**HR Analytics - Employee Attrition Prediction**

**Project Overview**

This project analyses employee attrition trends and predicts potential attrition using **Power BI** and **Excel**. The goal is to help HR teams identify key factors affecting employee retention and take proactive measures to reduce turnover.

**Dataset**

* **Source**: HR Employee Records
* **Size**: 56221 records

**Technology Stack**

* **Power BI**: Data visualization & dashboard creation
* **Excel**: Data cleaning, transformation, pivoting and basic analysis

**Key Insights & Features**

✔ **Attrition Rate Analysis**   
✔ **Department-Wise Attrition**   
✔ **Salary vs. Attrition**   
✔ **Job Satisfaction & Attrition**  
✔ **Age Distribution**   
✔ **Predictive Analysis**

**Dashboard Features (Power BI)**

📊 **Interactive Filters** – Filter by department, gender, servicing years  
📌 **Key Metrics** – Avg. tenure, avg. salary, high-risk departments

**Conclusion**

This project provides actionable insights into **employee attrition** patterns, helping HR teams reduce turnover and improve employee satisfaction.

**Screenshots**

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**How to Use**

Download the Excel dataset from the repository  
Open the Power BI file (.pbix)  
Explore insights using interactive dashboards

**Future Improvements**

🔹 Integrate **Machine Learning** for predictive attrition modelling  
🔹 Use **SQL** for better data management  
🔹 Expand dataset for better insights

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**🔗 GitHub Repo:** [**https://github.com/Charu-Goswami2406**](https://github.com/Charu-Goswami2406)