# Executive Summary

## HR Analytics Dashboard | Power BI

### Overview

This project focuses on analyzing employee attrition and workforce composition to support strategic HR decision-making. An interactive Power BI dashboard was developed to provide a centralized view of employee demographics, job roles, income levels, and satisfaction ratings, enabling HR leaders to identify attrition patterns and workforce risks efficiently.

### Key Metrics Analyzed

- Total Employees: 1,470
- Active Employees: 1,233
- Attrition Count: 237
- Attrition Rate: 16.1%
- Average Monthly Income: ₹6.5K

### Key Insights

- The highest attrition occurs in the **R&D department**, indicating potential workload or role-fit challenges.
- Employees aged **25–34** contribute the largest share of attrition, suggesting early-career retention concerns.
- **Life Sciences** educational background shows the highest attrition among all education fields.
- Job satisfaction varies significantly across roles, with **Sales Executives** and **Laboratory Technicians** showing mixed satisfaction levels.
- Attrition among male employees is marginally higher across most age groups.

### Business Impact

The dashboard enables HR teams to proactively identify high-risk employee segments and design targeted retention strategies. By visualizing attrition drivers across multiple dimensions, leadership can improve engagement initiatives, optimize hiring strategies, and reduce workforce turnover.

### Tools & Techniques

Power BI | DAX | Data Modeling | Interactive Dashboards | Data Visualization