**HR Analytics Dashboard**

I developed an interactive HR Analytics Dashboard using Power BI to uncover key insights into employee attrition and workforce dynamics. This dashboard empowers HR professionals with data-driven strategies to enhance employee retention, improve recruitment processes, and foster a more productive workplace.

Key Features

🔹 Data Transformation: Employed Power Query ETL processes to clean, shape, and standardize employee data for seamless analysis.

🔹 Custom Visualizations: Designed engaging visuals such as clustered bar charts, heatmaps, funnel charts, pie charts, stacked area charts, and line graphs to represent workforce trends.

🔹 Attrition Analysis: Analyzed employee exit trends by age group, job role, department, years at company, and salary band.

🔹 Interactive Capabilities: Integrated filters and slicers (e.g., by gender, department, or tenure) to enable dynamic data exploration.

🔹 KPI Indicators: Showcased crucial HR KPIs like attrition rate, average tenure, employee satisfaction score, and voluntary exit ratio.

🔹 Departmental Insights: Tracked attrition patterns across departments to highlight high-risk areas.

🔹 Age & Experience Trends: Mapped attrition by age group and years of service to uncover behavioral trends and potential flight risks.

🔹 User-Friendly Design: Built a clean, intuitive dashboard layout with easy navigation to support quick decision-making.

Dashboard Highlights

📉 Attrition Overview: Breakdown of total exits, attrition trends over time, and exit types (voluntary/involuntary).

👥 Demographic Analysis: Attrition by age group, gender, and marital status to identify at-risk employee segments.

🏢 Departmental Trends: Department-wise attrition rates and headcount comparisons to pinpoint retention challenges.

💼 Job Role & Salary Insights: Analysis of which job roles and salary bands experience the highest turnover.

📊 Tenure Insights: Visual representation of attrition by years at company to highlight early-exit trends.

🧠 Employee Sentiment: Integration of satisfaction levels and engagement metrics (if available) to correlate with attrition.

Business Benefits

✅ Identified Key Attrition Factors: Pinpointed why employees are leaving—such as low pay, limited growth, or departmental issues.

📈 Enhanced Hiring Strategy: Refined recruitment targeting by understanding roles with high turnover and required improvements.

🤝 Improved Employee Experience: Informed initiatives to enhance engagement, career development, and workplace satisfaction.

🔄 Reduced Attrition Rates: Enabled proactive intervention through predictive trends and risk indicators.

🔐 Built Employee Trust: Demonstrated data-driven commitment to employee well-being.