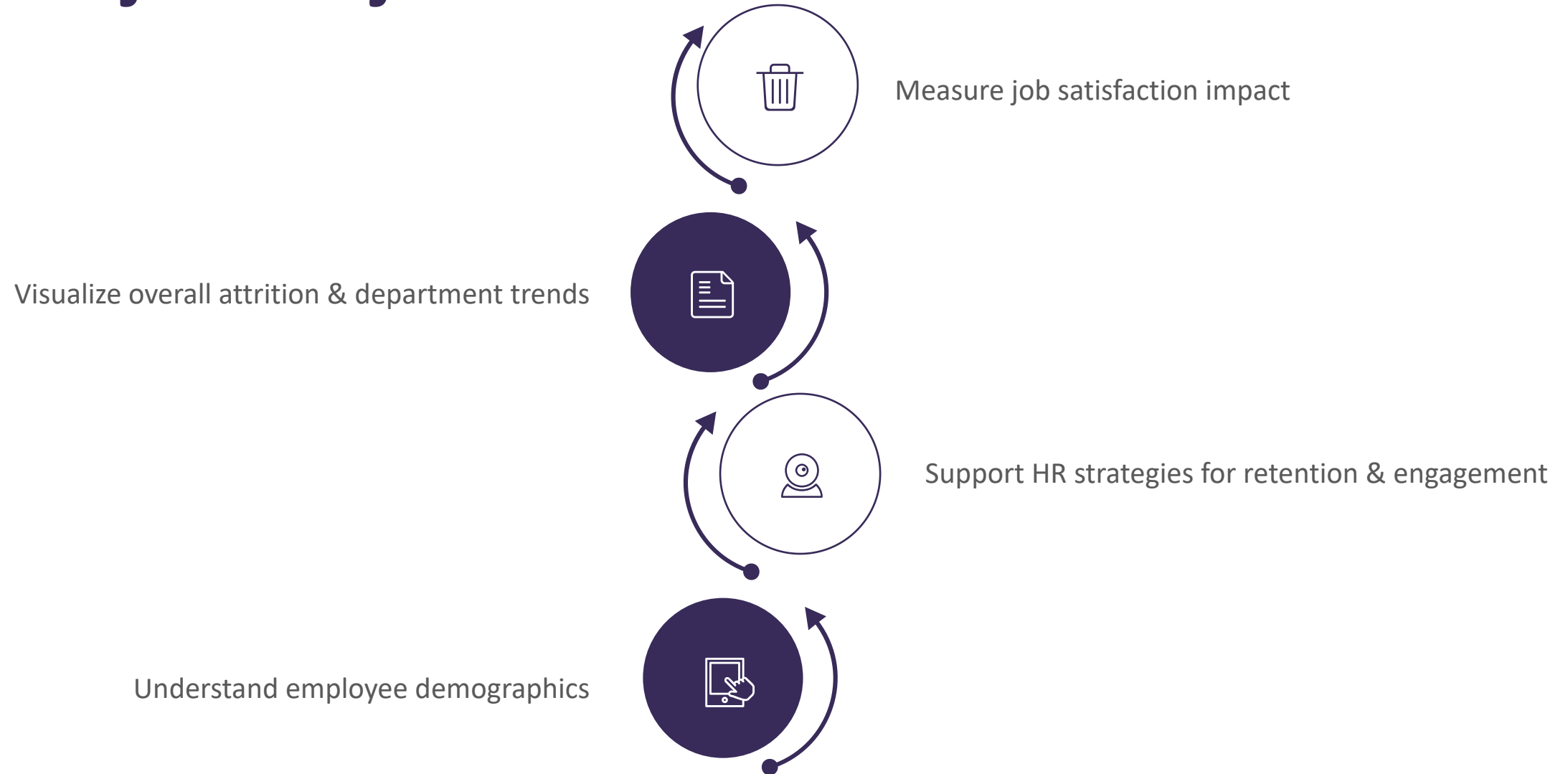


Employee  
satisfaction &  
retention  
strategies



Scalability for  
future HR  
datasets

# Project Objectives

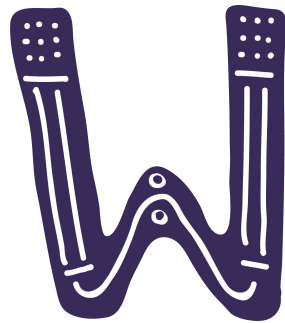


# Target Audience

# Who Benefits



HR Leaders & Managers



Business Executives



Talent Acquisition Teams



Data Analysts



# Business Problems



# Problems Addressed



✗ Lack of visibility by age, gender, department



✗ Hidden drivers of attrition



✗ Reactive HR strategies



Solution: Interactive Tableau dashboard + KPI visuals

# Key Features

# Dashboard Highlights

KPI Cards:  
Employee count,  
attrition rate,  
active employees

1

Department-wise  
attrition (Pie  
chart)

2

Age distribution  
(Bar chart)

3

Job satisfaction  
heatmap

4

Gender-based  
attrition trends

5

# KPIs

01

Employee Count:  
1,470

02

Attrition Count:  
237

03

Attrition Rate:  
16.12%

# Key Metrics

04

Active Employees:  
1,233

05

Average Age: 37  
years

# Filters for Insights



## Customizable Filters

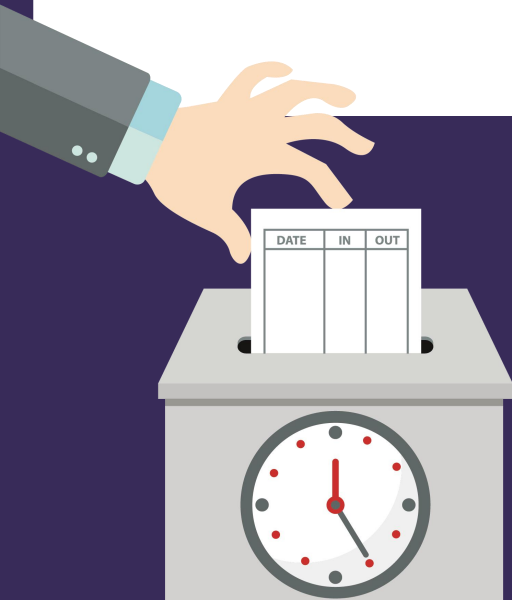


- Gender: Male / Female
- Department: HR, R&D, Sales
- Education Field
- Age Group



