

ABDULLAH SAEED - DATA ANALYST

HR ANALYTICS PROJECT

EMPLOYEE INSIGHTS & ATTRITION ANALYSIS

21 APRIL, 2025

PROJECT OVERVIEW

PROJECT GOAL

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Understand and reduce employee attrition by analyzing key HR metrics using Excel, SQL & Power BI.



TOOLS USED

- ✓ Microsoft Excel
(Data Cleaning)
- ✓ MySQL
(Data Preparation)
- ✓ Power BI
(Interactive Dashboard & Insights)

5,000 employee

DATASET SIZE

5,000 employee records across multiple departments, including job roles, tenure, age, education, gender, and attrition status.

WHY THIS MATTERS

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High attrition affects productivity, hiring costs & morale.

This project helps HR identify key patterns and take **data-driven actions** to boost retention.

MAIN DASHBOARD

OVERVIEW >>>

Employee Insights & Attrition Analysis

Total Employees

5000

Total Attrition

1466

Attrition Rate

3.41

Average Age

40

50s & above

1.37K

40s

1.24K

20s

1.21K

30s

1.19K

Performance Score

All

Female

1.71K

Male

1.68K

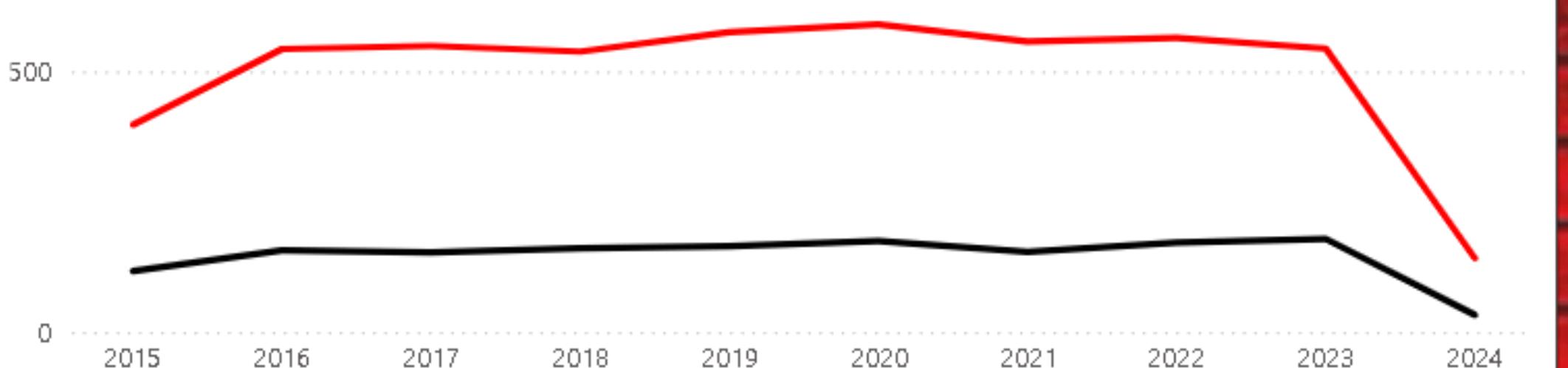
Other

1.62K

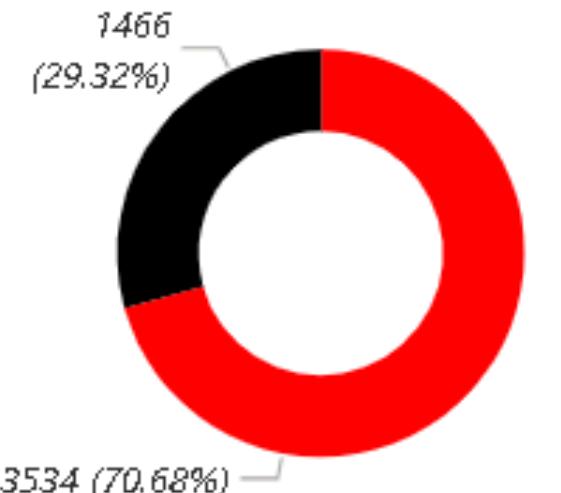
Reason for Leaving

All

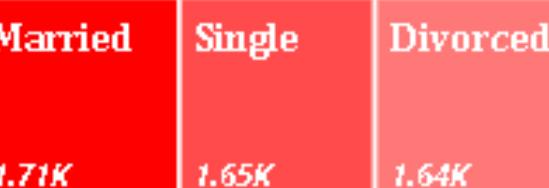
Employees vs. Attrition by Year of Joining



