

HR Attrition Analytics Dashboard

Analyzing employee attrition, satisfaction, income & experience trends

Attrition Rate (%)

16%

Employees Left

237

Avg Monthly Income

6.50K

Total Employees

1K

Objectives

- Identify overall employee attrition rate and trends
- Analyze attrition by **department, job role, and job level**
- Evaluate the impact of **job satisfaction, environment satisfaction, salary hike, and tenure**
- Enable data-driven decisions to reduce future attrition

Business Problem

Employee attrition is impacting organizational stability, productivity, and hiring costs.

Management lacks a consolidated view to understand **why employees leave, which groups are most affected, and how factors like job satisfaction, compensation, and experience influence attrition.**

Dash Boards

Attrition Overview

DEPARTMENT & JOB ANALYSIS

EMPLOYEE DEMOGRAPHICS

COMPENSATION & EXPERIENCE ANALYSIS

Data Source: IBM HR Analytics Employee Attrition & Performance

Created By: Abhishek Biswas

Role: Aspiring Data Analyst

Tools Used :-



(EDA, Cleaning)



(Joins, CTEs, Aggregations)



(DAX, Modeling)

Employee Attrition Overview

Total Employees

112

Employees Left

24

Attrition Rate (%)

21%

Avg Years at Company

6.9

Department Filter

Human Reso...

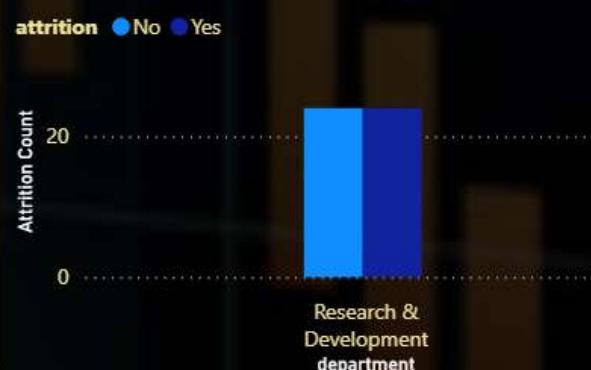
Research & D...

Sales

Attrition by Job Role



Attrition by Department



Human Resources

Research & Development

Sales

Marital Status

Divorced

Married

Single

Overtime Status

No

Yes

Gender Filter

Female

Male

Attrition Distribution



High Attrition Job Roles

jobrole	department	Attrition Count	Avg Monthly Income	Avg Job Satisfaction
Healthcare Representative	Research & Development	1	7,847.08	3.23
Laboratory Technician	Research & Development	9	3,015.90	2.45
Manager	Research & Development		15,441.20	2.80
Manufacturing Director	Research & Development	2	7,908.17	2.48
Research Director	Research & Development		16,056.27	2.36
Total		24	6,595.51	2.58

Department & Job Role Insights

Avg Job Satisfaction

2.73

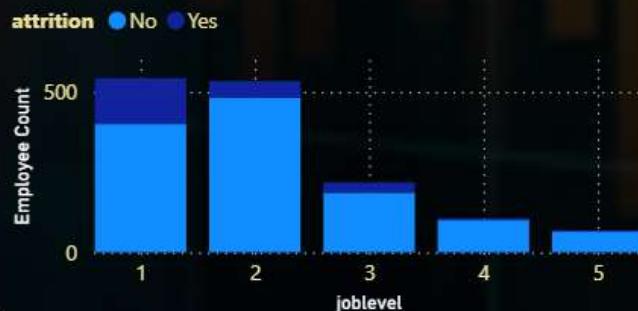
Avg Environment Satisfaction

2.72

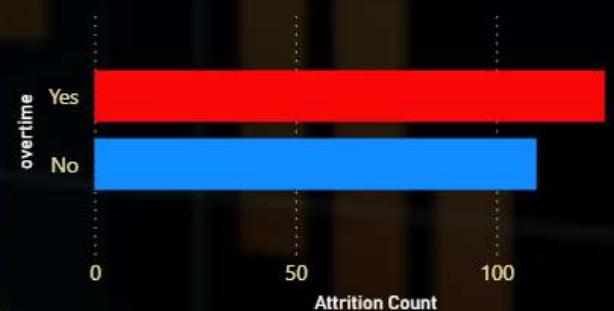
Avg Work-Life Balance

2.76

Attrition Distribution by Job Level



Overtime vs Attrition



Job Satisfaction vs Attrition

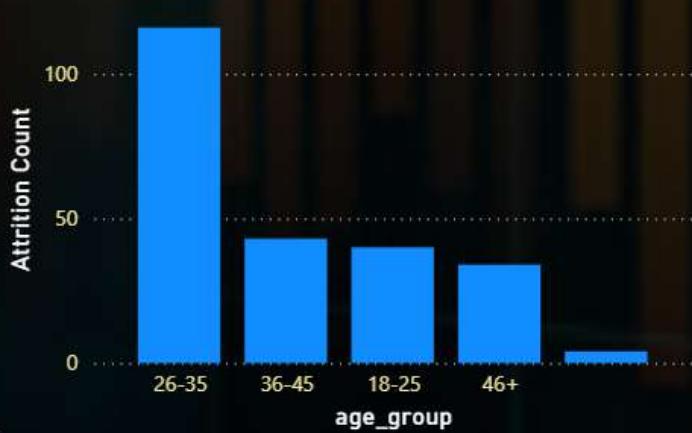
jobrole	No	Yes	Total
Healthcare Representative	2.79	2.78	2.79
Human Resources	2.68	2.17	2.56
Laboratory Technician	2.77	2.44	2.69
Manager	2.72	2.40	2.71
Manufacturing Director	2.69	2.60	2.68
Research Director	2.71	2.50	2.70
Research Scientist	2.94	2.43	2.77
Total	2.78	2.47	2.73

