

HR Analytics – Employee Attrition Analysis

Employee attrition is a major challenge for organizations, as high turnover leads to increased hiring costs, loss of productivity, and reduced employee morale. Understanding why employees leave is critical for improving workforce stability and long-term organizational performance. This project aims to analyze employee HR data to identify the key factors influencing attrition. The analysis focuses on salary, job role, department, tenure, overtime, and demographic characteristics to uncover meaningful patterns. The objective is to provide data-driven insights that support HR teams in designing effective retention strategies, reducing turnover rates, and improving overall employee satisfaction.

Project Objectives:

- Calculate overall employee attrition rate.
- Identify departments and job roles with high attrition.
- Analyze the impact of salary and overtime on attrition.
- Examine attrition trends based on tenure and demographics.
- Provide actionable business recommendations for retention.