



HR Analytics Dashboard — Power BI

Human Resources Dashboard

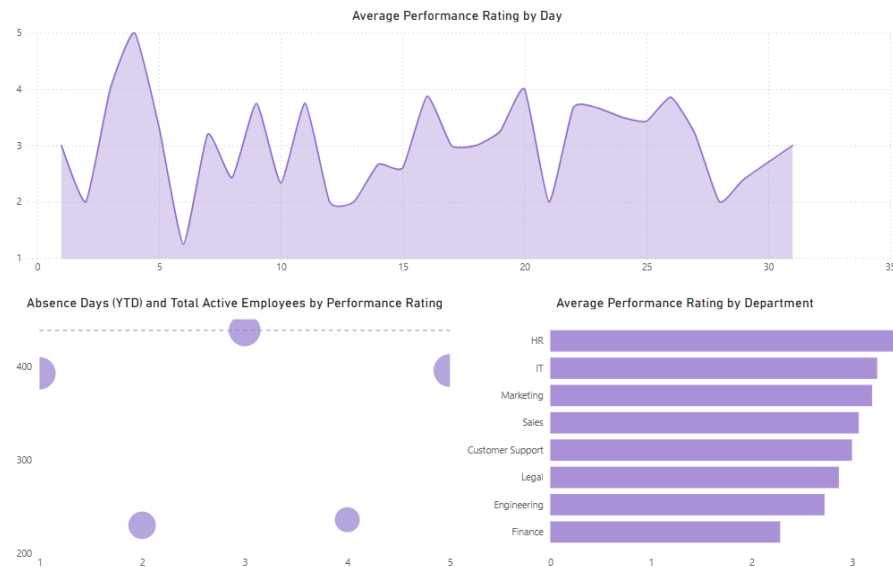
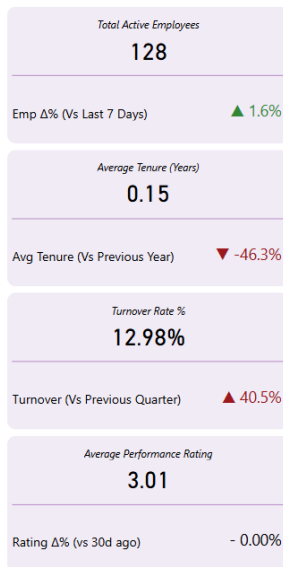
Talent Acquisition

Performance

Diversity

Year

2023



Introduction

In a world where people are a company's greatest asset, HR teams need more than static reports — they need **insight at a glance**. I built this HR Analytics Dashboard to turn **raw employee data into decision-ready intelligence**, helping HR leaders track hiring, retention, performance, and diversity with clarity and confidence.

This dashboard was designed not just to report numbers, but to **tell a story** — with visuals that highlight what's working, and where action is needed.



Purpose

This dashboard empowers HR stakeholders to:

- Monitor **hiring trends** and time-to-hire performance
- Track **employee performance and absenteeism** over time
- Understand and reduce **employee turnover**
- Analyze **diversity and representation** in hiring and attrition

Each insight is enhanced with **trend indicators**, **color-coded signals**, and **time-based comparisons** like:

“How did we do **this quarter vs last quarter**?”

“Is our **turnover rate going up or down**?”

“Are we hiring faster or slower compared to before?”

Key Features

Universal KPIs (Visible on Every Dashboard)

- Total Active Employees
- Average Tenure (in Years)
- Turnover Rate %
- Average Performance Rating

Each KPI includes a trend icon (▲ ▼ –) and color indicator, with built-in time intelligence like “**vs last 7 days**” or “**vs previous quarter**”.

