

# HR Analysis

## Overview

This project focuses on analyzing employee data to understand patterns and factors influencing employee retention and attrition. The analysis is conducted using the **HR Analytics** dataset, leveraging Tableau to extract insights and make data-driven decisions.

## Objectives

- **Understanding Retention Trends:** Identify the key factors contributing to employee turnover.
- **Employee Satisfaction Analysis:** Assess the relationship between employee job satisfaction, work-life balance, and retention.
- **Predictive Insights:** Use data to forecast potential future trends in employee retention.

## Dataset

- **Name:** HR Analytics
- **Description:** The dataset contains various attributes related to employees, including demographics, job roles, satisfaction levels, and compensation details.

## Tools & Technologies

- **Tableau:** Used for data visualization and creating interactive dashboards.

## Key Analyses

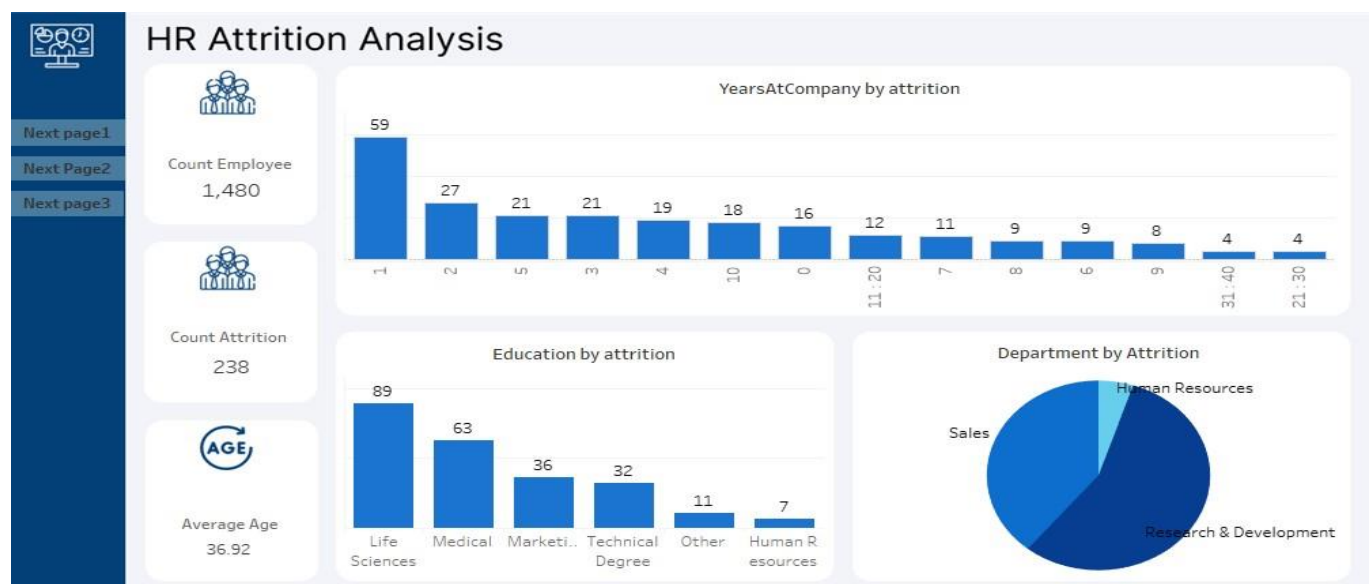
- **Retention Analysis:** Study the factors influencing employee retention or turnover.
- **Satisfaction Correlations:** Analyze the relationship between job satisfaction, environment satisfaction, and employee attrition.
- **Income and Attrition:** Investigate how salary and compensation relate to employee turnover.

## Dashboard Overview

The Tableau dashboard created for this project visualizes key insights and trends from the HR Analytics dataset. It includes:

- **Employee Retention Dashboard:** A detailed view of the factors contributing to employee turnover, including department-wise and role-wise analysis.
- **Satisfaction and Work-Life Balance:** Visuals depicting the correlation between job satisfaction, work-life balance, and employee retention.
- **Compensation and Attrition:** Charts and graphs showing how salary and other compensation factors influence employee attrition rates.

These are the dashboards →





## HR Attrition Analysis

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Count Employee  
1,480



Count Attrition  
238

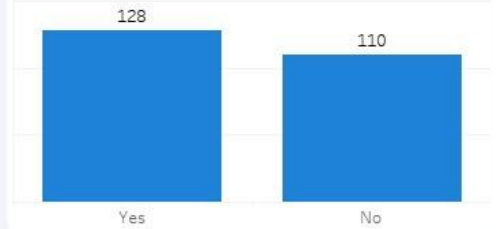


Average Age  
36.92

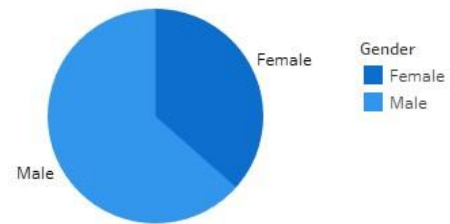
Work life balance by Attrition



Over time by Attrition



Gender by Loss



Marital status by Attrition

