# Strategy Document: Employee Attrition

Sign Off Matrix

|  |  |  |
| --- | --- | --- |
| Name | Team/Role | Date |
|  |  |  |

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Marcus Reynolds, Chief People Officer

Status: Draft > Under review > Implemented | Not implemented

(Highlight the step this document is in)

Primary dataset(s): [IBM HR Analytics Employee Attrition & Performance](https://www.kaggle.com/datasets/pavansubhasht/ibm-hr-analytics-attrition-dataset?resource=download)

Secondary dataset(s): None

User Profiles:  
 Marcus Reynolds – Chief People Officer

Evelyn Morrison – Director, Human Resources

Anyone who is given permission of access by them also counts as a user.

# Dashboard Functionalities

|  |  |
| --- | --- |
| Dashboard Feature | Your Request |
| Reference Dashboard | Build a new dashboard showing the attrition rate, by itself and grouped by several other factors (age, gender, job role, etc.) |
| Access | Access will be provided as read-only to the user. With the proper permissions, anyone can view this dashboard. For now, the CPO and the HR can provide the access |
| Scope | Fields include: attrition, age, department, education, environment satisfaction, gender, job level/role, years in company. These are the main data used in this dashboard |
| Date Filters/Granularity | Age will be used as a filter, as well as gender and department |

# Metrics and Charts

Chart 1

|  |  |
| --- | --- |
| Chart Feature | Your Request |
| Title | Attrition by age |
| Type | Horizontal bar |
| Dimension | age |
| Metrics | Age, attrition |

Chart 2

|  |  |
| --- | --- |
| Chart Feature | Your Request |
| Title | Attrition by department |
| Type | Vertical bar |
| Dimension | department |
| Metrics | Department, Attrition |

Chart 3

|  |  |
| --- | --- |
| Chart Feature | Your Request |
| Title | Attrition x Years at company |
| Type | Line |
| Dimension | YearsAtCompany |
| Metrics | YearsAtCompany, attrition |

Chart 4

|  |  |
| --- | --- |
| Chart Feature | Your Request |
| Title | Attrition x Education |
| Type | Horizontal bar |
| Dimension | Education, EducationField |
| Metrics | Education, EducationField, Attrition |

Chart 5

|  |  |
| --- | --- |
| Chart Feature | Your Request |
| Title | Attrition x Salary |
| Type | Horizontal bar |
| Dimension | MonthlyIncome |
| Metrics | MonthlyIncome, attrition |

Chart 6

|  |  |
| --- | --- |
| Chart Feature | Your Request |
| Title | Attrition Level x Job role |
| Type | List/Matrix |
| Dimension | Job Role, Job Level |
| Metrics | Job Role, Job Level, attrition |

# Mockup/Draft

