

HR Attrition Key Insights

Project	HR Employee Attrition Analysis
Tools Used	Power BI, SQL(MySQL), Excel
Data Set	1,470 employee records from IBM HR Analytics dataset
Dashboard Pages	Overview, Department Analysis, Risk Analysis
Key Skills	Data Cleaning, SQL Querying, Pivot Tables, Data Visualization, Business Intelligence, Predictive Analytics, KPI Development

Summary

Analysis of 1,470 employees reveals a 16.12% attrition rate with 237 employees having left the company. The data identifies patterns for employee turnover rate related to department, compensation, tenure, age, and job role. This document highlights risk factors and recommendations for retention improvement.

Key Findings & Insights

1. Departmental Attrition Disparities

- **Sales:** Highest attrition rate at 20.6%, well above the average 16.12%
- **Human Resources:** Almost as high as sales at a rate of 19.1%
- **Research and Development:** Lowest rate of all departments at 13.8%

2. Low Retention of New Hires

- **0-1 Years:** 35% attrition which is double the average rate
- **2-5 years:** Attrition drops to 8%
- **6+ years:** There is a slow rise in attrition however it is not close to the rate of the new hires

3. Compensation & Retention

- **Under \$3K/month Salary:** Trends are showing that most of those that leave the company make under \$3K at 29% attrition rate
- **\$10K+:** Those that make more than \$10k tend to stay at the company for much longer
- **Compensation:** Compensation and retention are related to one another, if employees do not get compensated in fairly in a competitive market they will look for opportunities elsewhere

4. Losing Mid-Career Talent

- **25-34:** Employees in this range show a 40% attrition rate
- **Leadership:** The leadership pipeline is being disrupted by the departure of these middle age employees

5. High Risk Roles & Attrition Rates

- **Sales Representatives:** 40%
- **Lab Technicians:** 24%
- **HR Roles:** 23%

Highest Risk Employee Profile

- Works in HR or Sales
- Earns under \$3,000/month
- 0-1 years at the company
- Age 25-34
- Lives 20+ km away
- Currently 80-120 employees match this profile

Retention Recommendations

- **Immediate:**
 - Review salaries for employees making under \$3k/month
 - Exit interview analysis for Sales department
 - Implement check ins for new hires every 30 days
- **Next 6 Months:**
 - Enhance onboarding program
 - Career development plan for 25-34 age group
 - Remote/hybrid options for long commutes
- **Track Monthly:**
 - Department attrition rates
 - New hire retention at 90 days
 - Exit interview themes