ATLAS LABS

HR Analysis in Power BI

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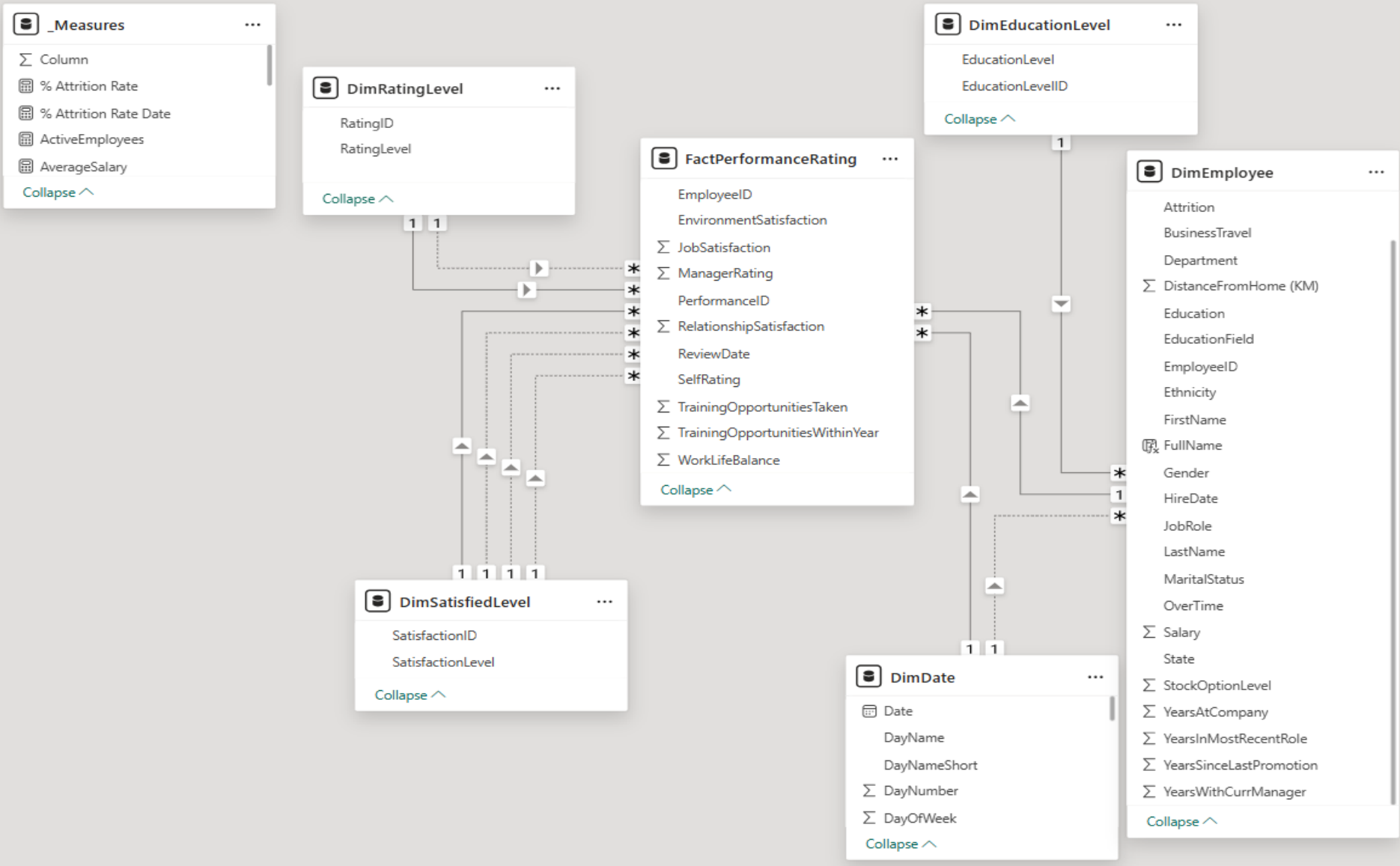
Project Objectives

