

HR ANALYTICS DASHBOARD

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1. Introduction to the dataset

This dataset contains information about employees, including various attributes such as attrition status, business travel frequency, age band, department, education field, gender, job role, marital status, overtime status, and several other features.

Shape of the dataset:

Rows: 1470

Columns: 39

Main Columns which we used in our Dashboard:

Columns Name	Description
Attrition	Indicates whether the employee has left the company or is still with the company.
CF_age band	Represents the age band of the employee
CF_attrition label	Indicates the attrition status
Department	Specifies the department or division in which the employee works,
Education Field	Indicates the field of education or specialization of the employee
Gender	Specifies the gender of the employee, categorized as "Male" or "Female".
Job Role	Describes the role or position held by the employee within the company
Job Satisfaction	Specifies whether the employee is more satisfied or less satisfied.
Age	Specifies the age of the employee.

2. Objective of dashboard

(a) Identify High-Risk Groups:

Analyse attrition rates across various departments, demographics, and job titles. This can help pinpoint areas with higher turnover, allowing HR to focus resources on retaining employees in those groups.

(b) Improve Recruiting Strategies:

By understanding which departments or demographics experience higher attrition, HR can adjust recruiting efforts to target specific skill sets or demographics needed to fill those positions.

(c) Support Data-Driven Decision Making:

The dashboard should provide clear and easy-to-understand data visualizations that can be used by HR leaders and executives to make informed decisions about talent management strategies.

3. Steps for designing:

- **Employee Count:** This metric shows the total number of employees, possibly at a specific date or over time.
- **Attrition Count:** This metric shows the number of employees who left the company during a specific period.

- **Attrition Rate:** This metric is calculated by dividing the number of employees who left by the total number of employees. It might be multiplied by 100 to express it as a percentage.
- **Active Employees:** This metric shows the number of current employees in the company.
- **Average Age:** This metric shows the average age of all employees (or a specific group of employees).
- **Attrition by Gender:** This shows the number of employees who left the company, segmented by gender.

Data Visualization

- **Department-wise Attrition:**

A Pie chart is used to show how many employees are left in each department.

- **Number of Employees by Age Group:**

This bar chart shows the distribution of employees across different age groups with Bin Size which refers to the width of the age groups used in the chart above.

- **Job Satisfaction Rating:**

This table shows the average job satisfaction rating for employees in a specific department or age group. In this 1 is considered as less satisfied and 4 is considered as more satisfied.

