Data Visualization using Power BI

1. Title Page

Title: Employee Survey Dashboard
Tool Used: Microsoft Power BI
Objective:
Analyzed employee survey dataset and derive insights on salary, work-life balance, skills, and job satisfaction across different roles and countries.

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2. **Dashboard Overview (Screenshot Page)**

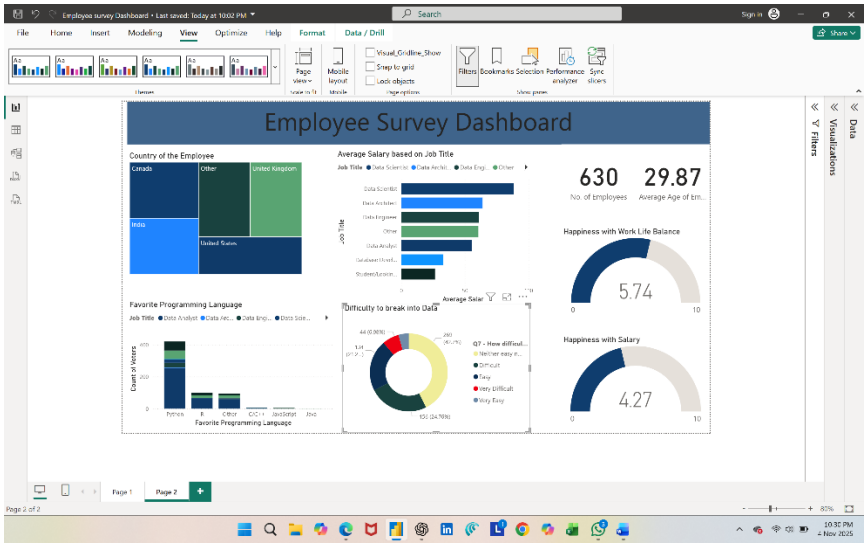

Figure 1: Employee Survey Dashboard – Overview of Key Metrics

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3. **Key Insights and Storytelling**

Insight Area	Visualization Used	Key Findings / Story
Employee Demographics	Tree Map (Country of the Employee)	Most employees are from India, followed by the United States and United Kingdom. This indicates a globally distributed workforce with a strong representation from Asia.

Insight Area	Visualization Used	Key Findings / Story
Salary Analysis	Bar Chart – Average Salary by Job Title	Data Scientists and Data Architects earn the highest average salaries. Data Analysts and Database Developers earn less, indicating potential career progression opportunities.
Programming Skills	Bar Chart – Favourite Programming Language	Python is by far the most popular language among data professionals, showing its dominance in analytics and data science roles.
Career Entry Difficulty	Donut Chart – Difficulty to Break into Data	Around 43% of respondents found it “neither easy nor difficult” to enter the data field, while a notable 25% found it “difficult,” suggesting the need for more entry-level opportunities or mentorship programs.
Happiness Metrics	Gauge Charts – Happiness with Work-Life Balance & Salary	Average Work-Life Balance happiness = 5.74/10, while Salary satisfaction = 4.27/10. Employees seem moderately satisfied overall, but salary satisfaction is an area for improvement.
Overall Statistics	KPI Cards – No. of Employees, Average Age	Survey covered 630 employees with an average age of 29.87, showing a young, tech-oriented workforce.

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4. **Business Insights & Recommendations**

🔍 Key Insights

- High salary variance between roles suggests need for compensation standardization.
- Moderate happiness scores indicate room for improvement in both salary structure and work-life balance.
- Python remains the core skill — training programs should align with Python and data tools.

- Entry barriers to data careers are still moderate; mentoring programs could ease transition for newcomers.

💡 Recommendations

1. Introduce salary benchmarking across roles.
2. Launch professional development initiatives focused on Python and data technologies.
3. Improve work-life balance policies — flexible hours, remote work, etc.
4. Establish mentoring and onboarding programs for new entrants into data roles.

5. Conclusion

This Employee Survey Dashboard highlights global workforce trends and job satisfaction insights. It helps HR and management identify gaps in compensation, training, and employee well-being, leading to data-driven decisions for improving workplace culture and retention.

Summary

The Employee Survey Dashboard shows that most employees are from India, with Data Scientists earning the highest salaries. Python is the most popular programming language. Work-life balance (5.74/10) is rated higher than salary satisfaction (4.27/10). Overall, employees are moderately satisfied, but improvements in pay and career support are needed.

Tool setup note - “Dashboard created using Power BI with tree map, bar chart, donut chart, gauge visuals, and KPI cards.”