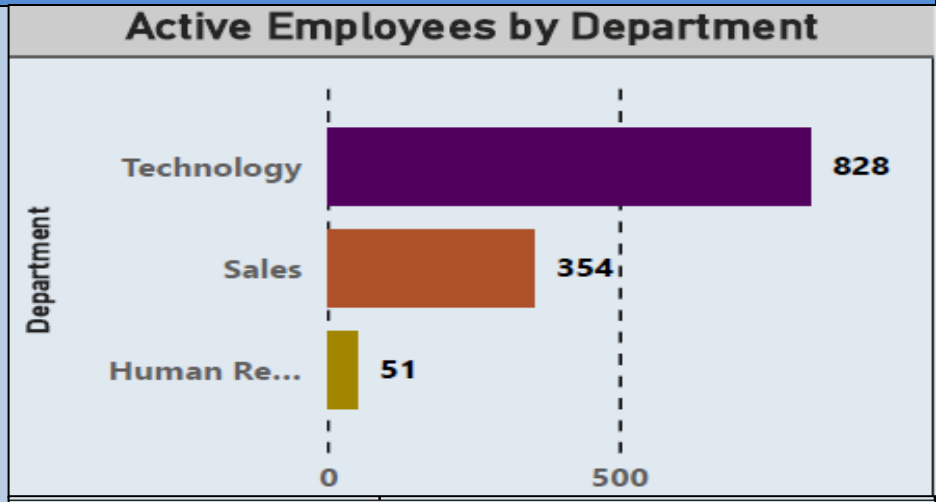
- Monitor key HR metrics on employees
- Understand what factors impact attrition
- Evaluate department-wise hiring trends
- Analyze workforce demographics and employee attrition trends
- Study employee satisfaction and rating levels
- Provide actionable recommendations to improve HR strategies