Employment Status

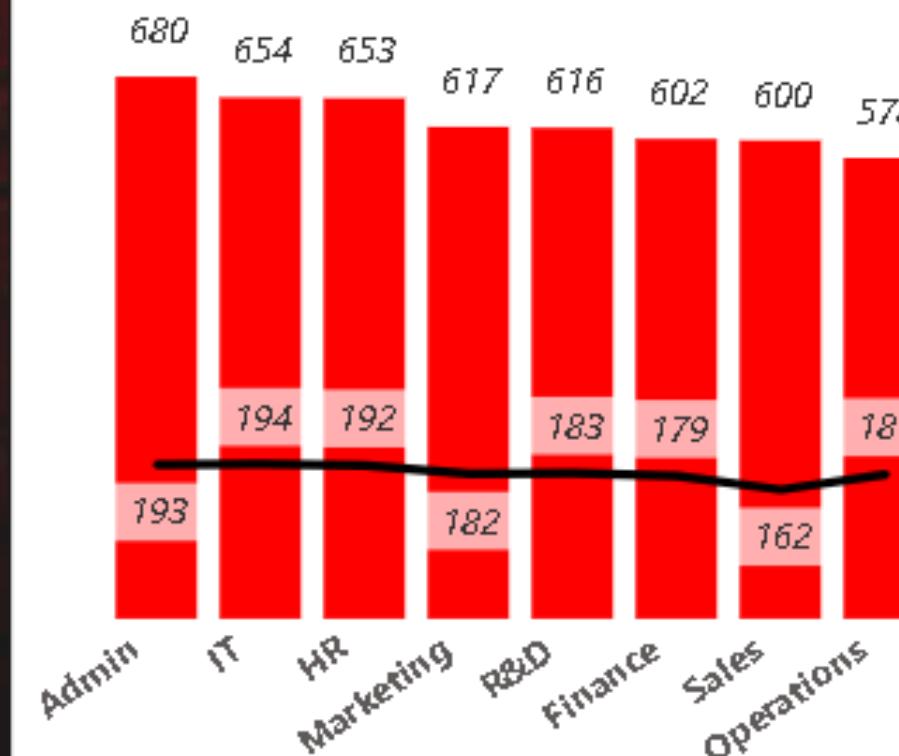


Status:
● Active
● Left

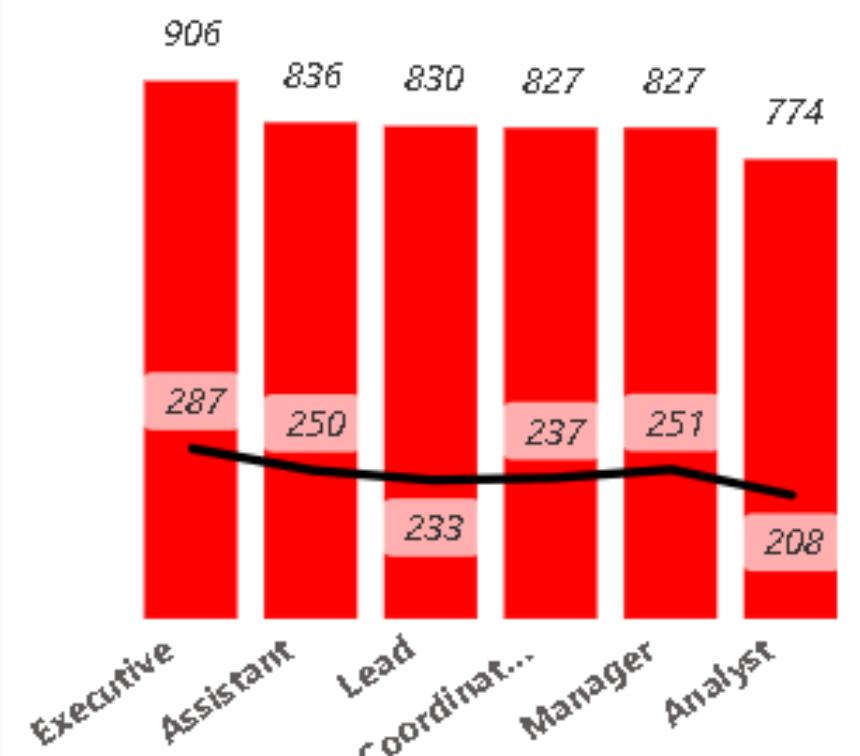


RESET

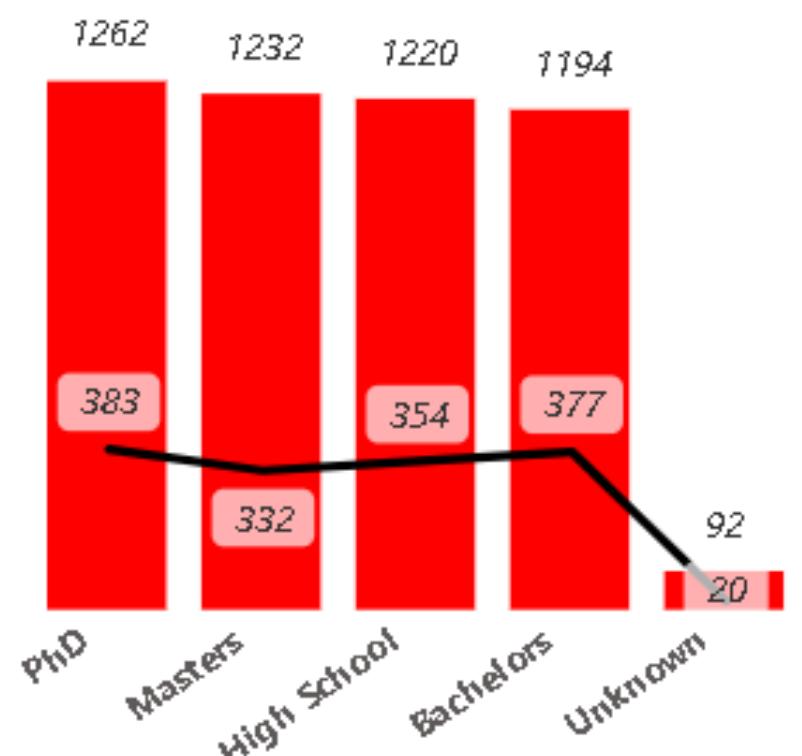
Employees vs. Attrition by Department



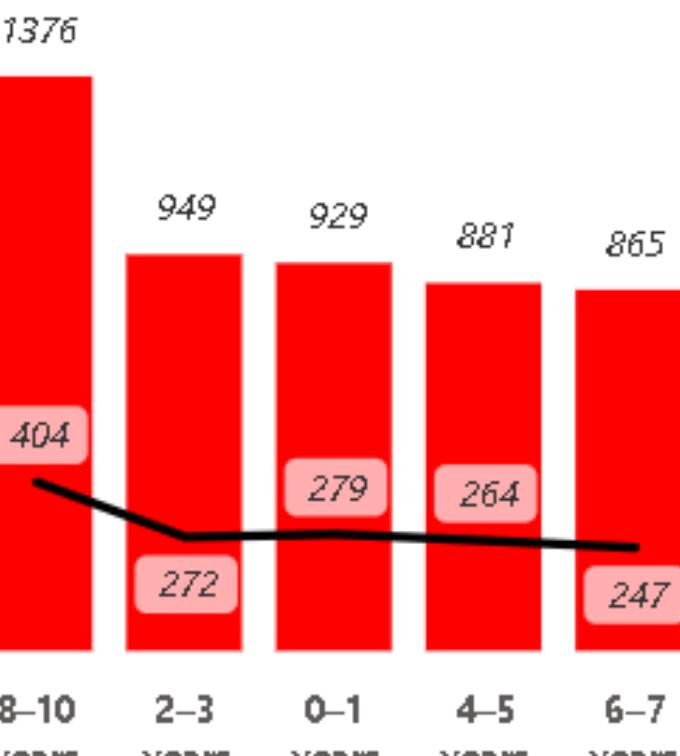
Employees vs. Attrition by Job Role



Employees vs. Attrition by Education



Employees vs. Attrition by Tenure



DETAILED INSIGHTS



Attrition Rate

Forecast employees likely to leave



Average Tenure

Analyze employee duration in positions



Department-wise Insights

Assess department performance against others



Gender & Age Diversity

Evaluate trends by gender and age

BUSINESS IMPACT & RECOMMENDATIONS

BUSINESS IMPACT

- Valuable insights into attrition patterns enable targeted employee retention strategies
- Improved understanding of high-risk groups for attrition allows better resource allocation
- Enhanced organizational stability by addressing the factors contributing to employee turnover

