



HR ANALYTICAL DASHBOARD

**PRESENTED BY:
YASHVI SANGHVI**

TABLE OF CONTENTS

1 Introduction

- Data driven Decision making
- Strategic Alignment with organizational goals

2 Problem

- Limited Visibility into HR Metrics
- Inefficient Resource allocation

3 KPI

- Total Employees
- Attrition Rate
- Employees' average age
- Employees' average monthly salary
- Employees' average years at company

4 Dashboard

- Visual representation of the data for analysis which depicts the useful insights like attrition by job role , Employee Details,etc. for the company to achieve the goals

5 References



KPI

- Total Employees:-
 - It depicts the total current employees in an organization which helps the HR department to overview and give results for vacancies to the higher authorities
- Attrition Rate:-
 - It calculates the rate of employees leaving the company voluntarily or involuntarily
 - Formula :- **AttritionRate =**
 $\frac{\text{SUM(Attrition[AttritionCount])}}{\text{SUM(Attrition[EmployeeCount])}}$
- Employees' average age:-
 - It gives the information of the average age of employees so that the hiring team can get an idea for opening of vacancies on the basis of age
- Employees' average monthly salary:-
 - It depicts the employee expenditure on monthly basis
- Employees' average years at company:-
 - It depicts the average employee retention rate in an organization

KPIs' at a glance

Total Employees	Attrition	Attrition Rate	Employee's Avg. age	Employee's Avg monthly income	Employees' Avg. year at company
1413	229	16.2%	37	6.5K	7

DASHBOARD

- The slicer is kept to give the information on the basis of 3 departments which are:-
 - HR
 - Research and Development
 - Sales
- The HR analytical dashboard displaying information such as:-
 - Total employees
 - Attrition rate
 - Employee's average age
 - Income
 - Attrition by educationage,
 - Attrition by age
 - Attrition by job roles
 - Attrition by salary slab
 - Attrition by years at the company.
- The data is presented in a structured format for analysis and decision-making purposes.

Charts at a glance