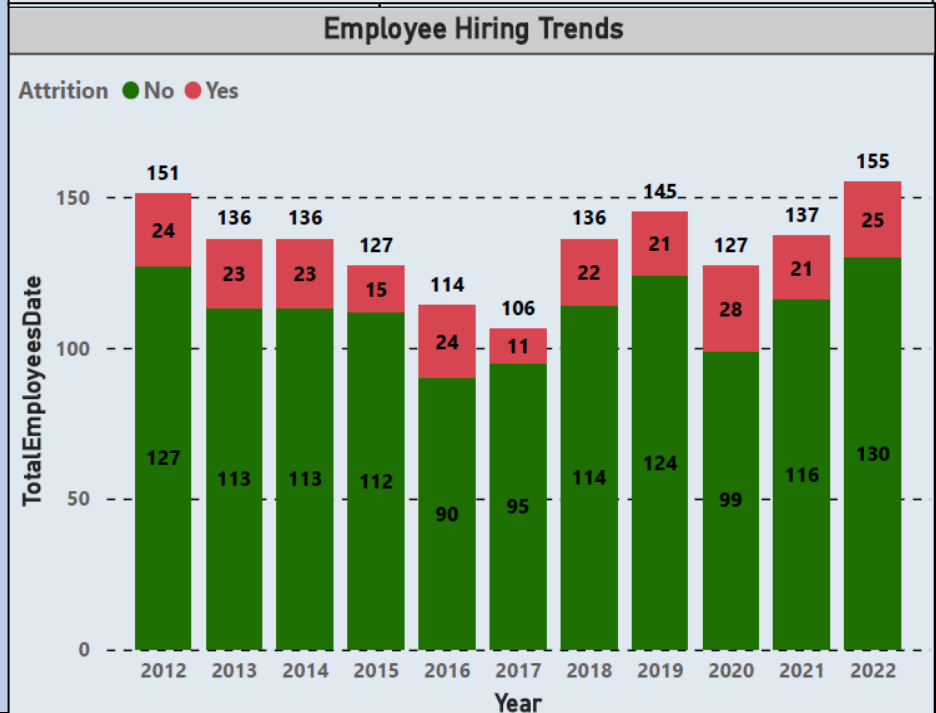
Dataset


_Measures
Column
% Attrition Rate
% Attrition Rate Date
ActiveEmployees
AverageSalary
Collapse
DimRatingLevel
RatingID
RatingLevel
Collapse
DimEducationLevel
EducationLevel
EducationLevelID
Collapse
FactPerformanceRating
EmployeeID
EnvironmentSatisfaction
JobSatisfaction
ManagerRating
PerformanceID
RelationshipSatisfaction
ReviewDate
SelfRating
TrainingOpportunitiesTaken
TrainingOpportunitiesWithinYear
WorkLifeBalance
Collapse
DimEmployee
Attrition
BusinessTravel
Department
DistanceFromHome (KM)
Education
EducationField
EmployeeID
Ethnicity
FirstName
FullName
Gender
HireDate
JobRole
LastName
MaritalStatus
OverTime
Salary
State
StockOptionLevel
YearsAtCompany
YearsInMostRecentRole
YearsSinceLastPromotion
YearsWithCurrManager
Collapse
DimSatisfiedLevel
SatisfactionID
SatisfactionLevel
Collapse
DimDate
Date
DayName
DayNameShort
DayNumber
DayOfWeek
Collapse

Overview

- Total Employees = 1470
- Number of active employees = 1233
- Technology – largest dept with 828 active employees
- Fluctuations in attrition – deeper analysis for reasons & insights

