

# Business Problem Statement

The HR department is responsible for monitoring and managing employee data to maintain a healthy and productive workforce. Today, the organization struggles because there are no clear metrics or tracking systems that allow leaders to evaluate workforce trends, manage turnover, or make data-backed decisions. To solve this gap, the organization needs a full set of KPIs and charts that will help track employee status, attrition behavior, demographics, and job satisfaction.

## **KPI Requirements**

### **1. Employee Count**

The HR department does not have visibility into the total number of employees. Because of this, it is difficult to assess workforce size and make decisions about growth or downsizing.

### **2. Attrition Count**

There is no standardized method for recording the number of employees who leave the organization. This results in unreliable and incomplete attrition data.

### **3. Attrition Rate**

Without a clear measure of attrition rate, the organization cannot understand the overall rate of employee turnover or compare it to industry standards. This creates challenges in measuring satisfaction and engagement.

### **4. Active Employees**

There is no mechanism to separate active employees from inactive ones. This limits the ability to evaluate current workforce capacity and productivity.

### **5. Average Age**

The HR department lacks visibility into the average age of employees. This information is important for understanding workforce demographics, planning future hiring needs, and assessing whether the organization can attract and retain younger talent.

## **Chart Requirements**

### **1. Attrition by Gender**

The HR department finds it difficult to understand attrition patterns based on gender. Without this view, it is not possible to detect gender-based gaps or design targeted retention strategies.

### **2. Department-wise Attrition**

The organization lacks charts that show attrition across departments. This prevents HR leaders from identifying teams with high turnover and addressing potential root causes.

### **3. Number of Employees by Age Group**

Visual representations are needed to show how employees are distributed across different age ranges. This helps identify age-related gaps and supports better HR planning.

### **4. Job Satisfaction Ratings**

There are no charts available that show job satisfaction scores. Without this, the HR team cannot accurately measure engagement and overall satisfaction levels.

### **5. Education Field-wise Attrition**

The department needs visual analysis that shows which education fields have the highest attrition. This helps identify educational backgrounds that may be at higher risk of turnover and supports more personalized retention planning.

### **6. Attrition Rate by Gender for Different Age Groups**

HR leaders do not have a way to see how attrition changes across different combinations of gender and age groups. This makes it difficult to identify trends and design targeted retention strategies for specific employee segments.

## **Conclusions**

Right now, decision making within HR is limited because of the lack of clear KPIs and visual analytics. Implementing these KPIs and charts will give the department real clarity on workforce health, turnover patterns, and employee satisfaction. This will empower leaders to plan smarter, retain talent, and create meaningful HR strategies that support long-term organizational success.