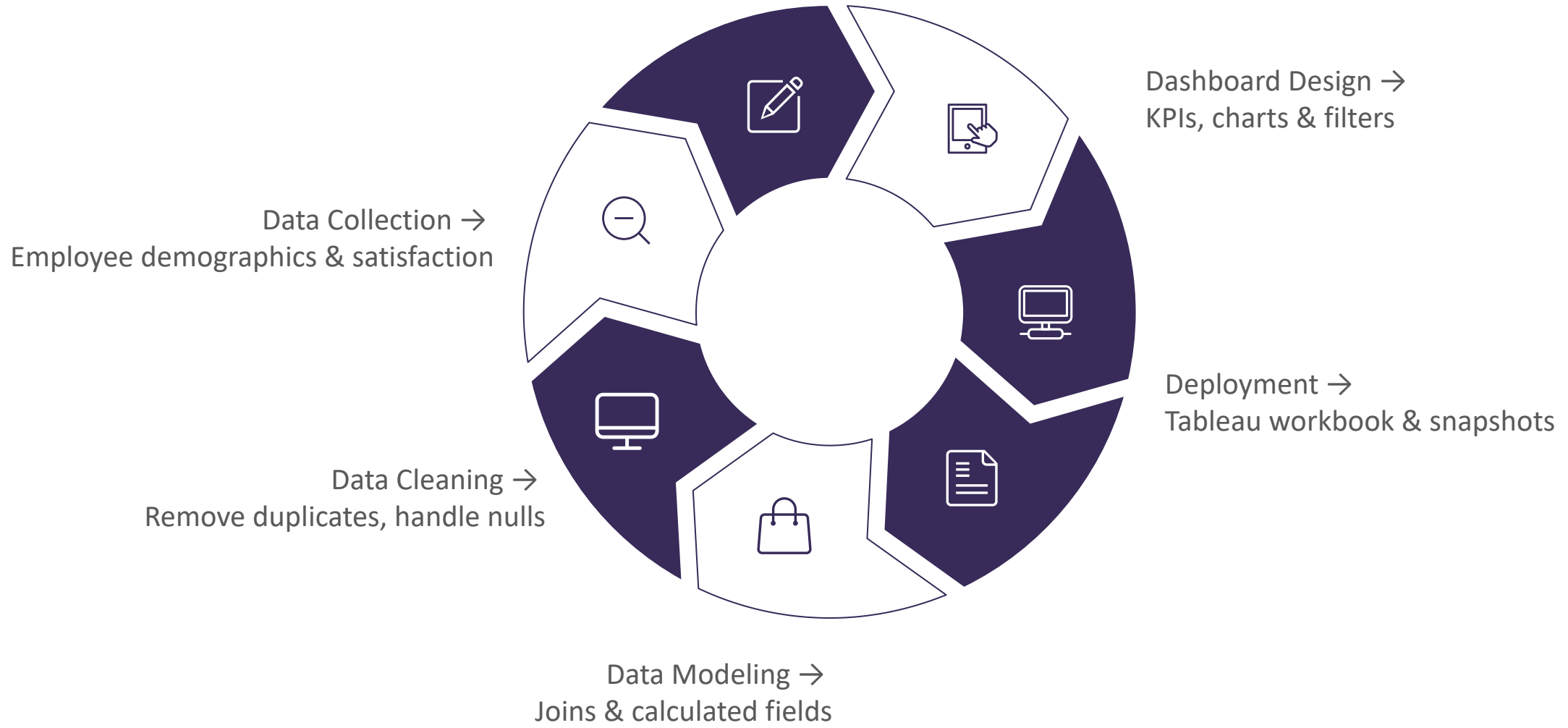
# Interactivity Features

## Dashboard Interactivity



- Clickable segments to filter visuals
- Hover tooltips for exact counts & percentages
- Auto-updates on filter selection

# Project Lifecycle





# Key Business Takeaways

01

Sales department has highest attrition (56%)

