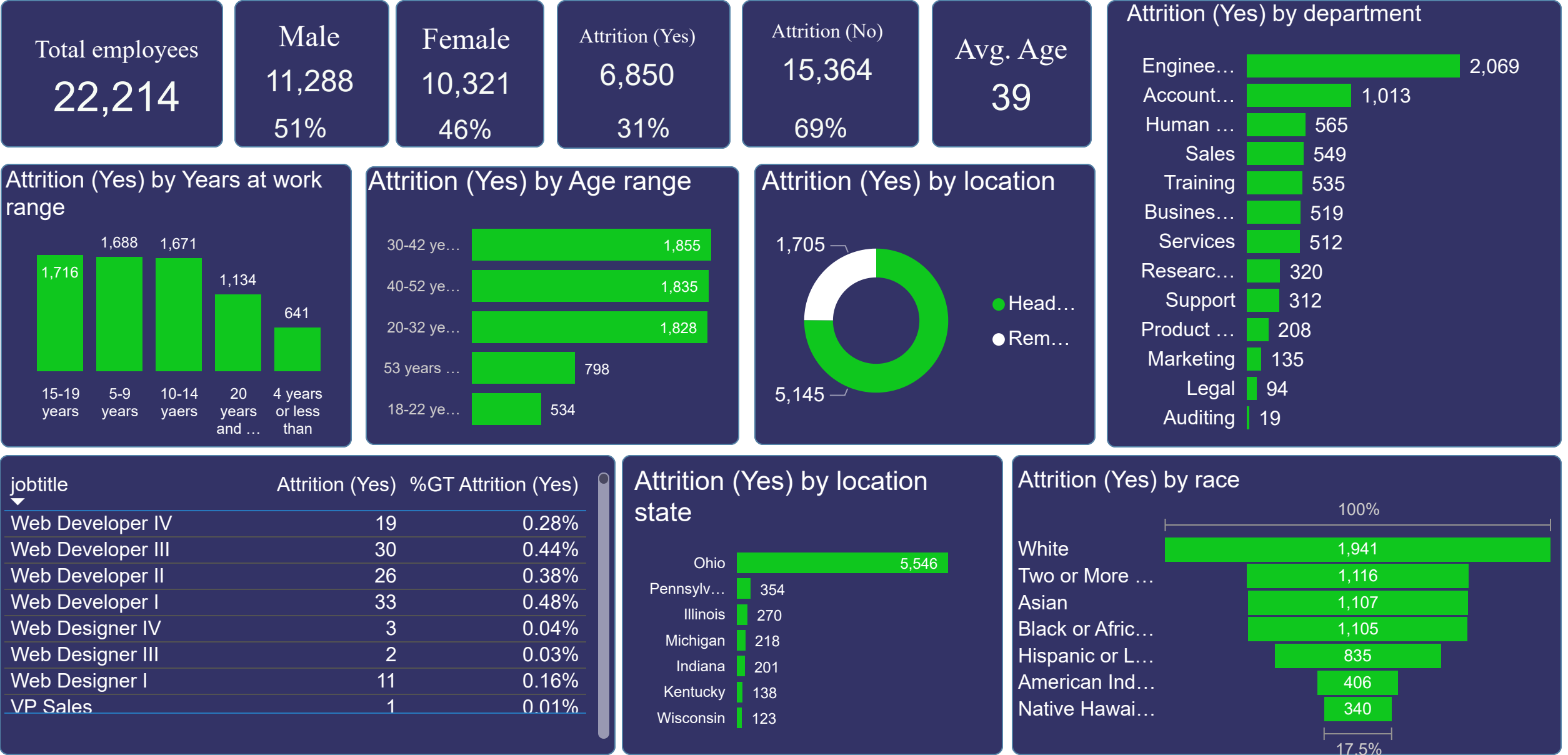


HR Attrition Dashboard



HR ATTRITION DASHBOARD

INTRODUCTION

This work analyzes HR attrition data which contained 22,214 employees and the purpose of the analysis is to work on attrition based on termination of the employee using performance rating of the employee. Any employee that has performance rating less than 30% will be terminated. Employees with performance rating less than 30% was coded (Yes; that is, they are to be terminate) while those having performance rating greater than 30% was coded (No; that is, they are not to be terminate) The data of the employees are; Age Attrition, Department, Gender, Job title, Location and Performance Rating.

