HR Attrition Analysis

BY IBM HR DATASET

HR ATTRITION ANALYSIS

Introduction

Project to reduce the attrition rates, the report suggested implementing solutions such as offering training and development programs, improving communication and leadership, and adjusting compensation.

Aim - To analyse the IBM HR Dataset

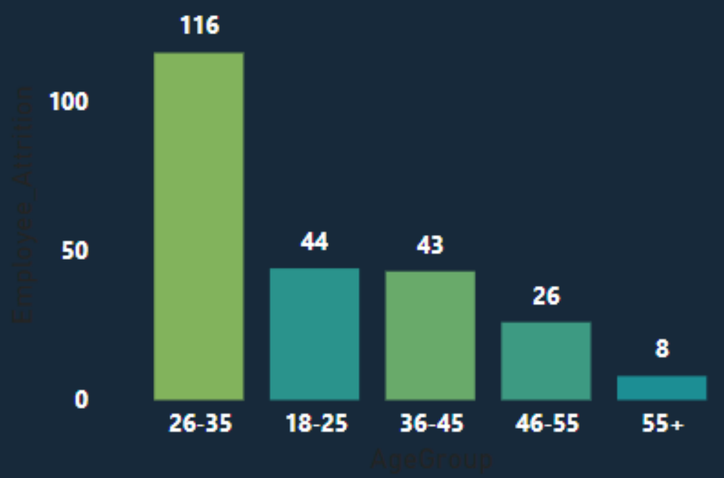
- To prepare and clean the data
- To analyse the existing data using PowerBI to understand attrtion values
  - Attrition Education Field
  - Attrition by Age Group
  - Attrition by Job Role
  - Employee_Attrition by JobRole and JobSatisfaction
  - Employees by Years At Company

HR ANALYTICS DASHBOARD

1470	237	7 Years
Employee_Count	Attrition	Avg_year at Com
16.12%	**6.50K**	**36.92**
Attrition%	Avg_Salary	Avg_Age