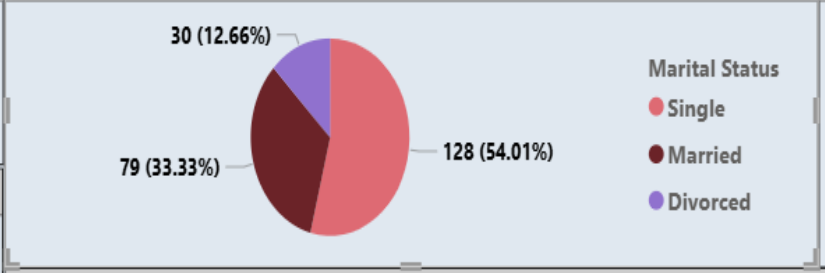




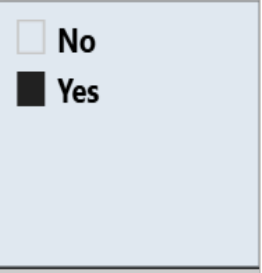
Impact of Demographics on Attrition

Youngest Employee	Oldest Employee
18	48

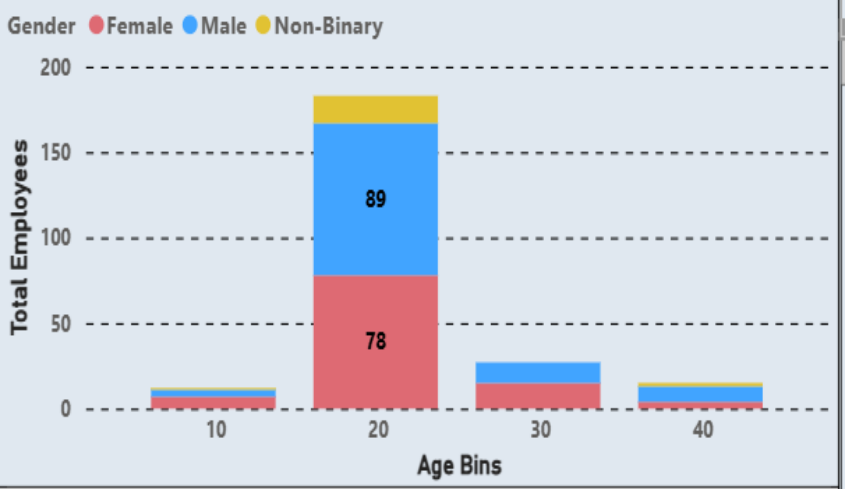
Employees by Marital Status



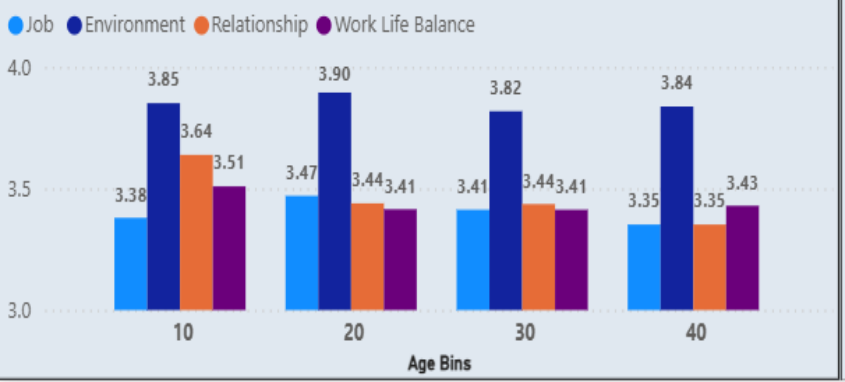
Attrition



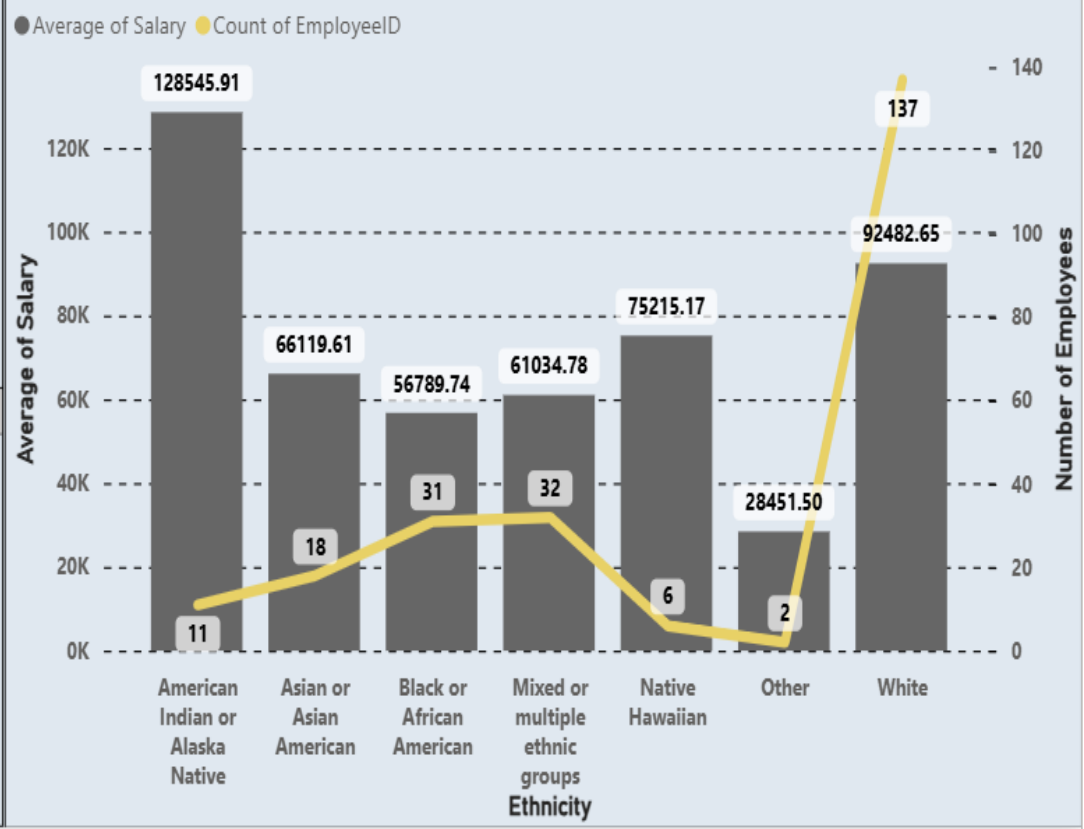
Employees by Age and Gender



Average Satisfaction Levels



Employees by Ethnicity and Average Salary



Impact of Demographics on Attrition

- Highest percentage of employees who left are in age-group of 20s – lost younger workforce
  - Environment dis-satisfaction
- Whites – highest number of employees who left
  - Require further analysis
