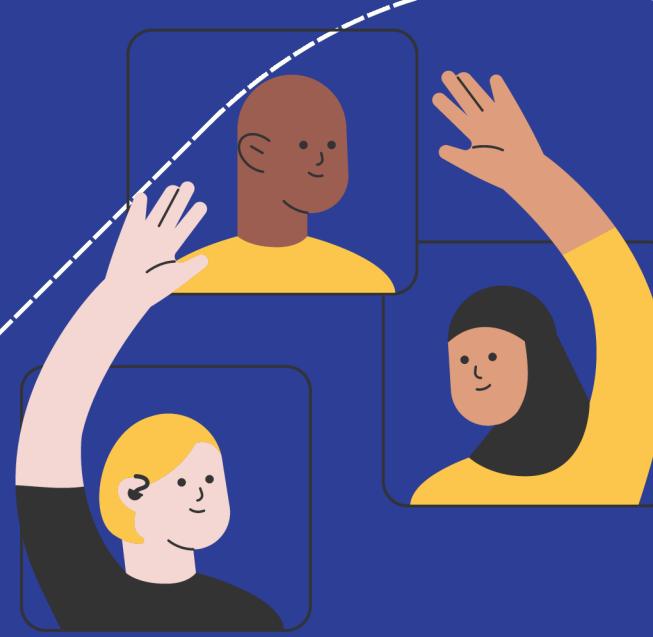




HR EMPLOYEE ATTRITION ANALYSIS



Anuja Kalambe

OBJECTIVE

- This project uses SQL Server for data preparation and Power BI for visualizing key factors driving employee attrition.
- The goal is to uncover high-risk roles and conditions impacting employee retention and provide actionable insights.

Sales roles with travel/overtime = 100% attrition. Overall attrition: 16%



Attrition rises from 31% to 66% with true overtime.



Insights

- Young Professionals show higher-than-expected attrition risk across roles.
- Sales Representatives face the highest attrition—regardless of age or overtime.
- Without overtime, poor environment & job satisfaction push some roles past 50% attrition.
- Lab Technicians face triple risk: low salary, poor job satisfaction, and bad environment.
- With overtime, Lab Technician attrition spikes to 50%—14 more employees at direct risk

Key Roles for Attrition

- Frequent Business Travel + low satisfaction & bad environment = top attrition trigger.
- False overtime risk: Attrition rises from 10% → 21% when paired with poor work conditions.
- True overtime risk: Attrition jumps from 31% → 66% with poor job & environment factors.
- Unchecked, overall attrition can rise from 16% → 35% across the organization.
- Research Directors, despite low attrition, show warning signs due to high salary imbalance.
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Tools and workflows

ToolPurpose



SQL Server: Extracted insights through custom queries (e.g., attrition by role, overtime trends)



Power BI: Built interactive dashboards to visualize and present key patterns

TAKEAWAY

“Salary alone can’t retain employees when work conditions remain harsh.”

Thank you



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🔗 GitHub Profile: <https://github.com/Anujak-3/HR-Attrition-Dashboard>