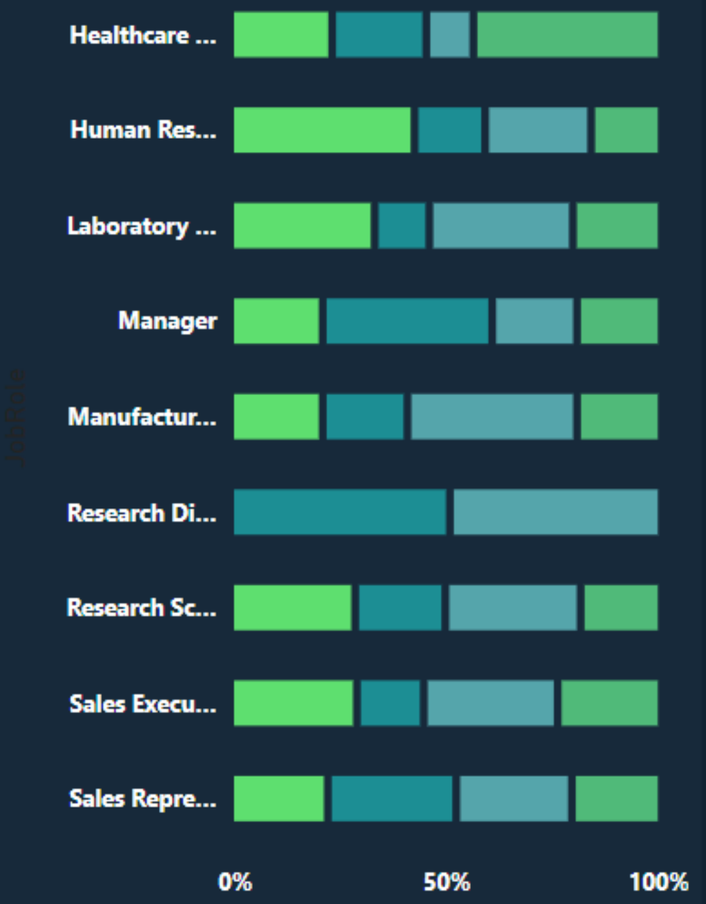
Human Resources | Research &... | Sales

Attrition by Age Group

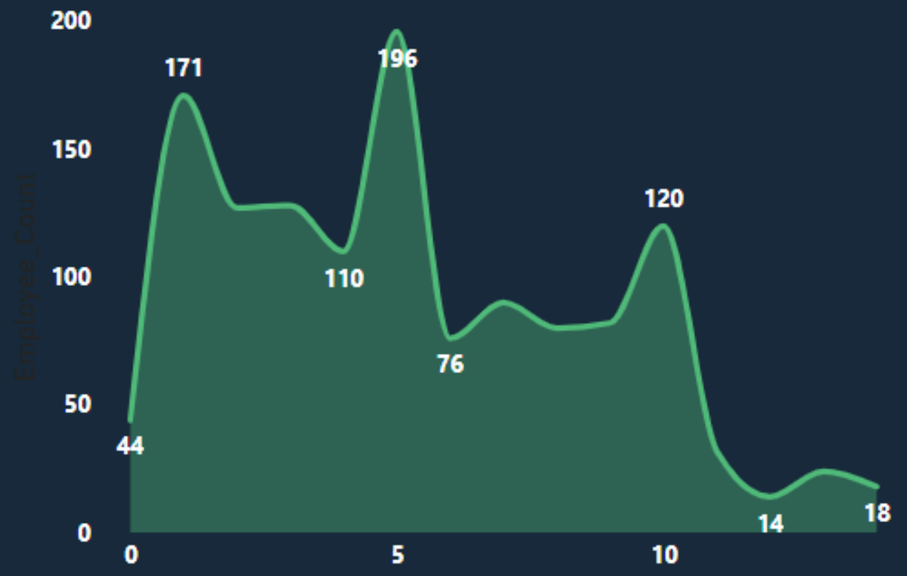


Female 588 | Male 882

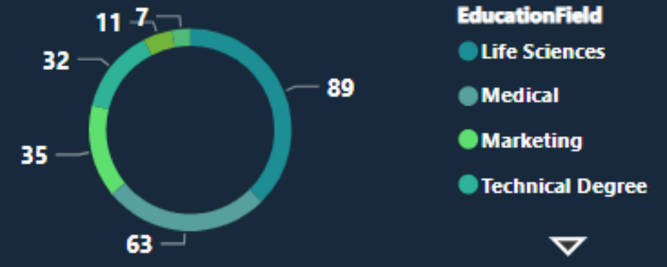
JobSatisfa... 1 2 3 4



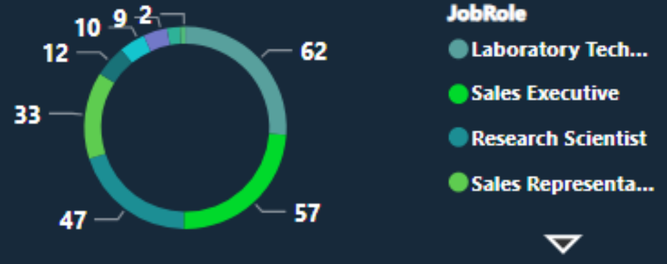
Employees by Years At Company



Attrition by Education Field



Attrition by Job Role



HR ANALYTICS DASHBOARD

588	87	7 Years
Employee_Count	Attrition	Avg_year at Com

14.80%	6.68K	37.30
Attrition%	Avg_Salary	Avg_Age

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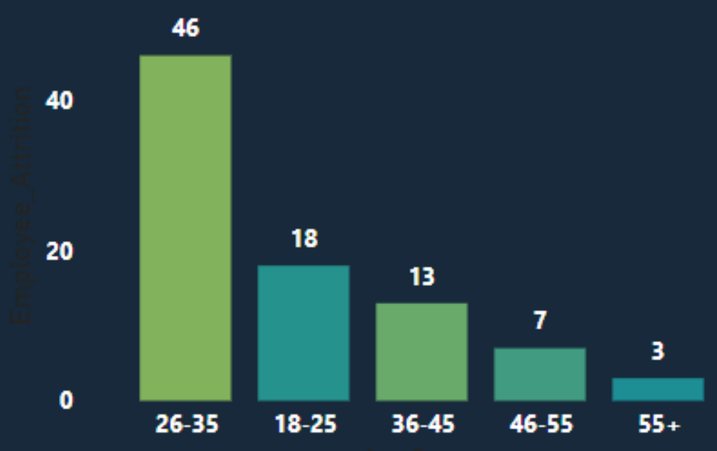