RECOMMENDATIONS

- Implement retention initiatives such as mentorship and career development programs
- Offer targeted training for managers to recognize and address turnover risks
- Review compensation structures to remain competitive and equitable

CONCLUSIONS

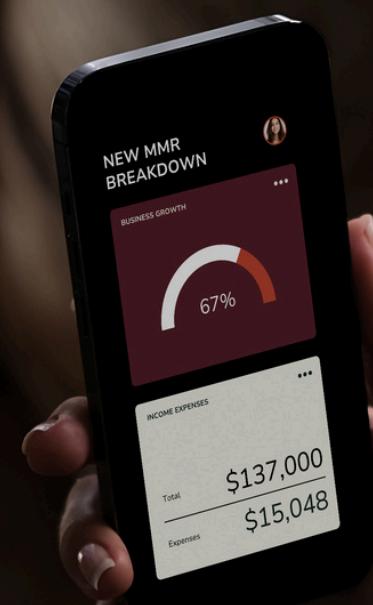
ABDULLAH'S CORPORATION

NEXT YEAR PLANS

We plan to expand this project by integrating additional HR data sources, exploring predictive analytics for future employee trends, and enabling real-time data updates to support faster and more informed decision-making.

IMPROVEMENTS

We'll work on improving data accuracy, cleaning processes, and enhancing dashboard interactivity. Our goal is to streamline the reporting experience and make insights even easier for stakeholders to understand and act on.



GROUND

THE INDUSTRY'S HISTORY

WE WANT TO SAY

THANK YOU

FOR YOUR ATTENTION