Data Exploration

The data used in this study is obtained from (kaggle website) which made it a secondary data. This data of 22,214 employees has been taken from a company by the host website.

It has 12 columns which are Id, birthday, gender race, departments, jobtitle, location, hire date, location city, location state, and performance rating.

Process of Data Analysis

- Prepare phase:- Import Data into Power BI
- Process phase:- Data cleaning.
 - Remove duplicate, Merge columns, Obtaining real age and creating age range e.t.c
- Analyze Phase:- creating visualization

Conclusions

By looking at the HR Attrition data obtained from (Kaggle websites) I am able to find out that :

1. The total number of employees in the company is 22,214. Out of 22,214, 11,289 employees are Males and 10,321 employees are Females while the Average age of the employees is 39.
2. It was observed that, 6,850 employees have a Performance rate less than 30% while 15,364 employees have a Performance rate greater than 30%.
3. It was revealed that, the employees that have been working for 15-19 years (1,716) have the highest number of Performance rate less than 30%. Followed by employees working for 4-9 years (1,688) while the employees that have been working for 4 years or less (641) has the lowest number of Performance rate less than 30%.
4. It was observed that, the age range of the employees with highest number of attrition is 30-42 years (1,855). Followed by range age 40-52 years (1,835) while the age range with the lowest employees number of attrition is age range 18-22 years (534).
5. It was revealed that, the employees working within the company has the highest number of lowest Performance rate compared to those remote workers.
6. Finally, the employees located in Ohio has the highest number of low Performance rate compared to the remaining employees from another locations.

Recommendation

Based on the data at hand, I think more information is needed to detect why the performance rate of those employees was very low.