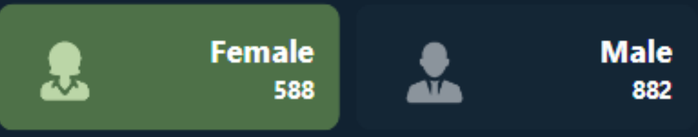

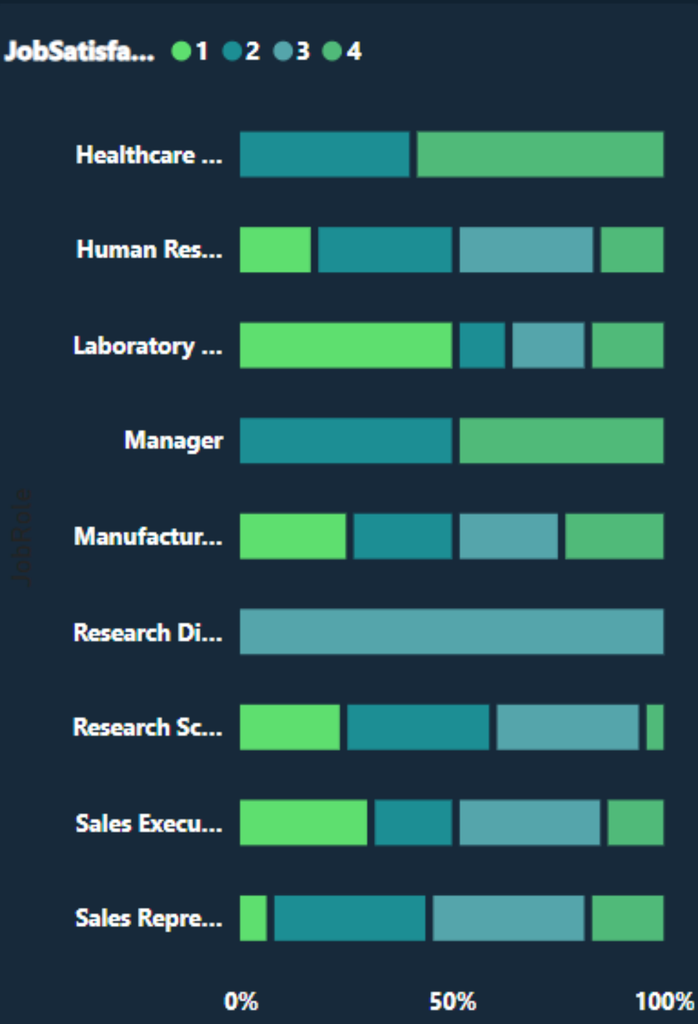

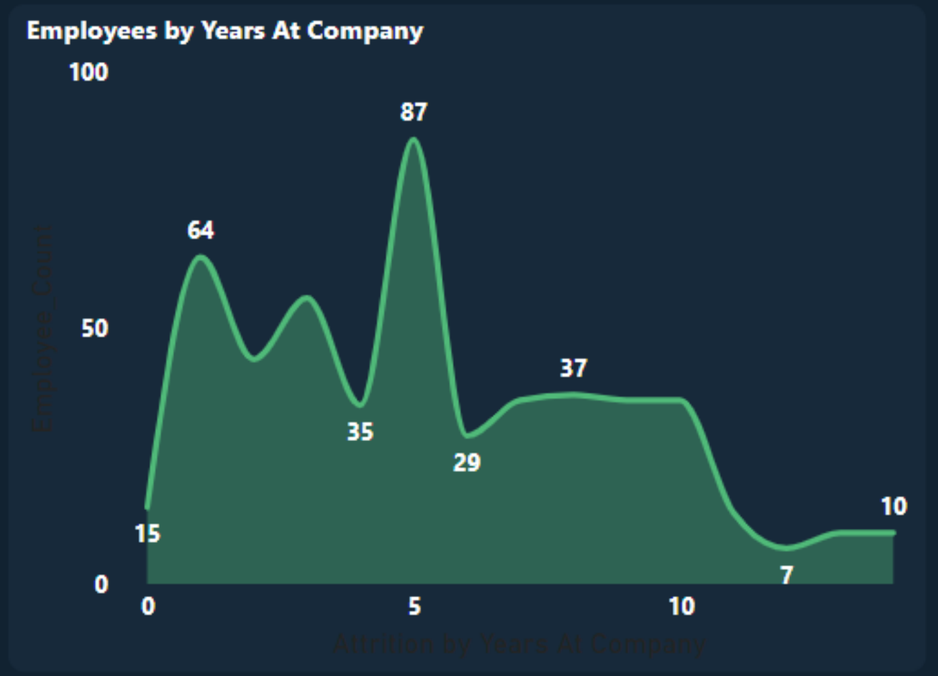

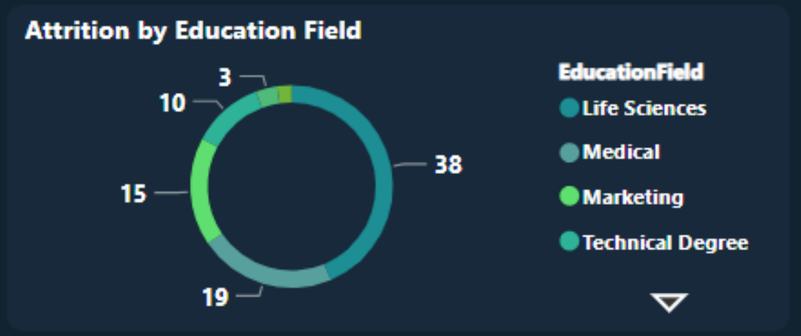

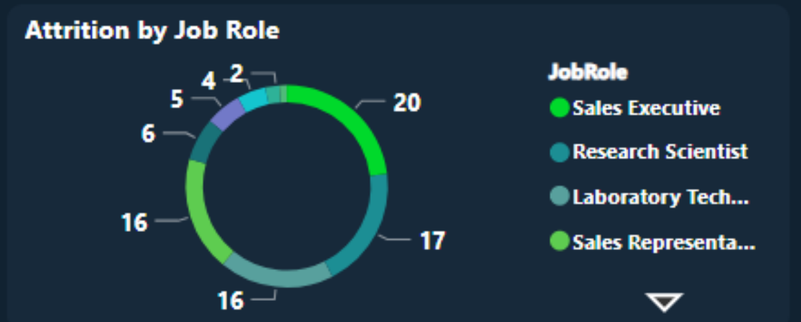

HR ANALYTICS DASHBOARD

882	150	7 Years
Employee_Count	Attrition	Avg_year at Com
17.01%	**6.39K**	**36.66**
Attrition%	Avg_Salary	Avg_Age

