

# HR Analytics Dashboard

By Shantanu Dahiphale

Education  
Bachelor's Degree

Employee Count

572

Attrition Count

99

Attrition Rate

17.31%

Active Employees

473

Avg. Age

36

Attrition by Gender

Male

Female

38

Department wise Attrition

4  
(4.04%)

## Understanding Attrition: Visualising Workforce Health with Tableau

By Shantanu Dahiphale

Department  
HR  
R&D  
Sales

Number of Employee By Age Group



Age Size

9

Employee Count

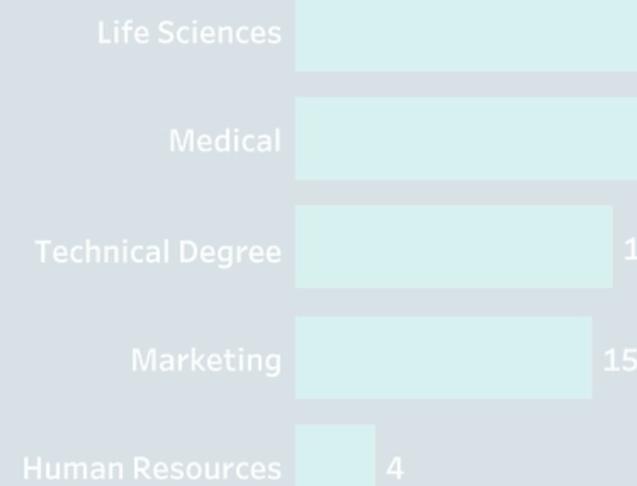
32 232

Job Satisfaction Rating

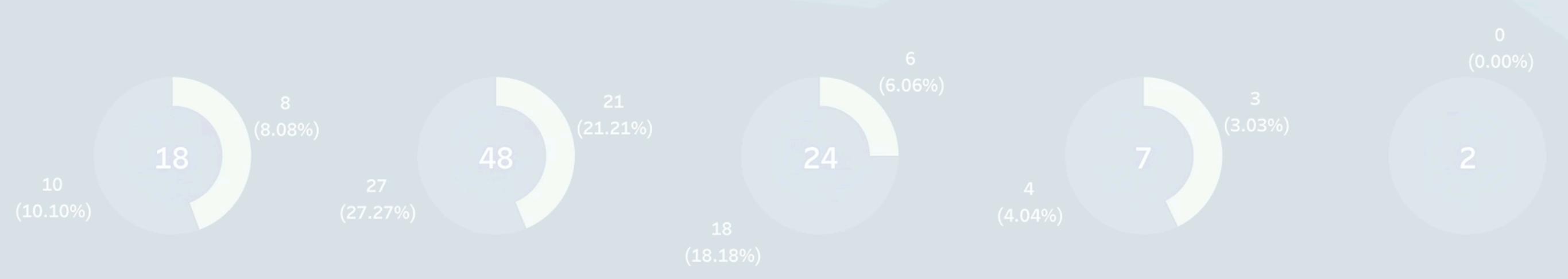
Job Role

Job Role	2	4	1	3	Grand Total
Sales Executive	21	34	30	35	128
Research Scientist	29	34	21	38	125
Manufacturing Director	10	14	14	27	105
Healthcare Representative	7	18	11	12	48
Manager	11	12	8	9	40
Sales Representative	9	11	3	9	30
Research Director	4	8	8	10	30
Human Resources	7	6	5	4	22
Grand Total	128	165	118	161	572

