

# Employee Attrition Analysis

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# Introduction

- XYZ company has been facing an attrition rate of around 15% over the last few years.
- High attrition rates are negatively impacting the company, creating an urgent need to address this issue.
- The HR analytics consultancy was approached to analyse the data and identify potential reasons behind the high employee turnover.
- As an HR analyst, the focus is on building a dashboard to provide insights that enable the company to make data-driven decisions.

# Details of Data

The dataset includes employee information such as:

**Employee Count:** 4,410

**Age:** Includes a distribution by age group.

**Department:** HR, R&D, Sales.

**Attrition:** Shows the count of employees who left (711) and active employees (3,699).

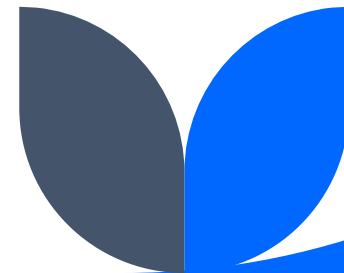
**Gender:** Breakdown of male and female attrition.

**Job Satisfaction:** Based on employee feedback across multiple job roles.

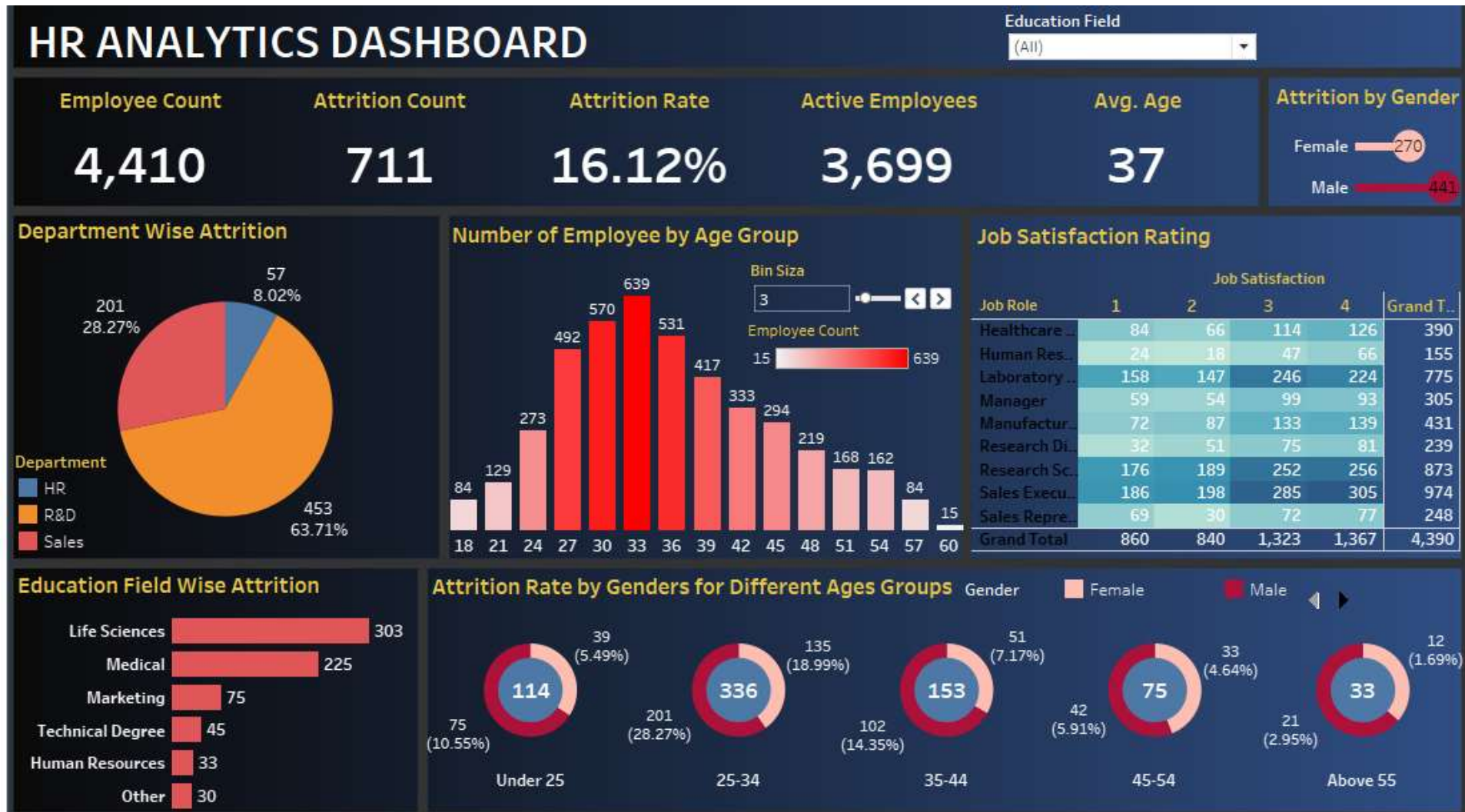
**Education Fields:** Related to attrition data.

# Main KPIs

- **Employee Count:** 4,410 total employees, 711 attrition, 3,699 active employees.
- **Attrition Rate:** 16.12% (higher than the industry standard).
- **Average Age:** 37 years.
- **Gender-based Attrition:** More male employees (441) are leaving compared to female employees (270).
- **Department-Wise Attrition:** Sales department has the highest attrition rate at 63.71%, followed by HR (28.27%) and R&D (8.02%).
- **Education Field-Wise Attrition:** Life Sciences and Medical fields show the highest attrition.
- **Job Satisfaction:** A heatmap shows varying satisfaction levels across different job roles, indicating potential dissatisfaction in roles with high attrition.



# Dashboard



# Key Findings

- **High Attrition in Sales Department:** Over 63% of attrition is coming from the sales department, suggesting a need for targeted retention strategies in this department.
- **Gender Disparity in Attrition:** Male employees are leaving at a significantly higher rate than females, especially within the 25-34 age group.
- **Age-Related Trends:** The age group of 30-36 shows the highest number of employees and, therefore, could represent the bulk of attrition.
- **Education Impact:** Life Sciences and Medical education backgrounds have higher attrition rates, which might indicate a mismatch in roles or expectations.
- **Job Satisfaction Concerns:** Employees in certain roles (like Sales) have lower job satisfaction, contributing to higher attrition.





**Thank you**