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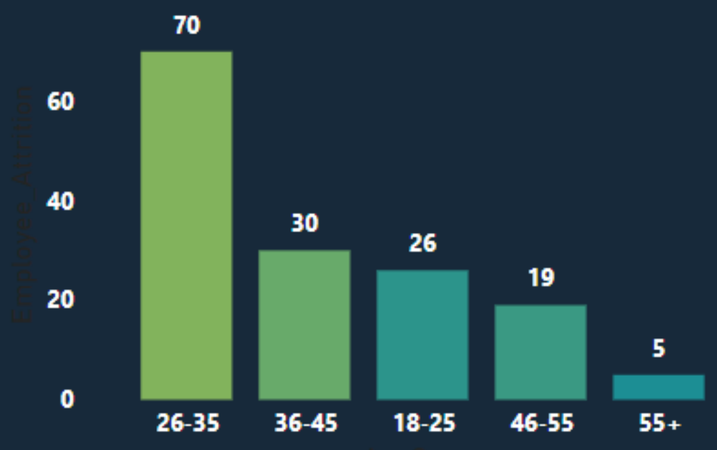
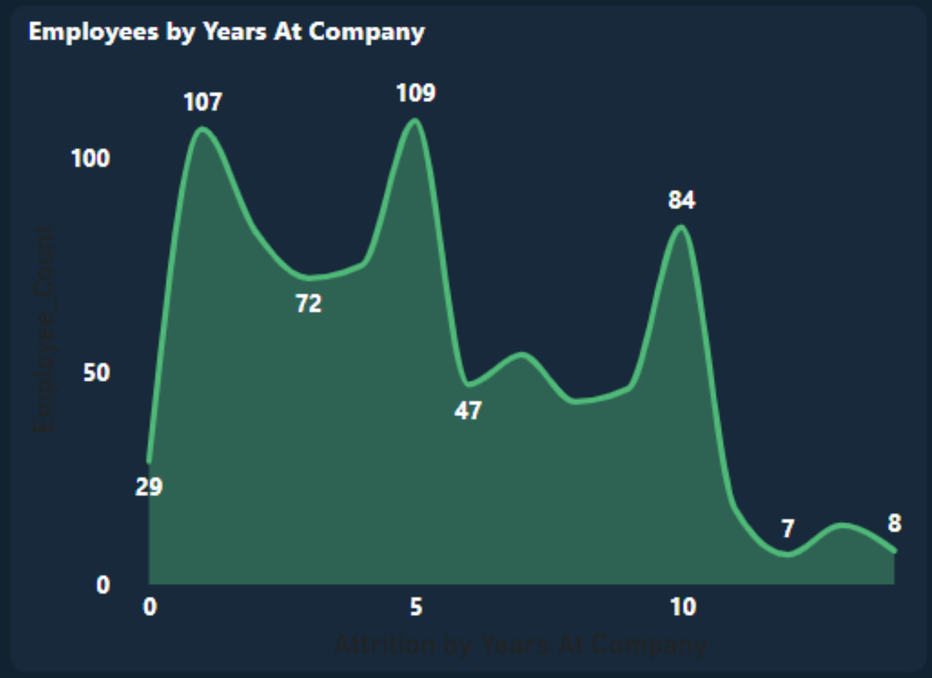
