

HR Analytics Dashboard

(Attrition Rate Department-wise in Power BI)

1. Introduction

The HR Analytics Dashboard in Power BI aims to provide insights into attrition rates across different departments within the organization. This technical document outlines the steps to create a Power BI dashboard focusing on department-wise attrition rates.

2. Data Sources

2.1. Data Collection

- Utilizing HRIS databases, including employee details, exit interviews, and termination records.
- CSV or Excel files containing historical attrition data.

2.2. Data Preprocessing

- Cleaning and transforming data using Power Query Editor in Power BI.
- Merging datasets to create a comprehensive dataset for analysis.
- Calculating attrition rates based on defined parameters (e.g., resignations, terminations).

3. Power BI Components

3.1. Data Model

- Building a data model in Power BI Desktop.
- Creating relationships between various data tables (e.g., employee details, department information, attrition records).

3.2. Visualizations

- Designing visualizations to represent department-wise attrition rates:
- Stacked bar charts displaying attrition percentages by department.
- Line charts for trend analysis of attrition rates over time.
- Slicers for filtering by date, department, or other relevant criteria.
- KPI cards to display overall attrition rates and department comparisons.

3.3. Calculations and Measures

- Calculating attrition rates: $\text{attrition rate} = (\text{Number of Attritions} / \text{Average Employee Count}) * 100$.

- DAX measures to compute metrics such as total attritions, average attrition rates, etc.

4. Dashboard Design and Interactivity

4.1. Layout

- Designing an intuitive and user-friendly layout for the dashboard.
- Arranging visualizations for clear representation and easy understanding.

4.2. Interactivity

- Implementing slicers and filters for user interaction.
- Enabling drill-down functionality for detailed analysis (e.g., by year, month, or individual departments).
- Tooltips for additional information on hover.

5. Conclusion

The HR Analytics Dashboard in Power BI provides a comprehensive view of attrition rates department-wise, allowing stakeholders to identify trends, patterns, and potential areas for intervention to mitigate attrition within the organization.