Department Performance Summary

department	Avg Monthly Income	Avg Job Satisfaction	Attrition Rate %
Sales	6,959.17	2.75	21%
Human Resources	6,654.51	2.60	19%
Research & Development	6,281.25	2.73	14%
Total	6,502.93	2.73	16%

Employee Demographics Analysis

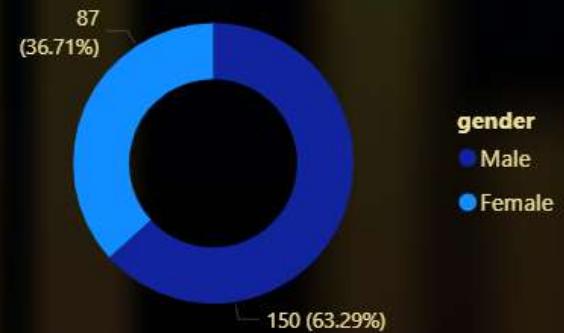
Attrition by Age Group



Demographic Attrition Summary

age_group	gender	maritalstatus	Attrition Rate %
	Female	Single	25%
	Male	Single	75%
18-25	Female	Married	36%
18-25	Female	Single	54%
18-25	Male	Divorced	9%
18-25	Male	Married	26%
18-25	Male	Single	42%
26-35	Female	Divorced	16%
26-35	Female	Married	16%
Total			16%

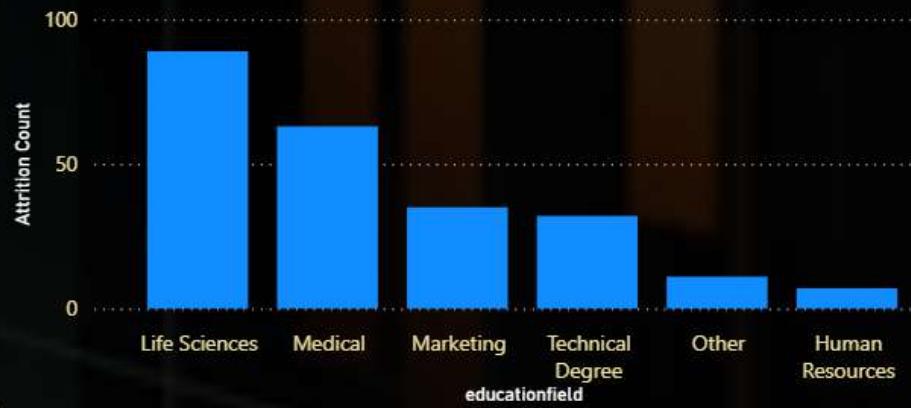
Attrition Distribution by Gender



Attrition by Marital Status



Attrition by Education Field



Compensation & Experience Insights

Avg Monthly Income

6.50K

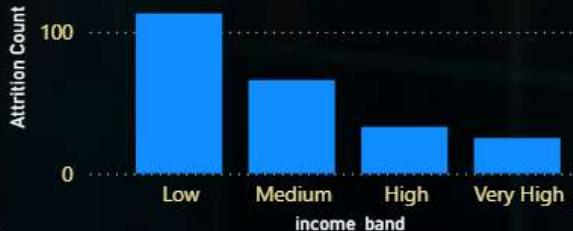
Avg Salary Hike %

15.21

Avg Total Working Years

7.01

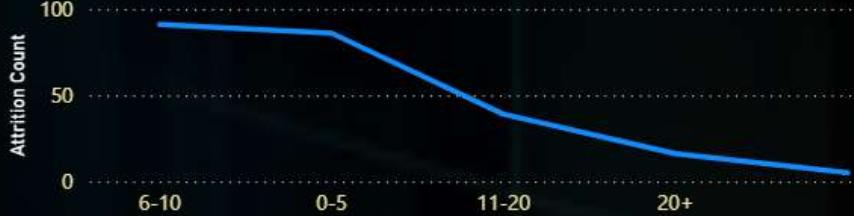
Attrition by Income Band



Monthly Income vs Years at Company



Attrition Trend by Experience Group



High Risk Employees (Low Income & High Attrition)

jobrole	department	income_band	Sum of yearsatcompany	attrition
Sales Representative	Sales	High	8	No
Sales Representative	Sales	Low	116	No
Sales Representative	Sales	Low	48	Yes
Sales Representative	Sales	Medium	49	No
Total				10302