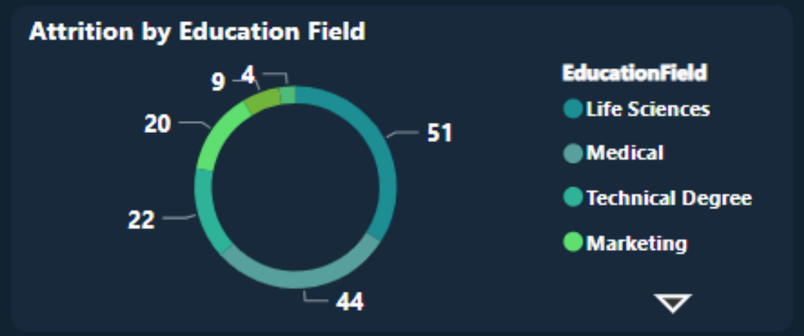
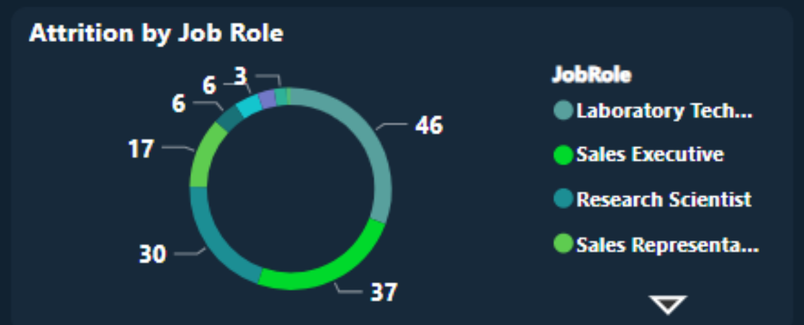
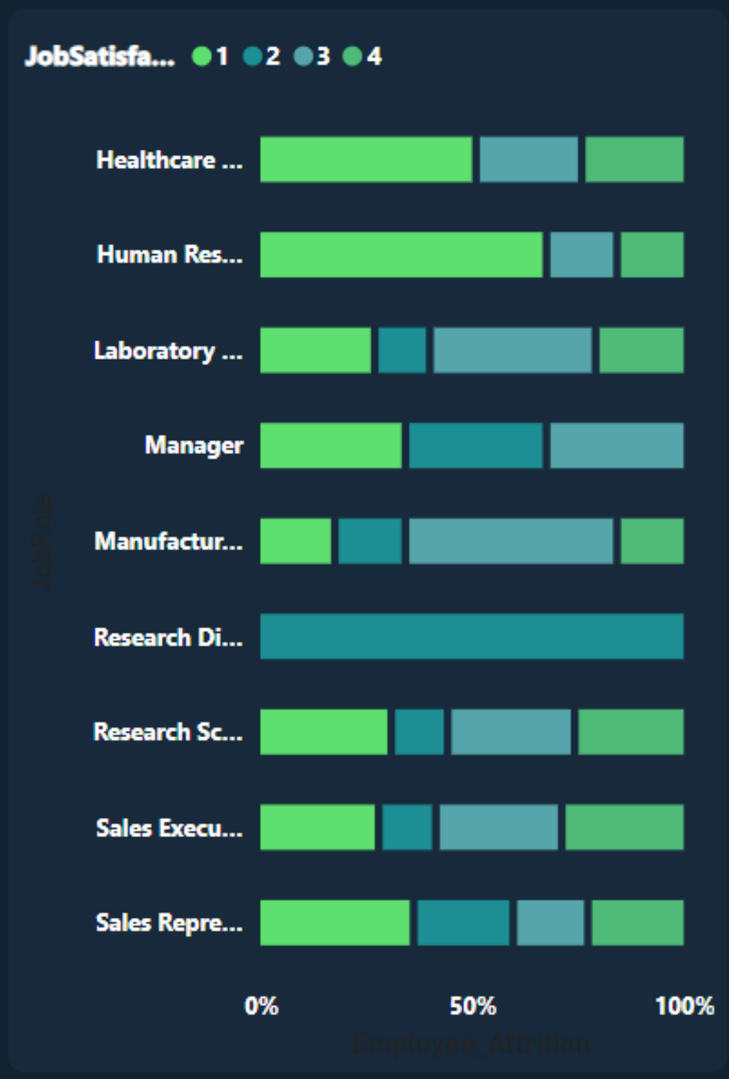






