1) [Download the dataset from github](https://github.com/thodupunuribharath/Latest-HR-Analytics-Dashboard)

2) Do the Pivot table analysis in excel/csv to identify what kind of columns

are important for the analysis

a) Male , Female wise Emp ID

b) Age by Emp ID

c) Attrition (Columns), Age by Emp ID

d) Business Travel : Is it important KPIs?

e) Department by Attrition in Bar

f) Education by Attrition

g) Distance by Attrition: is it relevant or not?

3) Load in to Power BI and click on Transform data

a) Check for Duplicates ? How to Remove duplicates?

i)Each EMP ID should be =1 only

ii) Click on View and check the column quality: 100% or Null values

iii) Years with Cur manager is 4% empty

iv) Sort the column by ascending to see all null values on top

v) All the null value rows came to the top , We can delete those rows

vi) Check till which rows that null values are available

Removal of rows:

vii) Reduce Rows > Remove Rows> Remove Top rows > 57 rows done.

This step removal is just for example only.

viii) Undo the steps , Directly remove the Empty 4% rows , Right click

remove that rows

ix) Remove duplicates by selecting all the columns (May appear twice)

x) Check : EMP ID:- Group by EMP ID, Grouped rows, Filtered rows for 2

Undo this step: Just to check duplicates availability

b) Check for datatypes: Transform>any column>detect datatype

c) Replace value : Business Travel - TravelRarely Replace with Travel\_Rarely

Close and Apply

4) Develop the canvas background and add the cards

a) Cloose the format canvas > upload image> transparency 0%

5) Cards:

1) Count of Employees

Overall Employee = COUNT(HR\_Analytics[EmpID])

2) Attrition

Attrition measure

= CALCULATE(

COUNT(HR\_Analytics[EmpID]),

FILTER(HR\_Analytics,HR\_Analytics[Attrition]="Yes")

)

3) Attrition rate

Attrition rate = DIVIDE([Attrition measure],[Overall Employee],0)

4) Average Age

Average Age = AVERAGE(HR\_Analytics[Age])

5) Average Salary

Average salary = AVERAGE(HR\_Analytics[MonthlyIncome])

6) Average Years

Average years = AVERAGE(HR\_Analytics[YearsAtCompany])

**6) Charts:**

1) Attrition by Education : Donut Charts

2) Attrition by Age : Bar chart

3) Job role by Job satisfaction score : Table

4) Attrition by salary slab

5) Attrition by years at company

6) Attrition by job role

7) Tree chart: Attrition by Gender

8) Slicer : Department

7) Chart Title : HR ANALYTICS DASHBOARD

A screenshot of a computer dashboard

Description automatically generatedNeat Alignment as per color code selection