

HR Analytics Dashboard - Power BI Project

Project Overview

This project is aimed at analyzing HR data to provide strategic insights into workforce demographics, recruitment efficiency, and employee attrition. Built using Power BI, this dashboard is designed to support HR departments in making data-driven decisions.

Objective

- Track headcount across departments, age groups, gender, and marital status.
- Analyze recruitment source effectiveness.
- Identify hiring trends and attrition patterns over time.
- Help optimize HR strategies using visual analytics.

Dataset

The dataset includes:

- Employee ID
- Department
- Gender
- Marital Status
- Date of Hire
- Age
- Salary
- Recruitment Source
- Attrition

Key Dashboard Features

- Headcount Analysis: Distribution by department, gender, marital status, and source.
- Age Bucket Segmentation: Employees grouped by custom age ranges using DAX.
- Date of Hire Analysis: Line chart showing new hires and cumulative headcount over time.
- Attrition Trends: Visuals to understand employee exit patterns based on hire dates.
- Average Salary Analysis: Average salary by department to help identify cost centers.

HR Analytics Dashboard - Power BI Project

Tools & Technologies

- Power BI Desktop
- DAX (Data Analysis Expressions)
- Data Cleaning & Transformation in Power Query Editor

DAX Highlights

- Age Bucket Classification using SWITCH()
- Cumulative Headcount with CALCULATE() and FILTER()
- Average Salary with AVERAGEX()
- Custom Measures for dynamic filtering and card visualizations

Insights Derived

- Certain departments have higher attrition despite high hiring rates.
- Most recruits came from a single dominant recruitment channel.
- Majority of workforce falls in the 30-40 age group.
- Salary disparity exists across departments with similar headcount.

Outcome

This dashboard empowers HR leaders with real-time insights into their workforce and supports data-backed decisions for hiring, retention, and budget planning.

Contact

Sai Nanthan

Email: sainanthan2003@gmail.com

LinkedIn: <https://www.linkedin.com/in/sai-nanthan-91775525b/>

GitHub: <https://github.com/sainanthan>