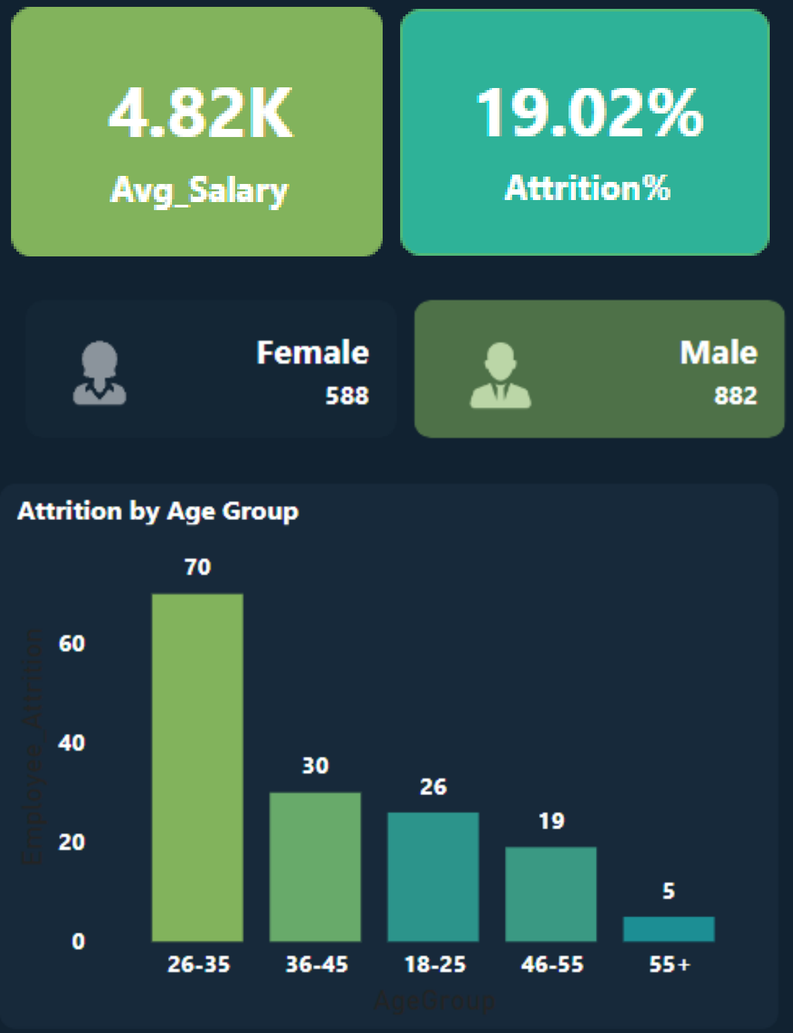




HR ATTRITION ANALYSIS

- There are **1470 employees** in the organization, comprising a diverse range of roles and responsibilities across various departments.
- The average salary for employees was **6.5K**.
- The average employee age of **37**, alongside an average tenure of **7 years.**
- The analysis found that **237 employees** had left the company, representing **16%** of the total workforce.