03

Younger employees (25–34) have higher attrition risk

02

Life Sciences graduates show largest attrition group

04

Low satisfaction roles correlate with higher attrition



# 【Tools & Technologies】

## Tool

Tableau Public

Excel/CSV

Power Query/SQL

PNG Export

## Purpose

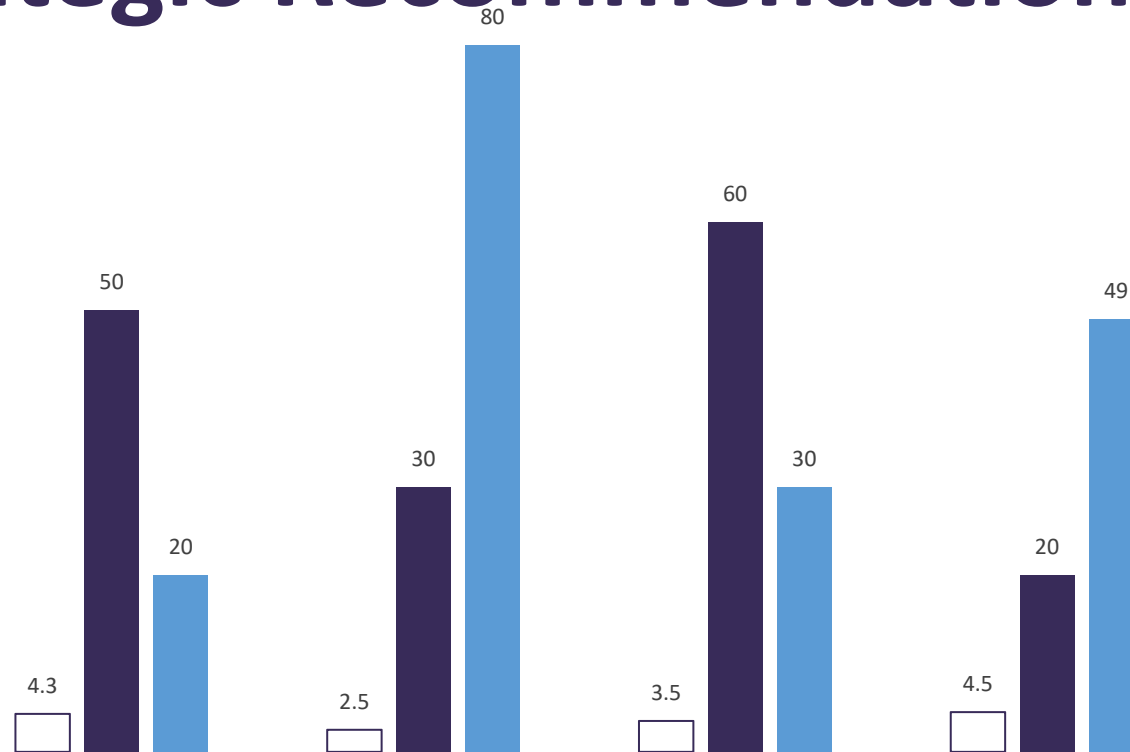
Dashboard creation & interactivity

Data source

Preprocessing & cleaning

Dashboard snapshots

# Strategic Recommendations



- Focus retention efforts on Sales department
- Improve job satisfaction programs



- Tailor policies for Life Sciences graduates
- Address attrition in younger workforce (25–34)

# Future Scope



## 【 Next Steps 】

- Integrate with live HRMS for real-time tracking
- Develop mobile-friendly version
- Add predictive analytics
- Expand analysis with geographical insights



