



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

01 Consolidates employee data in one interactive dashboard

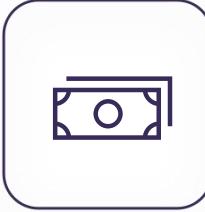
02 Highlights who is leaving, why, and where improvements are needed

03 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



Workforce
diversity across
departments



Segmentation by
age, gender,
education



Employee
satisfaction &
retention
strategies



Scalability for
future HR
datasets

Design Focus

Project Objectives

Visualize overall attrition & department trends

Understand employee demographics



Measure job satisfaction impact

Support HR strategies for retention & engagement

Target Audience

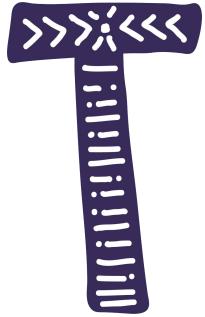


HR Leaders & Managers



Business Executives

Who Benefits



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

KPI Cards:
Employee count,
attrition rate,
active employees

1



Department-wise
attrition (Pie chart)

Age distribution
(Bar chart)



3



Job satisfaction
heatmap



4

5

Gender-based
attrition trends

Dashboard Highlights

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



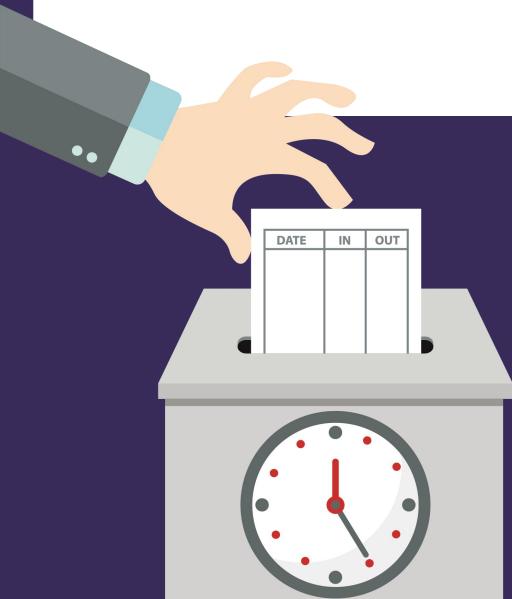
Customizable Filters

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



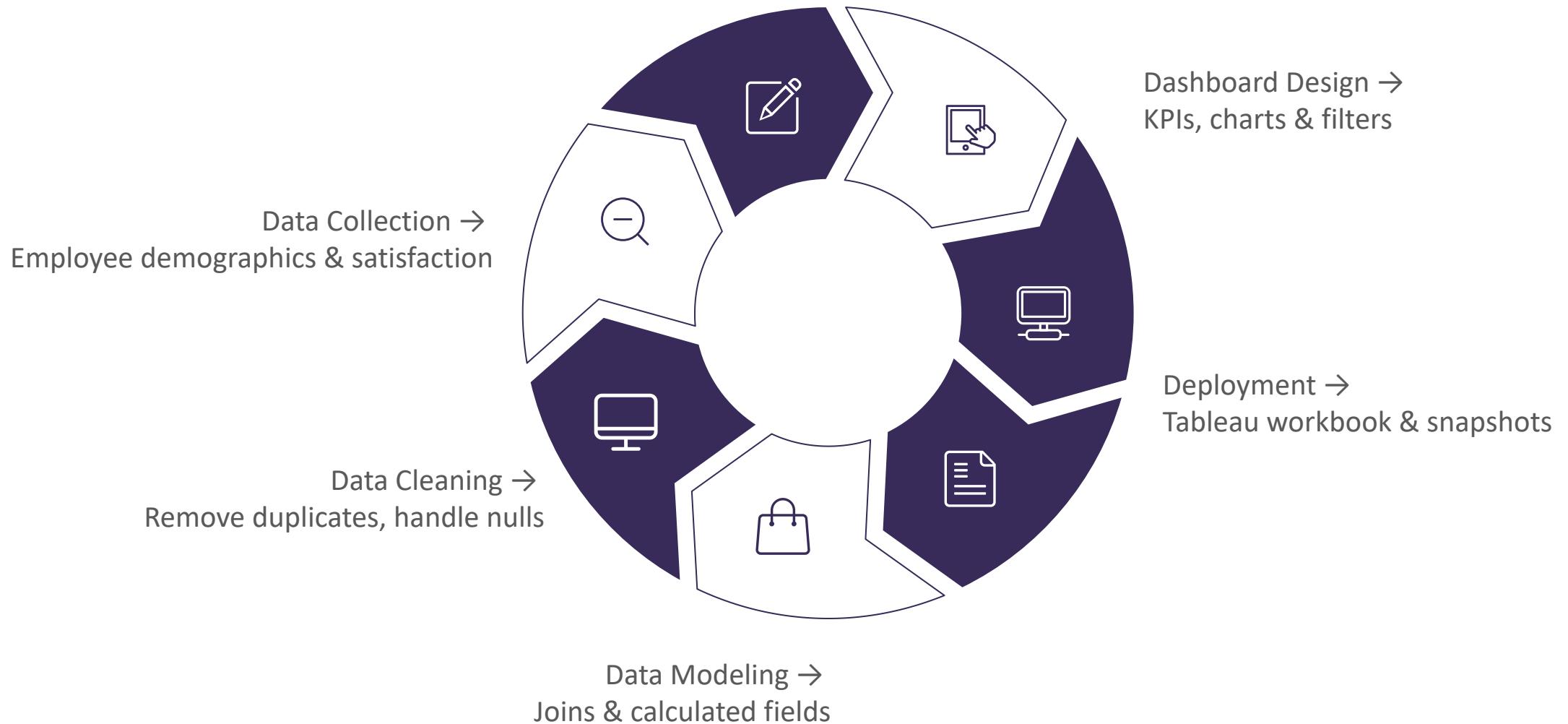
Interactivity Features

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%)

02

Life Sciences graduates show largest attrition group

03

Younger employees (25–34) have higher attrition risk

04

Low satisfaction roles correlate with higher attrition

【Tools & Technologies】

Tool

Tableau Public

Excel/CSV

Power Query/SQL

PNG Export

Purpose

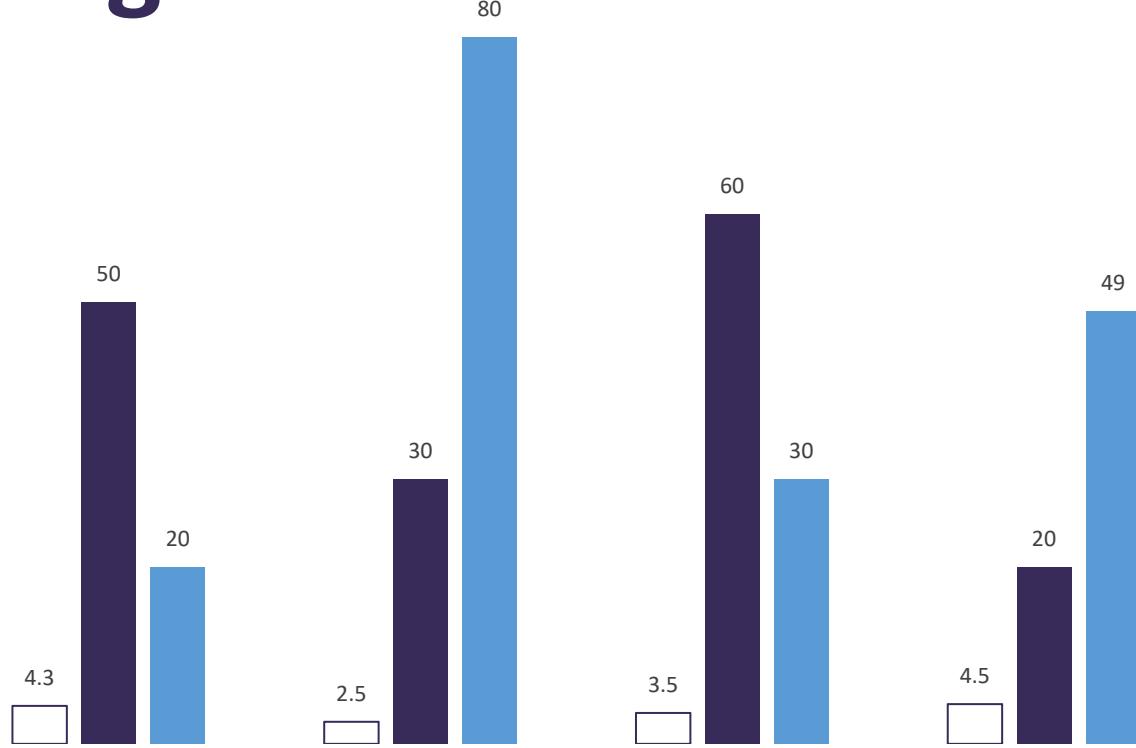
Dashboard creation & interactivity

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

HR Analytics



THANKS

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