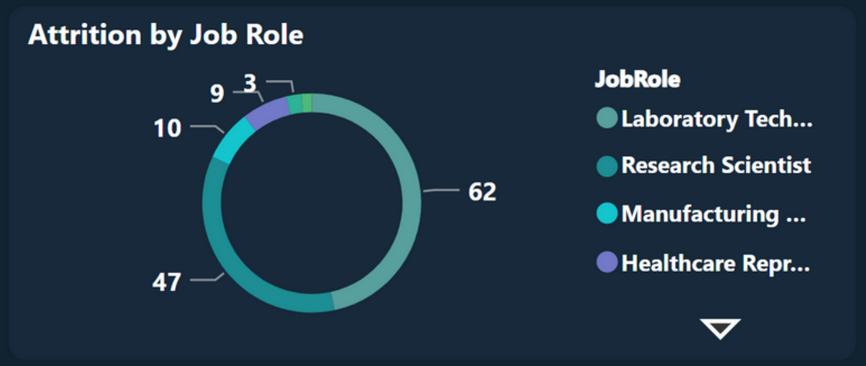
HR ATTRITION ANALYSIS

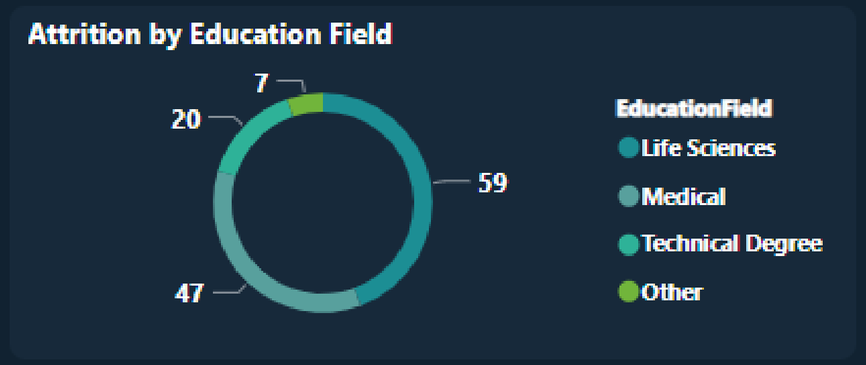


- The average age of resignation for individuals between **26-35**, particularly among males, with a total of 70 individuals in this age group comprising 19.02%.

➔ The potential explanation could be attributed to their income, as their average salary was discovered to be **4.82K.**

HR ATTRITION ANALYSIS





- It's noteworthy that the **Research & Development** department experienced the highest attrition rates, with 133 employees leaving, particularly among Library Technicians and Research Scientists.

→ The main reason for the attrition among Library Technicians and Research Scientists could be their salary, as their average salary was found to be **3.24K.**

HR ATTRITION ANALYSIS

Importance of Employee Attrition Analysis:

- **Employee satisfaction**

➔ Analyzing factors that contribute to employee satisfaction can help organizations identify areas for improvement in their work environment, which can lead to higher employee satisfaction and better performance.

- **Performance management**

➔ Analyzing performance-related factors such as training, job satisfaction, and work-life balance can help organizations better manage their employee performance and optimize productivity.

- **Talent retention**

➔ By identifying the factors that contribute to employee retention, organizations can take proactive measures to retain their top talent and avoid losing valuable employees to competitors.

Solution: Organizations can make informed decisions about HR policies, benefits, and training programs that can improve overall employee satisfaction.

HR ATTRITION ANALYSIS

Solutions for the attrition:

- **Employment Duration:** Most attrition occurs during the first few years of employment

Solution: Conduct periodic check-ins and performance reviews to address any concerns and provide opportunities for growth and development.

- **Age:** Younger workers have higher turnover compared to older workers

Solution: Offer opportunities for career growth and professional development to engage and retain younger talent.

- **Department:** Research and development department has the highest attrition

Solution: Address any work-related challenges, such as workload distribution, communication gaps, or lack of growth opportunities.

- **Job Role:** Laboratory technicians have the highest attrition

Solution: Conduct exit interviews or surveys to understand the reasons for high attrition among laboratory technicians.