

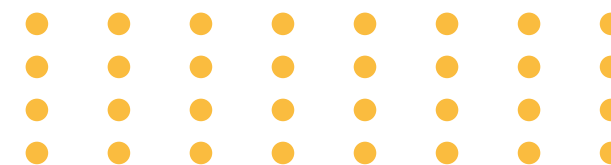


HR ANALYTICS DASHBOARD – EMPLOYEE ATTRITION ANALYSIS

Using Power BI



The Strategic Role of HR in
Organizational Growth



Amar Adagale
amaradagale93@gmail.com

INTRODUCTION ● ● ●

This project presents an HR Analytics Dashboard for Employee Attrition Analysis, developed in Power BI under the guidance of Uniko Academy and mentors. The goal is to analyze attrition patterns, identify key factors, and provide actionable insights to improve employee retention.



INTRODUCTION ● ● ●

Employee attrition is a critical challenge for organizations, leading to increased recruitment costs, reduced productivity, and cultural imbalance. This project focuses on identifying the main causes of attrition using a dataset of 10,000 employee records covering demographics, job roles, satisfaction levels, overtime, salary hikes, and attrition status.



The analysis addresses ten key business problems: identifying the overall attrition rate, departments and job roles with the highest attrition, the impact of overtime, salary hikes, job satisfaction, work-life balance, environment satisfaction, travel frequency, years in the same role, and other contributing factors.



Dashboard was designed to answer critical business questions around employee attrition, including:

- ◆ What is the overall attrition rate?
- ◆ Which departments and job roles face the highest attrition — and why?
- ◆ How do job role, tenure, and salary hikes impact attrition?
- ◆ Is there a correlation between work-life balance, overtime, and business travel with higher attrition?
 - ◆ How do job satisfaction and environment satisfaction affect employee retention?
- ◆ Does the number of years in the same role increase the likelihood of leaving?

BUSINESS PROBLEMS





DASHBOARD OVERVIEW



The dashboard provides an interactive platform with filters for gender, job role, and job level. It presents KPIs such as attrition rate, active employee count, and average age, along with detailed visualizations for deeper insights. The dashboard enables HR leaders to quickly identify problem areas and make informed decisions.

KEY METRICS

● Total Employees

The dataset includes 10,000 employees in total.

● Active Employees

The remaining 7,753 employees are still active in the organization.



Attrition Overview ●

Out of these, 2,247 employees left, leading to an attrition rate of 22.47%.

Average Age of Employee ●

Average age of 40 years, indicating a balanced mix of early and mid-career professionals.

ATTRITION BY JOB FACTORS



Attrition is not evenly distributed across the organization. The highest attrition is observed among Software Developers, Consultants, QA, and IT roles. Departments such as Cyber Security and Software Development are most impacted. Mid-career employees are more likely to leave compared to freshers or senior employees.

ATTRITION BY WORK CONDITIONS

Work conditions significantly influence attrition. Employees with low job satisfaction and poor work-life balance scores are much more likely to leave the organization. Environment satisfaction also shows a strong correlation, with employees rating their work environment poorly being more prone to attrition.

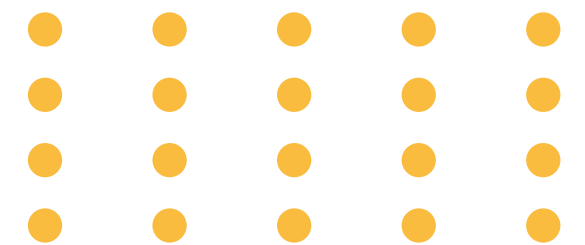
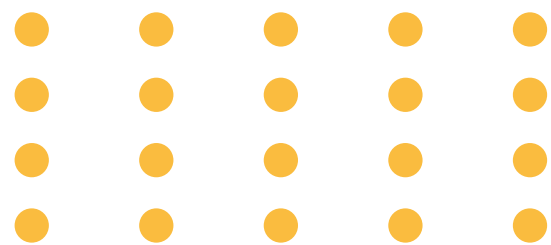




ATTRITION BY OVERTIME & BUSINESS TRAVEL



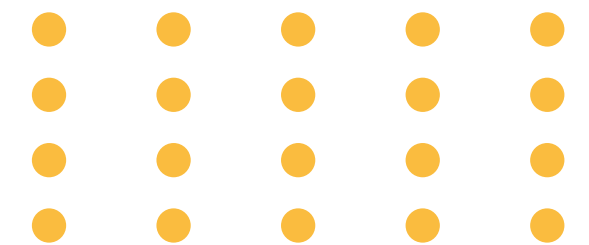
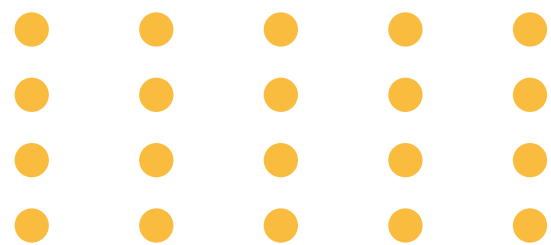
Workload and travel are major drivers of attrition. Nearly 64% of employees who worked overtime ended up leaving, while 52% of frequent business travelers also left the company. These insights highlight burnout and fatigue as key factors contributing to employee turnover.





● ATTRITION BY COMPENSATION & ● TENURE

Compensation and tenure patterns reveal that employees receiving 0–10% salary hikes are the most dissatisfied and show the highest attrition. Employees with 5–6 years of tenure also have a higher probability of leaving, often due to limited career progression opportunities and salary stagnation.

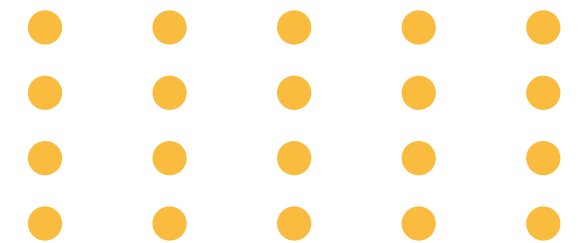
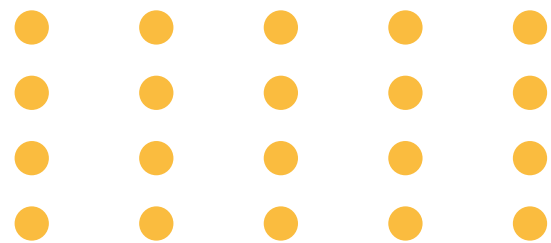




CONCLUSION & RECOMMENDATIONS



The analysis shows that workload, pay dissatisfaction, and career stagnation are the primary drivers of attrition. Mid-career employees and technical roles face the highest risk. To improve retention, organizations should focus on competitive pay, structured career growth, better work-life balance, and policies targeting employee satisfaction. Special acknowledgment goes to Uniko Academy and mentors for their support in this project.



THANK
YOU ...

