**1. Introduction**

This report provides a **data-driven analysis** of employee **exit rates, hiring trends, and net hiring growth** using **SQL and Power BI**. The objective is to understand **key workforce trends** and provide actionable insights to help HR teams optimize **employee retention, hiring strategies, and workforce stability**.

**📊 2. Key Findings**

**📌 Exit Rate Analysis**

The **Exit Rate** was calculated using SQL queries and implemented in Power BI for visualization.

**SQL Query Used:**

SELECT Gender, COUNT (Exit Date) \* 100.0 / COUNT(StartDate) AS Exit Rate

FROM Employee

GROUP BY Gender;

**Power BI Formula (DAX):**

Exit Rate = DIVIDE (COUNT (Employee [Exit Date]), COUNT (Employee [StartDate]), 0)

**Results:**

🔹 **Overall Exit Rate: 50.36%**  
🔹 **Male Exit Rate: 49.64%**  
🔹 **Female Exit Rate: 50.36%**

✅ **Key Insight:**

* The exit rate is **almost equal for males and females**, indicating **no significant gender-based difference** in turnover.

**📌 Hiring Rate Analysis**

A **Hiring Rate by Gender** analysis was performed using **SQL and Power BI visualizations**.

**SQL Query Used:**

SELECT

Gender,

COUNT(StartDate) \* 100.0 / (SELECT COUNT (\*) FROM Employee) AS Hiring Rate

FROM Employee

GROUP BY Gender;

**Results:**

🔹 **Overall Hiring Rate:** **50% Male, 50% Female**

✅ **Key Insight:**

* **Equal hiring of males and females** suggests a **fair and balanced recruitment strategy** within the organization.

**📌 Net Hiring Rate Analysis**

To assess **workforce growth**, the **Net Hiring Rate** was calculated as:

**DAX Formula in Power BI:**

Net Hiring Rate = [%GT Hiring Rate] - [%GT Exit Rate]

**Results:**

🔹 **Net Hiring Rate: 0.51 (51%)**

✅ **Key Insight:**

* A **51% Net Hiring Rate** indicates **positive workforce growth**, meaning **more employees are joining than leaving**.
* The **KPI visual trend** highlights **fluctuations in hiring rates**, indicating **varying workforce expansion over time**.

**🎯 3. Recommendations**

**✔ Reduce Exit Rate**

🔹 **Conduct exit interviews** to understand why employees leave.  
🔹 Improve work conditions in **departments with high attrition rates**.  
🔹 Implement **employee engagement programs** to boost **job satisfaction**.

**✔ Optimize Hiring Strategies**

🔹 Maintain a **Net Hiring Rate above 50%** to **ensure workforce stability**.  
🔹 Monitor **hiring trends by department** to prevent workforce shortages.  
🔹 **Prioritize diversity hiring strategies** to maintain **gender balance**.

**✔ Improve Employee Retention**

🔹 Offer **mentorship programs** for new employees.  
🔹 **Analyse exit trends over time** to make **proactive HR decisions**.  
🔹 Provide **career growth opportunities** to retain high-performing employees.

**📎 4. Appendix (Supporting Data & Visuals)**

1️ **Power BI Dashboard Screenshots** (Attach visuals showing exit rate, hiring rate, and net hiring trends).  
2️ **SQL Queries Used** (List all SQL queries for data retrieval, calculations, and analysis).  
3️ **DAX Formulas** (Include calculations used in Power BI visuals).

**Conclusion**

This report provides **clear, data-driven insights** into the **hiring and exit trends** within the organization. By implementing the **recommended strategies**, HR teams can **reduce employee turnover, enhance workforce retention, and optimize recruitment policies**.

🔹 **Overall, the Net Hiring Rate of 51%** indicates a **healthy workforce expansion**, but continuous monitoring is required to **maintain this stability in the long run**.

**SQL Query Used:**

SELECT

empid,

Department,

PerformanceScore

FROM Employee

ORDER BY PerformanceScore DESC;

**Key Findings:**

🔹 **High-Performing Departments:** The **Production** department has the highest average performance score, followed by **IT/IS and Sales**.  
🔹 **Impact of Training on Performance:** Employees who participated in **more training programs** showed **higher performance scores**.  
🔹 **Exit Rate & Performance Correlation:** Employees with **lower performance scores** had a **higher likelihood of exiting the organization**.

**Power BI Insights:**

✅ **Visualized Performance Scores across Departments** using **bar charts and scatter plots**.  
✅ **Trend analysis** showed a **direct relationship between training participation and performance improvements**.  
✅ **Performance-based attrition rates** indicate **low-performing employees are more likely to leave**, which highlights the **need for better skill development programs**.

**Recommendations:**

✔ Implement **mentorship programs** for employees with low performance scores.  
✔ Conduct **frequent training assessments** to ensure training **effectively improves performance**.

✔ Track **performance trends over time** to predict and reduce **potential employee exits**.