



Product Requirements and Specification Document

Project Name

AttriView - Employee Attrition Analysis

Description

AttriView is a Power BI dashboard designed to analyze employee attrition trends using HR data. The dashboard leverages DAX for calculating attrition rates and visualizes patterns through line and area charts, supporting business and educational insights.

1. Objectives

Objective ID	Description
OBJ-1	Provide clear visualization of employee attrition trends
OBJ-2	Enable analysis by key HR dimensions (e.g., department, tenure)
OBJ-3	Support data-driven decision-making for HR stakeholders

2. Stakeholders

Role	Responsibility
Product Owner	Define requirements, accept deliverables
BI Developer	Implement dashboard and DAX measures
HR Analyst	Validate data and insights
End Users	Consume and interpret dashboard

3. Functional Requirements

Req ID	Requirement
FR-1	Import HR data (employee records, attrition status, dates, departments)
FR-2	Calculate monthly and annual attrition rates using DAX
FR-3	Visualize attrition trends over time with line and area charts
FR-4	Enable filtering by department, job role, and tenure
FR-5	Display key metrics: total employees, attrition count, attrition rate
FR-6	Provide tooltips and labels for chart clarity



4. Non-Functional Requirements

Req ID	Requirement
NFR-1	Dashboard loads within 5 seconds
NFR-2	Data refreshes on demand or scheduled basis
NFR-3	Responsive layout for desktop and tablet
NFR-4	Adheres to company data privacy standards

5. Data Requirements

Data Field	Description	Example
EmployeeID	Unique identifier	12345
HireDate	Date of hire	2020-01-15
TerminationDate	Date of exit (if applicable)	2023-03-10
Department	Department name	Sales
JobRole	Employee's job role	Account Manager
AttritionStatus	Current/Former employee indicator	Active/Terminated

6. DAX Calculations (Pseudocode)

```
-- Monthly Attrition Rate
Attrition Rate (%) =
DIVIDE (
    CALCULATE (COUNTROWS (Employees), Employees[AttritionStatus] = "Terminated"),
    CALCULATE (COUNTROWS (Employees), Employees[AttritionStatus] = "Active") +
    CALCULATE (COUNTROWS (Employees), Employees[AttritionStatus] = "Terminated")
) * 100
```

7. Dashboard Specifications

Component	Specification
Line Chart	Attrition rate over time (monthly/annual)
Area Chart	Cumulative attrition by department
Filters/Slicers	Department, Job Role, Tenure
KPI Cards	Total Employees, Attrition Count, Attrition Rate (%)
Tooltips	Show detailed values on hover
Layout	Clean, business-oriented, with clear legends and labels



8. User Stories

ID	As a...	I want to...	So that...
US-1	HR Analyst	View attrition trends by department	Identify high-risk areas
US-2	Manager	Filter data by job role and tenure	Understand specific attrition patterns
US-3	Executive	See overall attrition rate and trends	Make informed strategic decisions

9. Acceptance Criteria

- Dashboard displays accurate attrition rates and trends
 - Filters function as intended
 - Visuals are clear and responsive
 - Data refreshes without errors
 - Meets all functional and non-functional requirements
-

10. Out of Scope

- Predictive attrition modeling
 - Integration with external HR systems
 - Mobile-specific optimization
-

11. Timeline & Milestones

Milestone	Target Date
Requirements Finalized	Week 1
Data Model Setup	Week 2
DAX Calculations	Week 2
Dashboard Build	Week 3
User Testing & Feedback	Week 4
Final Delivery	Week 5

12. Risks & Mitigations

Risk	Mitigation
Incomplete HR data	Validate and clean data upfront
Performance issues	Optimize DAX and visuals
User adoption	Provide brief user training



13. Appendix

- Sample HR data schema
- DAX formula references

End of Document