Education Field wise Attrition



Attrition Rate by Gender for Different Age Group



Gender

Male  
Female

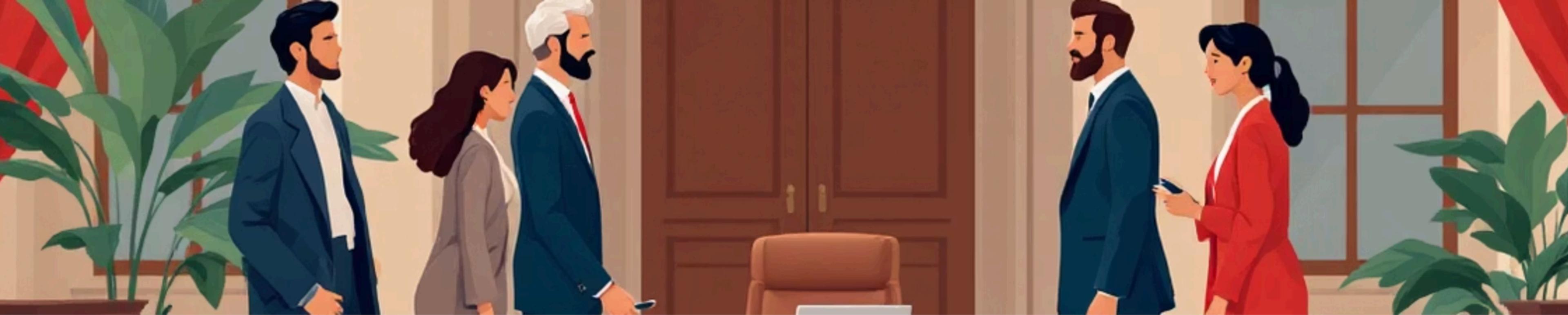
Male

Female

0  
(0.00%)

3  
(3.03%)

2



# The Problem: Invisible Patterns, Visible Impact

## Silent Exodus

Companies don't lose talent overnight. They lose it through patterns they fail to notice small signals that compound into costly departures.

## Ripple Effects

Attrition affects more than headcount. It impacts team morale, institutional knowledge, project continuity, and ultimately, your bottom line.

## Clarity Gap

Leaders need insight, not spreadsheets. They need a clear picture of workforce health to make informed decisions quickly.

# The Challenge: Data Without Direction



## The Raw Reality

**572**

**Employees**

Total workforce

**35+**

**Attributes**

HR data points

Scattered data points with no narrative. Numbers without meaning. The critical question emerged: How do we turn this raw data into a clear picture of workforce health?

# The Approach: From Chaos to Clarity

01

## Clean the Dataset

Transform raw HR data into structured, reliable information ready for analysis.

02

## Identify Key Questions

Focus on what leaders genuinely care about: where, why, and when talent leaves.

03

## Design Meaningful KPIs

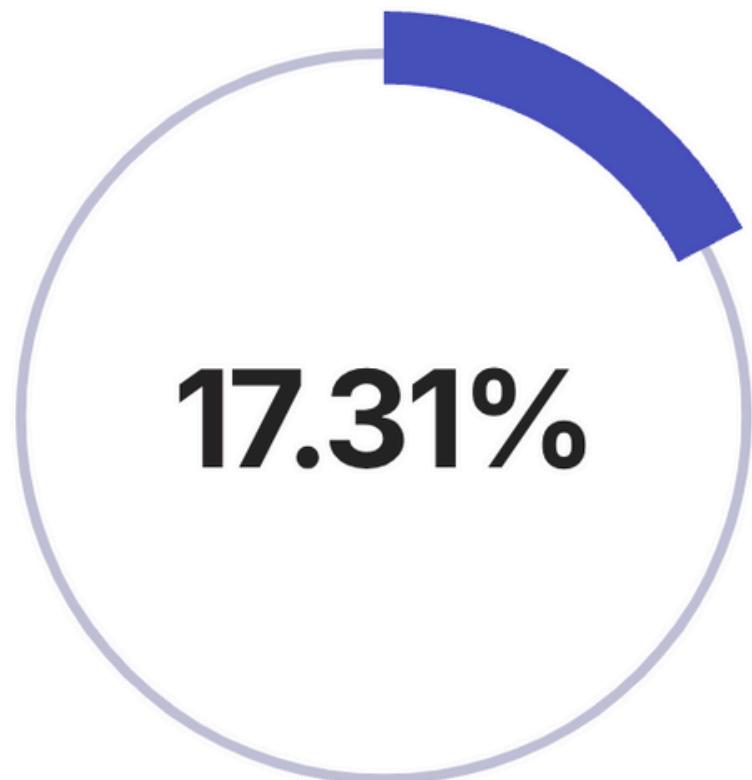
Create metrics that tell a story, not just display numbers on a screen.

