

HR Analytics Dashboard Project Documentation

1. Introduction

This document provides detailed documentation for the HR Analytics Dashboard developed using Microsoft Power BI. The dashboard supports HR managers in analyzing employee performance, salary distribution, and workforce composition across branches and product lines.

2. Purpose of the Dashboard

The dashboard aims to provide a consolidated view of key HR metrics, enable branch and product-line comparisons, and support data-driven decision-making related to performance evaluation and compensation planning.

3. Target Users

The dashboard is intended for HR managers, business managers, senior leadership, and analysts who require clear and actionable workforce insights.

4. Data Description

The dataset includes employee branch, product line, salary, and performance ratings. Data was cleaned and transformed using Power Query to ensure consistency and accuracy.

5. Dashboard Components

The dashboard includes performance ratings by branch, salary distribution by branch, employee count by product line, and average salary comparisons across product categories.

6. Data Processing and Calculations

Power Query was used for data cleaning, while DAX measures calculated total salary, average salary, and aggregated performance ratings dynamically.

7. Interactivity and Usability

The dashboard follows a structured layout with consistent colors, clear labels, and intuitive visuals to ensure ease of interpretation for non-technical users.

8. Business Value

This dashboard improves transparency, reduces manual reporting effort, and enables evidence-based HR decisions for workforce and salary planning.

9. Limitations

The current version does not include time-based trends, attrition analysis, or real-time data integration.

10. Future Enhancements

Future improvements include adding attrition metrics, department-level filters, KPI summary cards, and time-series analysis for deeper insights.

11. Conclusion

The HR Analytics Dashboard demonstrates the practical use of Power BI in transforming HR data into meaningful and actionable insights for management.

12. Disclaimer

This project is created for educational and portfolio purposes only. The data used is simulated or anonymized.