- Black-African American, Mixed ethnic - employees who left had
  - Lower average salary
- Single employees are leaving at a higher rate
  - Overall low environment and job satisfaction
- Married - moderate attrition
  - Low work-life and relationship satisfaction

Performance Trackers

- Dashboard tracks an individual employee's satisfaction levels and performance ratings over time

Select Employee

Este

- Esteban Guiraud
- Estelle Chung
- Forester Bentjens
- Garrett Forrester
- Michelina Chester

Start Date

07/15/2018

Last Review Date

03/24/2022

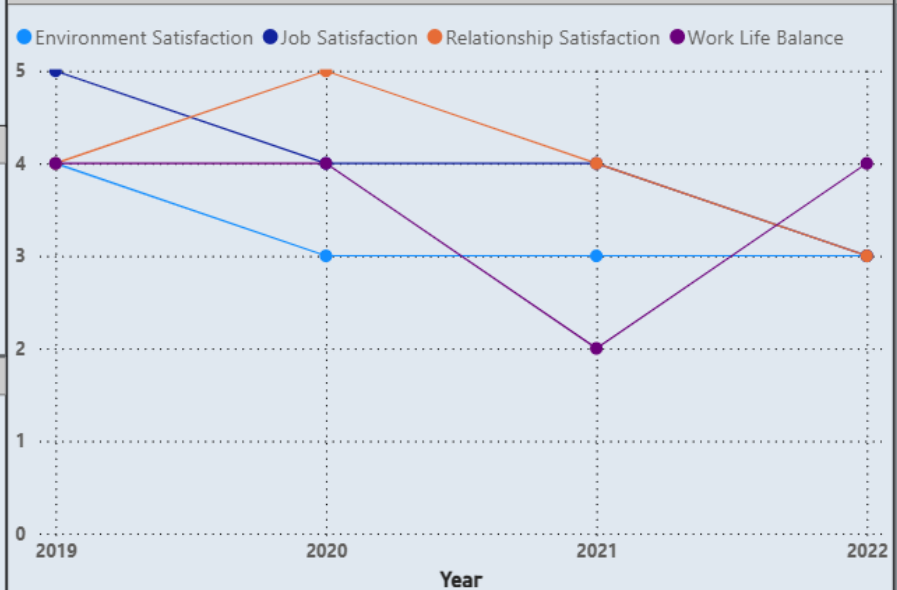
Next Review Date

03/24/23

Satisfaction ID	Satisfaction Level
5	Very Satisfied
4	Satisfied
3	Neutral
2	Dissatisfied
1	Very Dissatisfied