04

## Build an Intuitive Dashboard

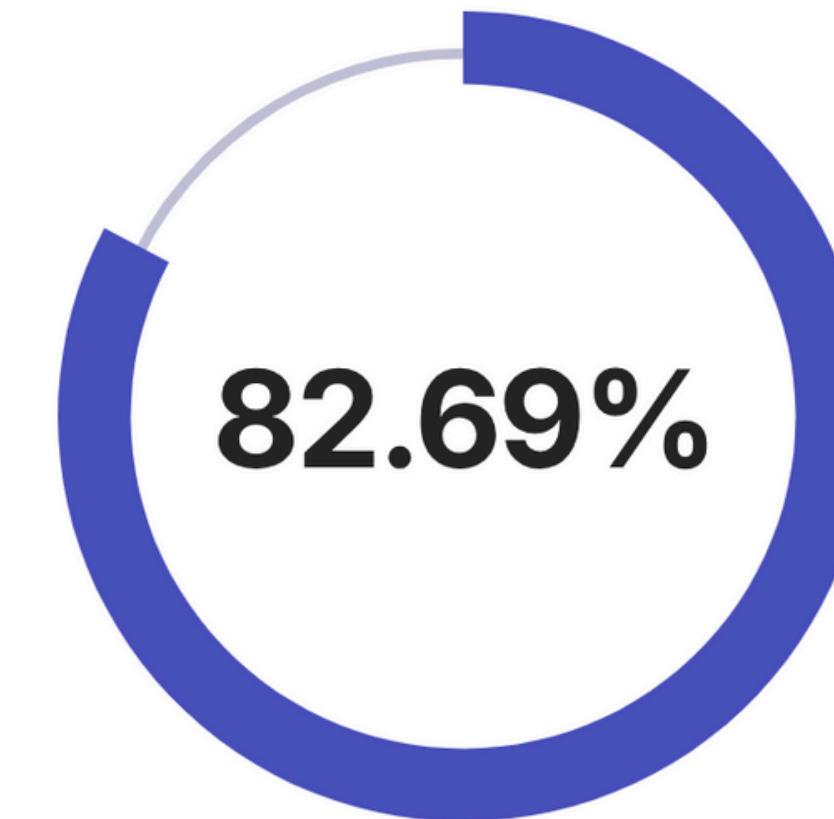
Design visualisations that communicate insights instantly, eliminating confusion.

# The KPIs That Matter: Every Number Tells a Story



## Attrition Rate

Nearly 1 in 5 employees left a clear warning signal requiring immediate attention.



## Retention Rate

473 active employees form the stable core of the organisation's workforce.

### Total Workforce: 572

The foundation metric establishing the scale of analysis and organisational size.

### Departures: 99

Each number represents lost expertise, recruitment costs, and team disruption.

### Average Age: 36

A mid-career workforce with valuable experience and high expectations for growth.

# Department-Level Insights: Where the Cracks Appear



## Disproportionate Turnover

One department shows significantly higher attrition rates, revealing systemic issues that require targeted intervention.



## Stability Patterns

Some teams retain talent effectively whilst others leak valuable employees, highlighting management effectiveness gaps.



## Financial Impact

High-turnover departments drive up recruitment costs, training expenses, and operational disruption across the organisation.



