INFORMATION TECHNOLGY INSTITUTE

EMPLOYEE ATTRITION ANALYSIS

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Power BI Case Study

Project Overview:

Power BI case study to represent the analysis of "ABC Corporation" data for better understanding the attrition causes.

Modeling:

- The attrition is the primary **business process** we are focusing on. As such, our attention will be directed towards **key metrics**, specifically the attrition rate and total attrition.
- In the context of our model, we view the employee as the **grain**.
- We defined three primary **dimensions** for analyzing attrition:

  1. Employee Information
  2. Employee Survey Data
  3. Employee Key Performance Indicators (KPIs)

Key Findings and Insights.

In summary, our findings reveal that the total attrition stands at **711** employees, representing **16.12%** of the total workforce, exceeding the recommended threshold of **10%** set by experts.

Regarding Employee Info

- **Younger** employees with **college** degrees tend to leave the company more often than older employees with higher education.
  Insights: This might be because younger employees have fewer responsibilities and are more eager to explore new career opportunities, without prioritizing career stability initially.

- The highest attrition rate, at **36.1%,** is observed among employees with a background in the Human Resources field, Also Human Resources department has the highest attrition rate among all departments with **30.16%.**
  Insights: There may be specific challenges inherent to roles within the Human Resources field, such as high workload, stress, and burnout due to dealing with sensitive employee issues and organizational changes.

- The segment with the lowest salary range, **up to 20K**, have the highest attrition rate, reaching **24.2%**.
  Insights: Lower salary levels may contribute to lower job satisfaction among employees in this segment, leading to decreased motivation and higher turnover rates.

- Employees reside **far** from work have attrition rate of **18.3%**.
  Insights: Employees tend to work in companies near their home.

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Regarding Employee Survey Data

- People with **Bad work life Balance**, **Low Job Satisfaction** and **low Environment Satisfaction** represent the majority of attrition rate with percentages of **31.38%**, **22.9%** and **25.21%** respectively.
  Insights: This highlights the interconnected nature of work-related stressors and dissatisfaction with organizational factors in driving turnover.

- Employees with the **Least Job Involvement** exhibit the highest attrition rate at **21.69% .**
  Insights: lack of engagement or connection to their work responsibilities may contribute significantly to turnover within the organization.

Regarding Employees KPIs

- Employees with the **highest AVG Working Duration**, **Highest AVG Overtime Hours** and the **Fewest** with **Absent days** are likely to be the highest in the attrition rate with percentages of **29%**, **29.9%** and **19.35%** respectively.
  Insights: It highlights the importance of maintaining a healthy work-life balance and managing workload effectively to prevent burnout.

Recommendations

1. **For younger employees with college degrees:**
   - Provide career development paths and mentorship.
   - Offer engaging work opportunities.

2. **For Human Resources roles:**
   - Streamline workload and offer leadership training.
   - Promote work-life balance.

3. **For employees in the lowest salary range:**
   - Review salaries and offer advancement opportunities.

4. **For employees residing far from work:**
   - Offer remote work options and transportation assistance.

5. **For those with work-life balance, job satisfaction, and environment issues:**
   - Conduct regular feedback sessions and provide stress management resources.

6. **For employees with low job involvement:**
   - Encourage participation in decision-making and offer training.

7. **For those with high working duration and overtime:**
   - Implement workload management and encourage breaks.