



# HR Analytics Dashboard using PowerBI



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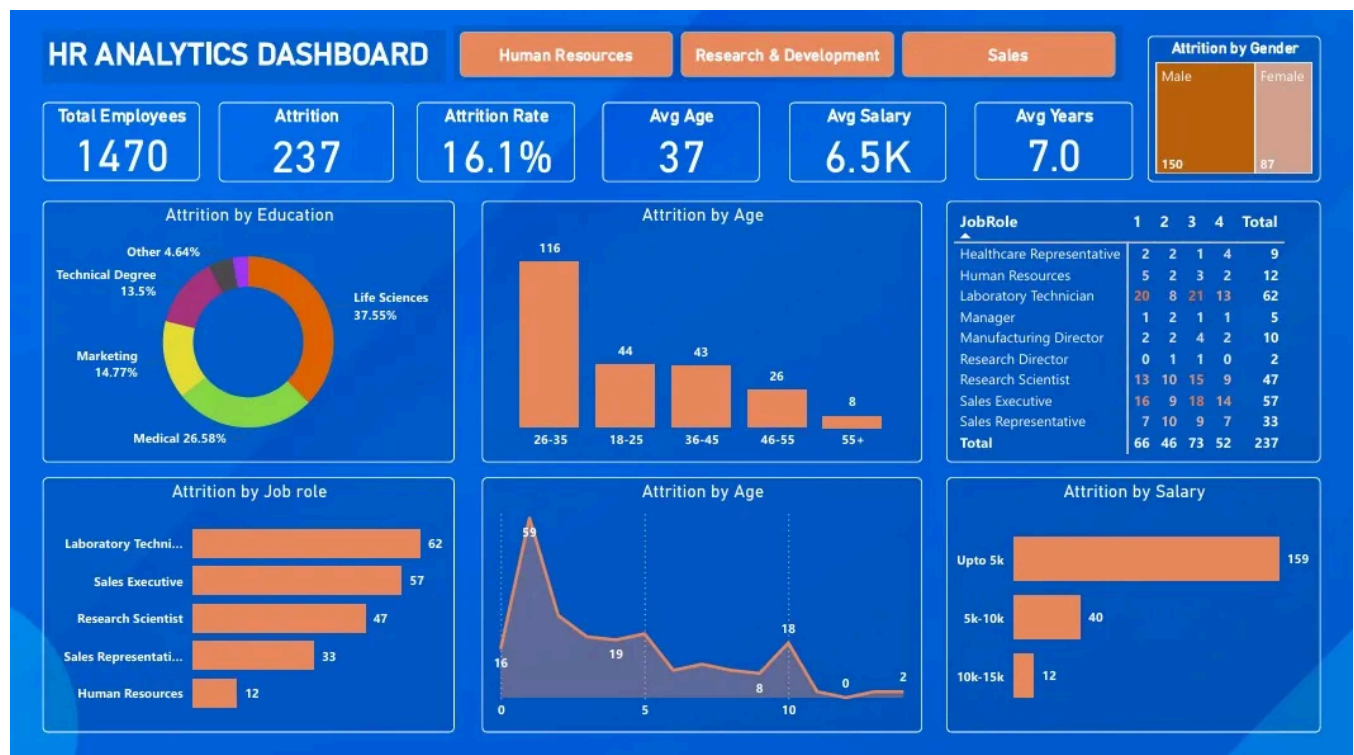


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In today's data-centric environment, Human Resources (HR) departments are leveraging advanced analytics more than ever to make well-informed decisions that boost employee productivity and engagement. Effectively visualizing and analyzing HR data is essential for tackling the challenges of modern talent management.

I've created an interactive HR Analytics Dashboard using Power BI to dive into employee attrition. The dashboard helps uncover the reasons behind attrition, highlights the departments most impacted, and explores key factors like job satisfaction. The goal is to provide practical insights that can help improve employee retention and create a more engaged workforce.



## Key Performance Indicators (KPIs)

To achieve our objective, we focused on several critical KPIs:

- **Rate of Attrition:** Overall attrition rate within the organization.
- **Attrition by Gender:** Trends in attrition across genders.
- **Attrition by Education Field:** Variations in attrition based on educational backgrounds.
- **Attrition by Job Role:** Roles with higher attrition rates.
- **Average Employee Age:** Age distribution of departing employees.

## Detailed Findings

- **High Attrition Rate:** Overall attrition rate is 16%, with 38% in Life Sciences.
- **Age Group Analysis:** 25–34-year-olds in the R&D department are leaving at a higher rate.
- **Job Satisfaction:** Emphasized the need for urgent improvements in work-life balance and career growth opportunities.

## Conclusion

The HR Analytics Dashboard provides valuable insights into employee attrition, highlighting critical areas for improvement. By focusing on KPIs such as attrition rate, gender, education field, job role, and average age, organizations can develop targeted strategies to enhance employee satisfaction and retention.

## Next Steps

- **Action Plans:** Develop and implement strategies to improve work-life balance and career growth, particularly for the 25–34 age group in the R&D department.
- **Continuous Monitoring:** Regularly update the dashboard to monitor the effectiveness of implemented strategies and make necessary adjustments

## Techniques Used

- **Power BI:** For data visualization and dashboard creation.
- **Data Cleaning Techniques:** Ensuring clean and accurate data for analysis.
- **KPI Analysis:** Identifying and focusing on key performance indicators to derive meaningful insights.



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