# Problem Statement

## Section 1

PROBLEM STATEMENT  
KPI’s Requirement  
  
The HR department is responsible for monitoring and managing various aspects of employee data to ensure the  
organization maintains a healthy workforce. However, there is a lack of clear performance indicators to track and analyze  
key HR metrics. Therefore, there is a need to design and implement a set of KPIs to address the following points:  
  
1. Employee Count:  
  
The HR department lacks visibility into the total number of employees, making it challenging to assess workforce size  
and plan for future growth or downsizing effectively.  
  
2. Attrition Count:  
  
The organization lacks a standardized method to track employee attrition, resulting in incomplete and unreliable data on  
the number of employees who have left the organization.  
  
3. Attrition Rate:  
  
Without a clear measure of attrition rate, the organization cannot assess the overall turnover level or compare it with  
industry benchmarks, hindering the ability to gauge employee satisfaction and engagement.  
  
4. Active Employees:  
  
The organization lacks a mechanism to differentiate between active and inactive employees, leading to difficulties in  
accurately assessing the current workforce's productivity and capacity.  
  
5. Average Age:  
  
The HR department lacks visibility into the average age of employees, making it difficult to evaluate workforce  
demographics, succession planning, and the organization's ability to attract and retain younger talent.

## Section 2

PROBLEM STATEMENT  
  
Chart’s Requirement  
  
Attrition by Gender:  
  
The HR department faces challenges in understanding the attrition patterns based on gender, making it difficult to  
identify any gender-related disparities and implement targeted retention strategies.  
  
Department-wise Attrition:  
  
The HR department lacks visualizations to showcase attrition rates across different departments. This hinders their  
ability to identify departments with higher attrition rates and address any underlying issues or concerns effectively.  
Number of Employees by Age Group:  
  
The HR department requires visual representations to analyze the distribution of employees across various age groups.  
This helps in assessing workforce demographics, identifying any age-related gaps or imbalances, and implementing  
targeted HR policies or programs.  
  
Job Satisfaction Ratings:  
  
The HR department lacks visualizations to represent job satisfaction ratings, hindering their ability to measure employee  
  
engagement and overall job satisfaction levels effectively.

## Section 3

PROBLEM STATEMENT  
  
Chart’s Requirement  
  
Education Field-wise Attrition:  
  
The HR department requires visual representations to analyze attrition rates based on education fields. This helps  
identify specific educational backgrounds that may be associated with higher attrition, enabling the organization to tailor  
retention strategies accordingly.  
  
Attrition Rate by Gender for Different Age Groups:  
  
The HR department lacks visualizations that display attrition rates based on gender and different age groups. This makes  
it challenging to identify any age and gender-related attrition trends, preventing the organization from implementing  
  
targeted retention strategies for specific employee segments.