

Business Problem Document – HR Employee Attrition Analysis

Business Problem Statement

A company is experiencing increasing employee attrition, which impacts productivity, hiring costs, and team stability. The HR team lacks clear visibility into the factors influencing employee turnover across departments, job roles, salary levels, and work conditions. Understanding why employees leave is critical to improving retention and workforce planning.

You are tasked with analyzing the HR employee dataset to answer the following business question:

“What are the key factors driving employee attrition, and how can the organization reduce turnover through data-driven HR strategies?”

Deliverables

- 1. Data Preparation & Cleaning (Python)**
 - Clean and preprocess employee data for analysis
 - Handle missing values and standardize columns
- 2. Data Analysis (SQL)**
 - Analyze attrition trends across departments, job roles, salary, and overtime
 - Identify high-risk employee segments
- 3. Visualization & Insights (Power BI)**
 - Build an interactive dashboard showing attrition metrics and trends
- 4. Report & Recommendations**
 - Summarize insights and propose actionable HR retention strategies
- 5. GitHub Repository**
 - Maintain structured code, SQL scripts, dashboards, and documentation.