# Dashboard Snapshot

## HR Attrition Insights Dashboard

Employee Count  
1,470

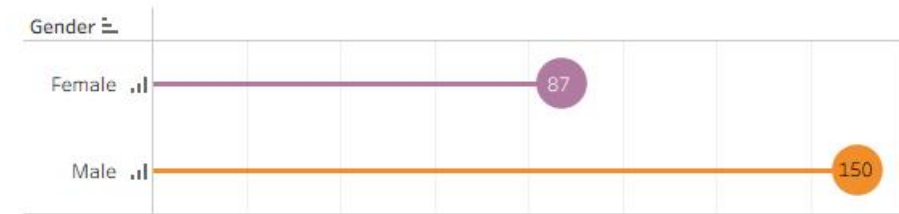
Attrition Count  
237

Attrition Rate  
16.12%

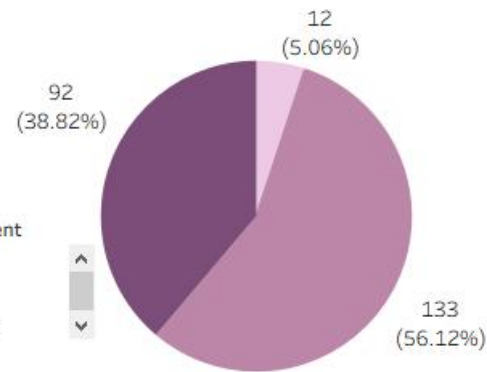
Active Employees  
1,233

Avg. Age  
37

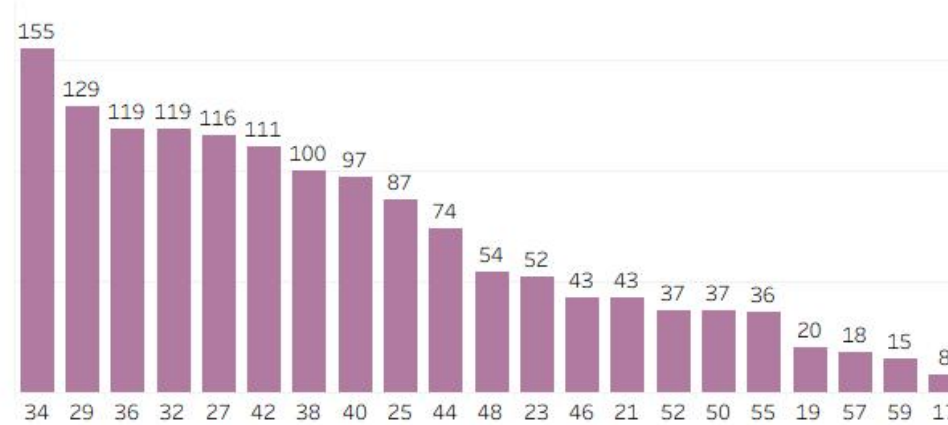
Attrition by Gender



Department wise Attrition



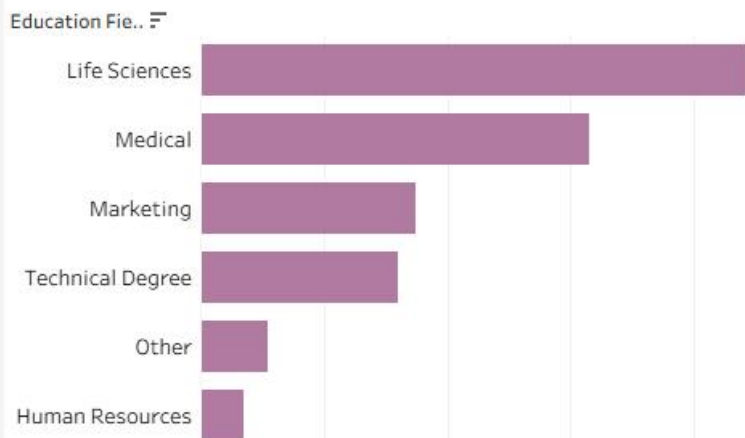
No. of Employee by Age Group



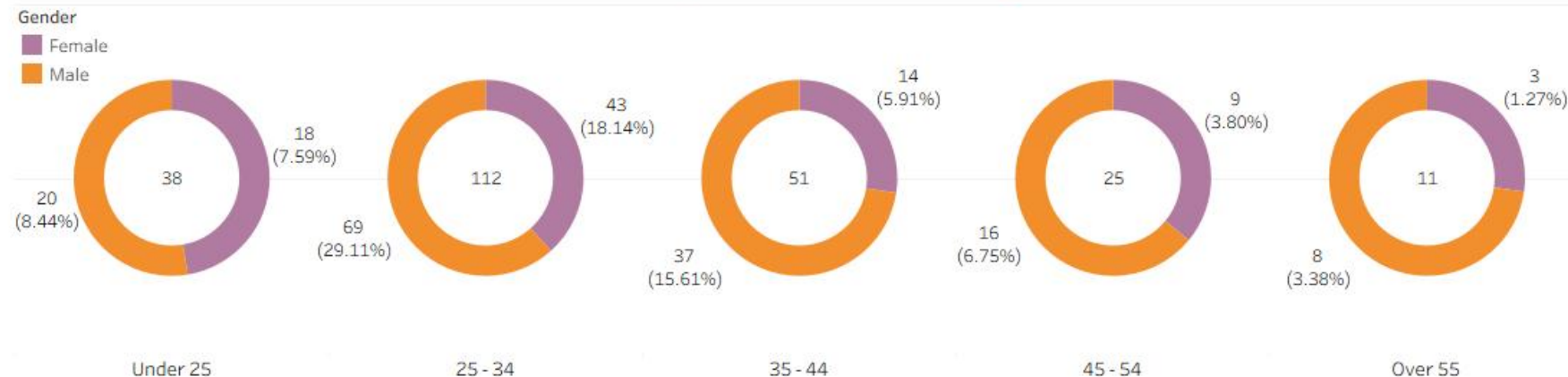
Job Satisfaction Rating

Job Role	Job Satisfaction				Grand Total
	1	2	3	4	
Healthcare Representative	26	19	43	43	131
Human Resources	10	16	13	13	52
Laboratory Technician	56	48	75	80	259
Manager	21	21	27	33	102
Manufacturing Director	26	32	49	38	145
Research Director	15	16	27	22	80
Research Scientist	54	53	90	95	292
Sales Executive	69	54	91	112	326
Sales Representative	12	21	27	23	83
Grand Total	289	280	442	459	1,470

Education Field wise Attrition



Attrition Rate by Gender for different Age Group



# HR Analytics





# THANKS

Every great presentation is complete with a great audience  
— and that's you!