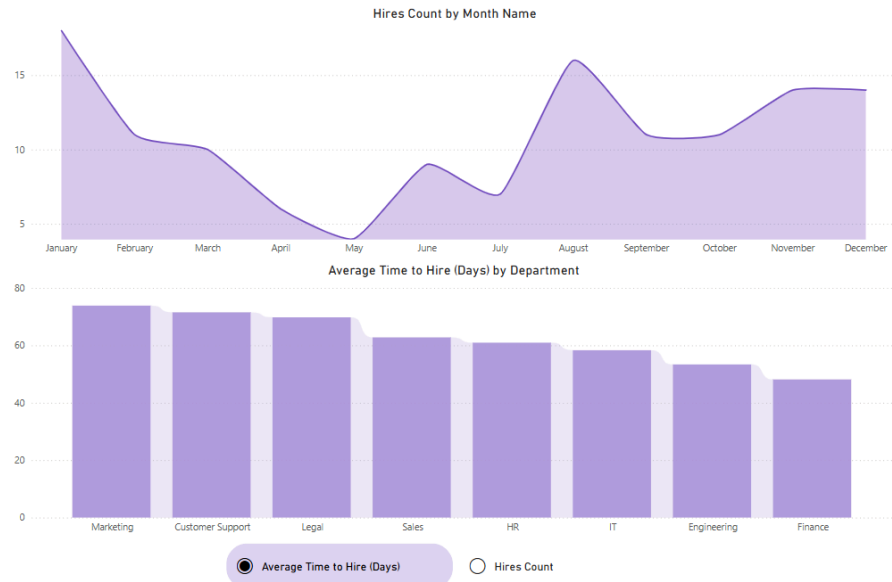
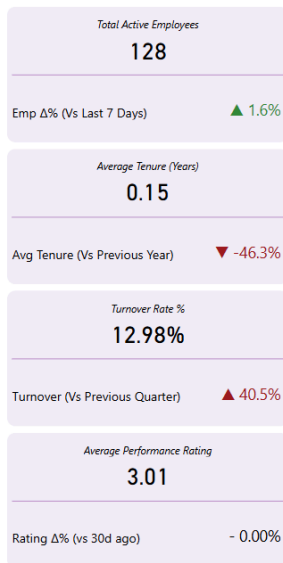
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Dashboard Overview

1. Talent Acquisition & Hiring Trends

Track how your workforce is growing.

Visuals:

- Hires over time
- Time to hire by department/role
- Headcount trend
- New hires by department

Storyline: “Are we growing consistently? Which teams are hiring the most? Are we hiring efficiently?”

2. Employee Performance & Productivity

See how performance and absenteeism align.

Visuals:

- Performance rating distribution
- Absence days vs performance (scatter plot)
- Avg performance by department
- Performance trend over time

Storyline: “Are performance scores improving? Is absenteeism affecting productivity?”

3. Diversity, Inclusion & Equity

Build an inclusive, representative workforce.

Visuals:

- Workforce by gender, nationality, or diversity group
- New hires by demographic
- Attrition by diversity category
- Salary distribution across diversity groups

Storyline: “Are we hiring inclusively? Where do equity gaps exist in compensation or retention?”

Technical Highlights

- **DAX-driven KPIs** for time-aware comparisons (7d, 30d, QoQ, YoY)
- **Custom conditional formatting:** arrows + color codes (green/red/neutral)

- **Inactive relationships + USERELATIONSHIP()** for filtering by multiple dates (e.g., **Hire Date** vs **Termination Date**)
 - **Modular design**: separate dashboards for hiring, performance, and diversity
 - **Fully filterable** by department, date range, contract type, and location
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Tools & Technologies

- **Power BI**
 - **DAX**
 - **Dimensional modeling**
 - **Data visualization best practices**
 - CSV data source with employee history and attributes
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Results

- A single view for HR leaders to **spot risks early**, **track growth**, and **make data-driven decisions**
 - Built with storytelling in mind — **insights first, numbers second**
 - Adaptable across industries and scalable for broader workforce datasets
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What You Can Learn From This Project


- How to design meaningful KPI cards using icons and color
- Applying DAX to compare trends over time (vs 7d, vs last quarter, etc.)

- Structuring dashboards that support **executive-level storytelling**
 - Handling **multiple date fields** with **inactive relationships**
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Want to Build Something Similar?

Let's connect! I'd love to hear how you're using Power BI or HR data in your role. This project is adaptable to any industry that values people as their competitive edge — which is, frankly, **every** industry.

Contact

 [Your Email]

 [Your Portfolio/Website]

 [LinkedIn Profile]