EMPLOYEE ATTRITION REPORT DOCUMENT

Data - Dataset based on the attrition of employees made by data scientists of IBM

Data Analysis – MySQL Workbench

Data Visualisation – PowerBI

Steps Involved:

i. Importing data
ii. Data Cleaning
iii. Data Analysis (using SQL)
iv. Visualization in PoweBI
v. Report Summary

Summary of Findings:

1. 16% (237) of Employees get their attrition out of 1470.
2. Employees with attrition do not depend much upon the Mode of Work as employees with office and work from home are 115 and 122 respectively.
3. There are more male employees which are 882 than female employees which are 588, Therefore those who take attrition also have more male employees which is 150 than 87 female employees.
4. The youngest employee who has taken attrition has an age of 18 and the oldest has an age of 58.
5. From the Area Chart of Count of Employees and Age we can easily conclude that the highest number of employees are between the 29-36 age group where the highest number of Attrition takes place.
6. Laboratory Technician, Sales Executive, Research Scientist, and Sales Representative are the top four Job Roles getting attrition as 62, 57, 47, and 33 attritions respectively out of 237 attritions.
7. From the Stacked Area Chart between Count of Employees By Distance from Home and Attrition we can see that there is such a gap between these areas, so the Attrition of employees is not dependant on distance from home.
8. The department with the most Attrition is Research and Development which is 133 then Sales has 92 Attrition and Human Resources has 12 Attrition.
9. By analyzing Business Travel, we can conclude that Employees with Rarely Travel wants more attrition as compare to Frequent Travel and Non-Travel Employees.

Conclusion:

- Male employees who are between the ages of 30-40 years from the Research & Development Department having Laboratory Technician roles who have fewer chances of travel from the company are more prone to attrition.