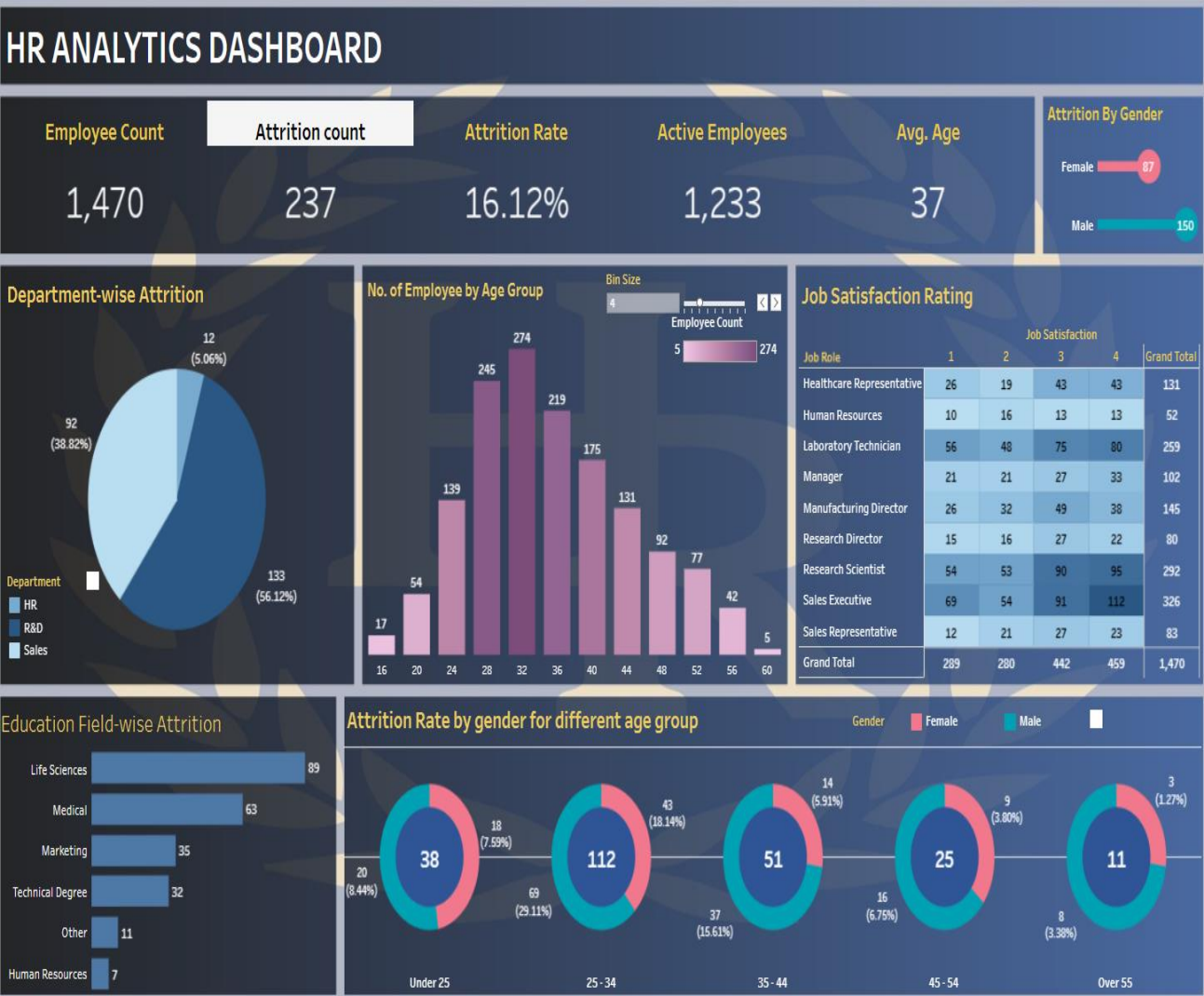
- **Education Field-wise Attrition:**

A bar chart is used to show how many employees left the company from each education field.

- **Attrition Rate by Gender for Different Weight Groups:**

These Multiple Pie charts show the attrition rate for different age groups segmented by gender.

Dashboard



4. Interpretation:

1. The Total Number of employees is 1470 of which 237 employees left the company at a specific date or over time and the attrition rate is 16.12%. Now the active employees are 1233 with an average age of 37.
2. The department with the highest attrition rate is **R&D** i.e. 56.12% and the department with the lowest attrition rate is **HR** i.e. 5.06%.
3. In the Job Satisfaction Rating-
Out of 1470 employees, 289 are less satisfied with their jobs whereas 459 employees are more satisfied with their jobs. Sales Executive has the highest number of employees among all job roles i.e. 326 of which 69 are less satisfied and 112 are more satisfied with their jobs.
4. Employees who belong to Life Sciences Education have left the company at a high frequency i.e. 89 as compared to others. So, the attrition count is high who belonged to Life Sciences education in the past.
5. The male attrition rate is higher than the female attrition rate in the first three age groups.

5. **Suggestions:**

These insights can be used to inform HR decisions and strategies aimed at reducing employee turnover and improving employee satisfaction.

Understand Reasons for Leaving: Integrate data on reasons for leaving the company (from exit interviews or surveys) into the dashboard.

Mention the data source and timeframe for the data presented. This helps users understand the limitations and context of the data.