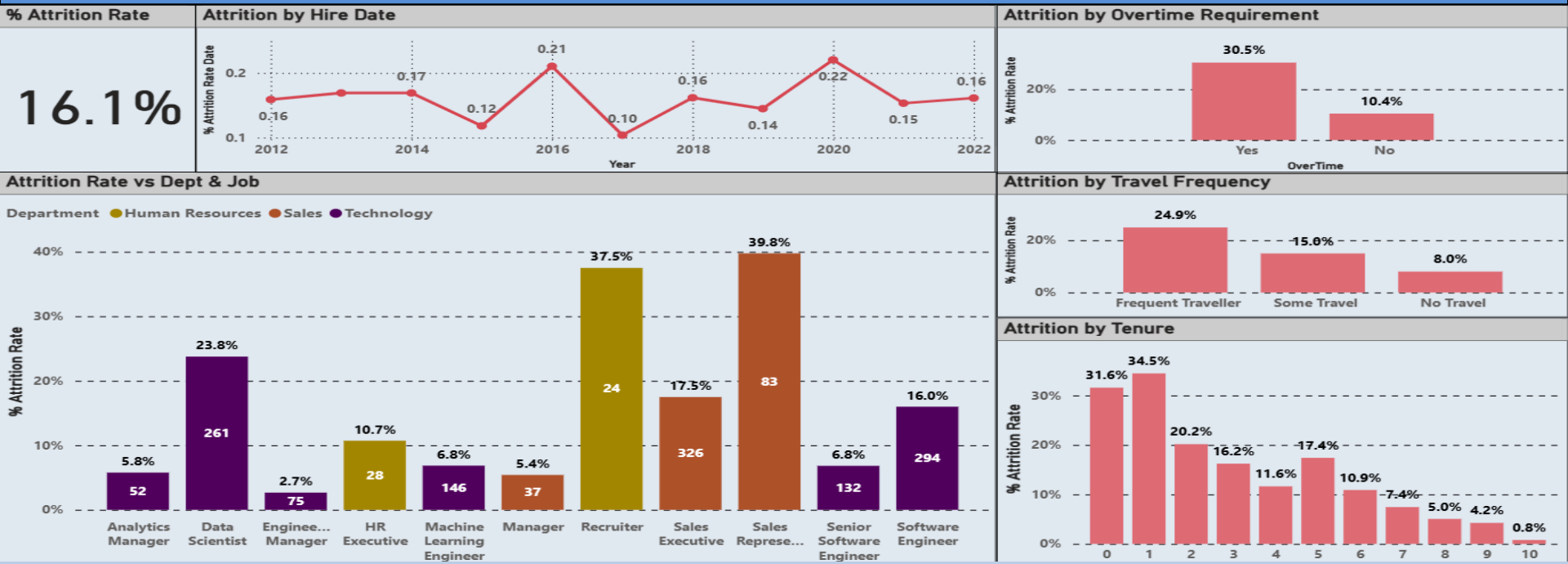
Rating ID	Rating Level
5	Above and Beyond
4	Exceeds Expectation
3	Meets Expectation
2	Needs Improvement
1	Unacceptable

Satisfaction



Rating

Attrition Analysis



- Sales & HR – higher attrition rate
- Attrition rate increase with overtime requirement, travel frequency
- Attrition rate is higher among new employees

Recommendations

- **Lost younger workforce in 20s -** Environment dis-satisfaction
  - Prioritize retaining younger employees by addressing environmental dissatisfaction and creating a more engaging workplace

- **Whites – highest number of employees who left**
  - Require further analysis to identify and rectify underlying issues

- **Black-African American, Mixed ethnic** - Lower average salary
  - Address potential pay disparities for Black-African American and Mixed ethnicity employees to ensure equitable compensation and improve retention

- **Single employees are leaving at a higher rate -** Overall low environment and job satisfaction
  - Conduct surveys to know how work-life balance and job satisfaction can be enahnced for single employees to combat their higher attrition rate

Recommendations

- **Married – moderate attrition -** Low work-life and relationship satisfaction
  - Implement family-friendly initiatives to mitigate their moderate attrition

- **Sales & HR – higher attrition rate**
  - Consider tailored retention strategies for each - compensation, workload, development

- **Attrition rate increase with overtime requirement, travel frequency**
  - Manage workload, offer flexible work/travel options, and compensate fairly

- **Attrition rate is higher among new employees**
  - Enhance onboarding/development, recognize long-term employees, and foster a strong culture to capitalize on increased retention with tenure