**Project Report**

**Power BI HR Attrition Analytics Dashboard**

**Abstract:**

This report provides an in-depth analysis of HR data to identify key factors contributing to employee attrition and provide actionable insights to improve employee retention and performance.

**Introduction:**

Employee attrition poses a significant challenge for organizations, leading to increased costs and disruptions. This project leverages Power BI for data visualization, aiming to create a comprehensive HR Attrition Analytics Dashboard supporting data-driven HR decisions.

**Data Source:**

The dataset was sourced from internal HR databases, including employee records, performance reviews, exit interviews, and employee surveys.

**Methodology:**

The analysis, conducted with Power BI, focuses on key HR metrics like attrition rates, employee performance, and satisfaction levels.

* **Pre-processing:** Data was cleaned and formatted using Power Query, with new columns and categories created for age groups, tenure, and performance ratings.
* **Data Cleaning:** Duplicate removal and handling missing values ensured data accuracy.
* **Analysis:** Total attrition rate, average performance scores, and avg. salary hikes were calculated. Attrition was analyzed by education, job role, and demographic factors. Employee performance trends and satisfaction scores were visualized.

**Discussion:**

Recommendations include focusing on improving job satisfaction for new hires and implementing targeted retention strategies for Laboratory Technician job role with high turnover rates. Regular employee feedback and engagement activities can enhance overall satisfaction and performance.

**Conclusion:**

The project delivers actionable insights for optimizing HR strategies, fostering employee retention and performance. Future work could involve more detailed employee engagement analysis and predictive modeling for attrition trends.

**References:**

Internal HR Database

Power BI Documentation