# Demographics: Age and Gender Patterns

## The Age Factor

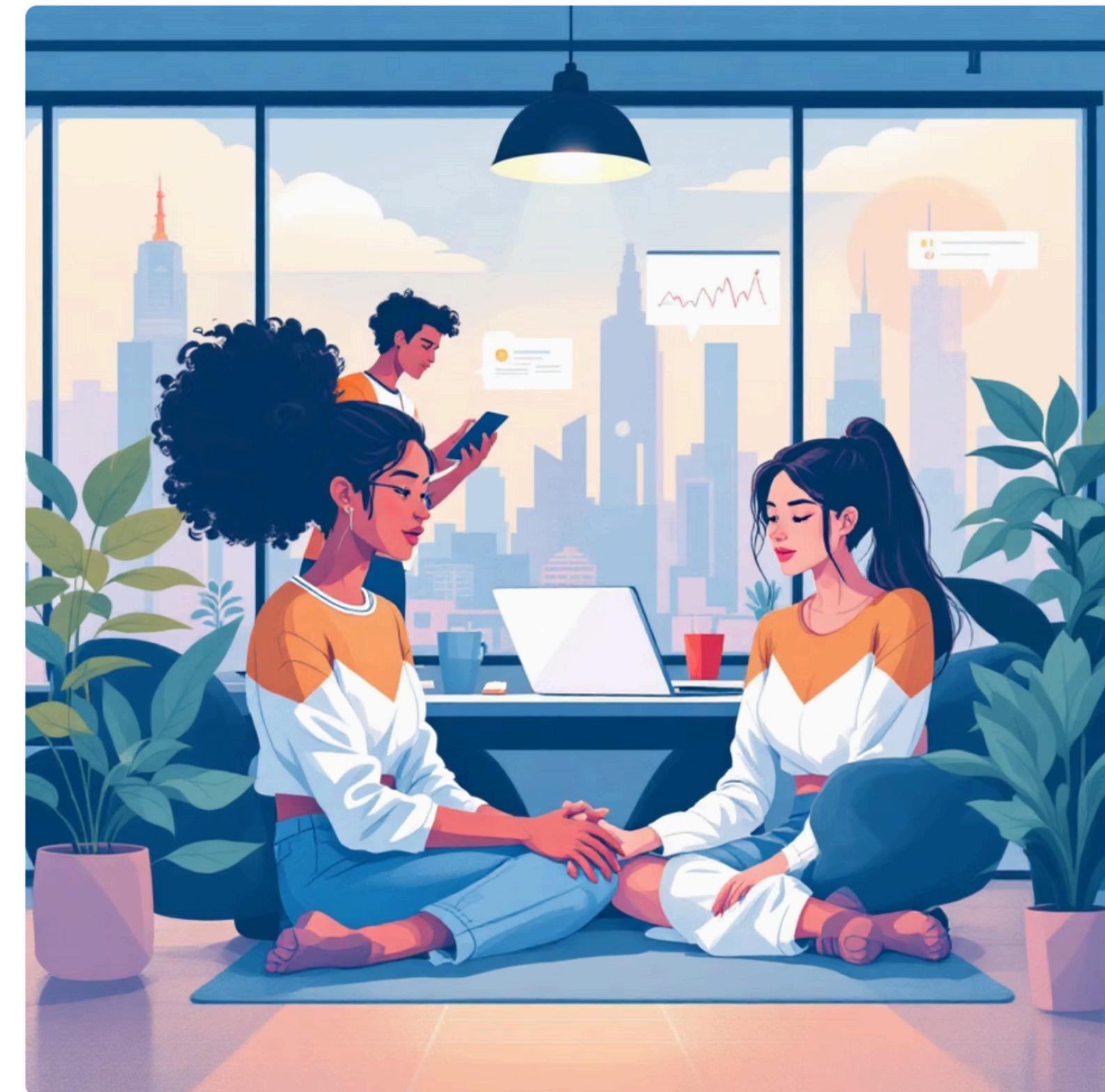
Employees aged 25–34 show the highest exit likelihood.

This critical career stage demands growth opportunities, competitive compensation, and clear advancement paths.

Losing this demographic means losing future leaders before they fully mature within the organisation.

## Gender Dynamics

Gender-based differences in attrition rates highlight potential culture gaps, unequal advancement opportunities, or work-life balance challenges.



**Strategic Implication:** Retention strategies must be tailored by demographic segment to address specific needs and motivations effectively.

# Job Satisfaction: The Hidden Predictor

1

## Early Warning Signals

Lower satisfaction scores consistently appear in roles with higher turnover rates — correlation becomes prediction.

2

## Pattern Recognition

The heatmap reveals satisfaction clusters, showing which roles and departments face engagement challenges before resignations occur.

3

## Preventive Action

These early signals enable proactive intervention, preventing expensive churn through targeted improvements in management, workload, or culture.

- ❑ **Key Insight:** Job satisfaction isn't just an HR metric, it's a financial indicator. Every point drop in satisfaction represents increased risk of costly employee departure.



# Education and Role-Based Signals



## Educational Background

Attrition patterns vary significantly by education level. Highly educated employees may seek advancement opportunities, whilst others value stability and skill development.



## Role-Specific Trends

Certain positions experience disproportionate turnover, indicating potential issues with job design, compensation benchmarks, or career progression paths.



## Workforce Planning

Understanding which roles and education profiles show higher attrition enables smarter recruitment strategies and more effective onboarding programmes.

These insights transform reactive hiring into proactive talent management, reducing costly recruitment cycles and improving organisational stability.

# The Bigger Picture: From Data to Decisions

## HR Teams Gain Visibility

Move beyond spreadsheets to interactive dashboards that surface patterns instantly, enabling data-driven workforce strategies.

## Leaders Gain Clarity

Executive decisions become faster and more confident when supported by clear, visual insights rather than buried data points.

## Organisations Make Better Decisions

Transform attrition from an inevitable cost into a manageable challenge with predictable patterns and preventive solutions.

# Tools & Skills Applied



## Tableau

Interactive Visualisation



## Data Preparation

Cleaning & Transformation



## KPI Design

Strategic Measurement



## Visual Storytelling

Compelling Narratives



## HR Analytics

Workforce Insights