

HR Analytics

OBJECTIVE

Help an organization to improve employee performance and improve employee retention (reduction retention) by creating a HR Analytics dashboard. Determine key reason of attrition of employees.

INFERENCES

Below are the insights from the HR Analytics dataset:

- Attrition Rate of employees in the company is 16.21%. Average age of employee working in the company is 37.
- Looking at the Attrition by Age chart we can infer that employees in the age gap of 26-35 are more likely to leave the company.
- Looking at the Attrition count by Year at Company chart we can infer that employees are more likely to leave the company after 1 or 2 years and again we can also observe increase in attrition rate when employees work in company for 10 years.
- Employees earning less than or equal to 5k are more likely to leave the company.
- Top 5 Roles where attrition count is more are: "Laboratory Technician, Sales Executive, Research Scientist, Sales Representative and Human Resource.
- Employees whose education background is Medical (31.6%) or Life Sciences (41.2%) are more likely to leave the company.