THANKS

Total employees
22,214

Male
11,288

Female
10,321

51%

46%

Avg. Age
39

Attrition (Yes)
6,850

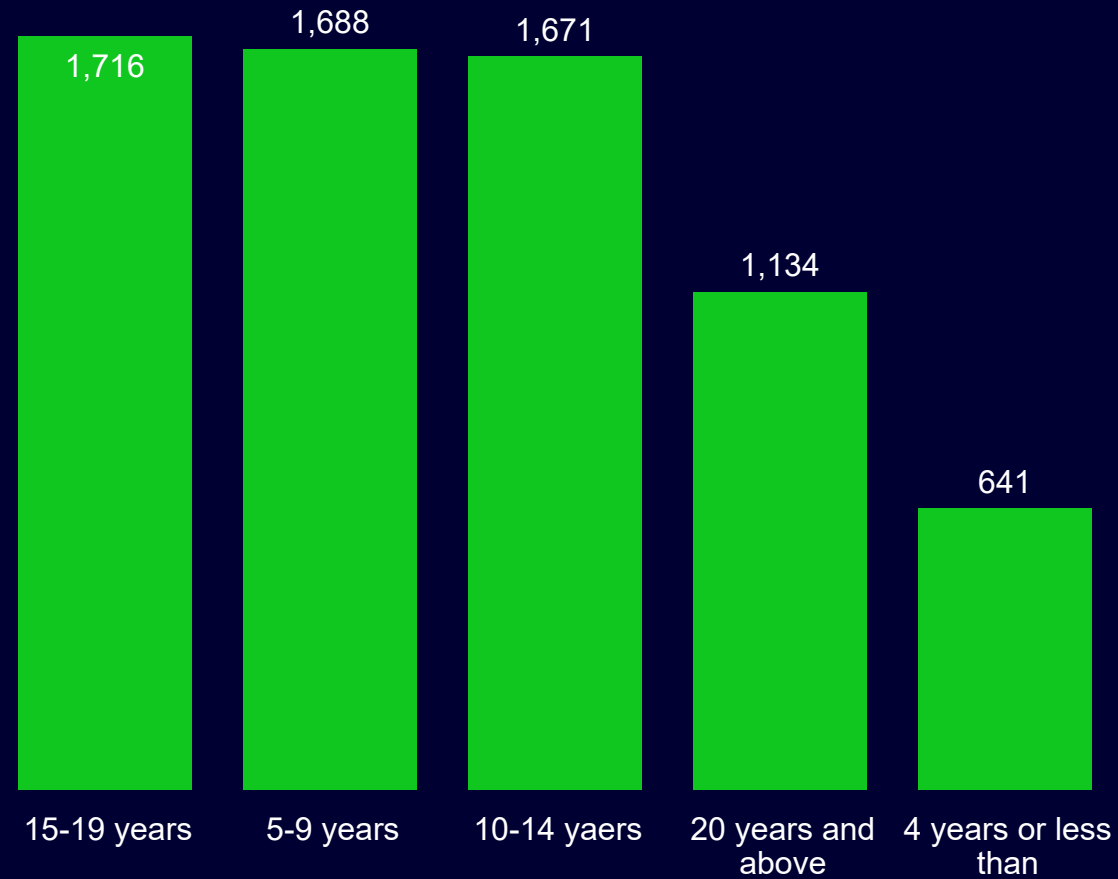
Attrition (No)
15,364

31%

69%

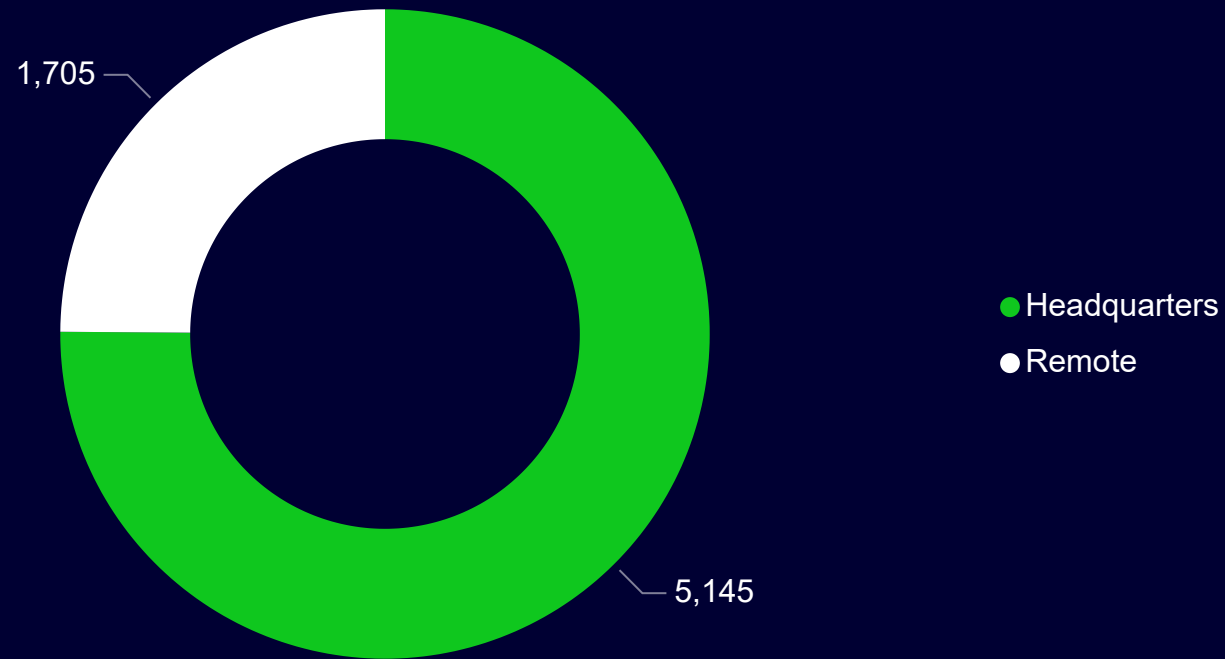
The total number of the employees are 22,214. Out of which 11,288 are Males cover 51% of the entire population while the remaining 10,321 are Females covered 46% of the entire population. Among 22,214 of the total employees 6,850 employees had performance rating less than 30% (attrition Yes) while 15,364 employees had performance rating greater than 30% (attrition No). The average age of the entire employees is 39 years.

Attrition (Yes) by Years at work range



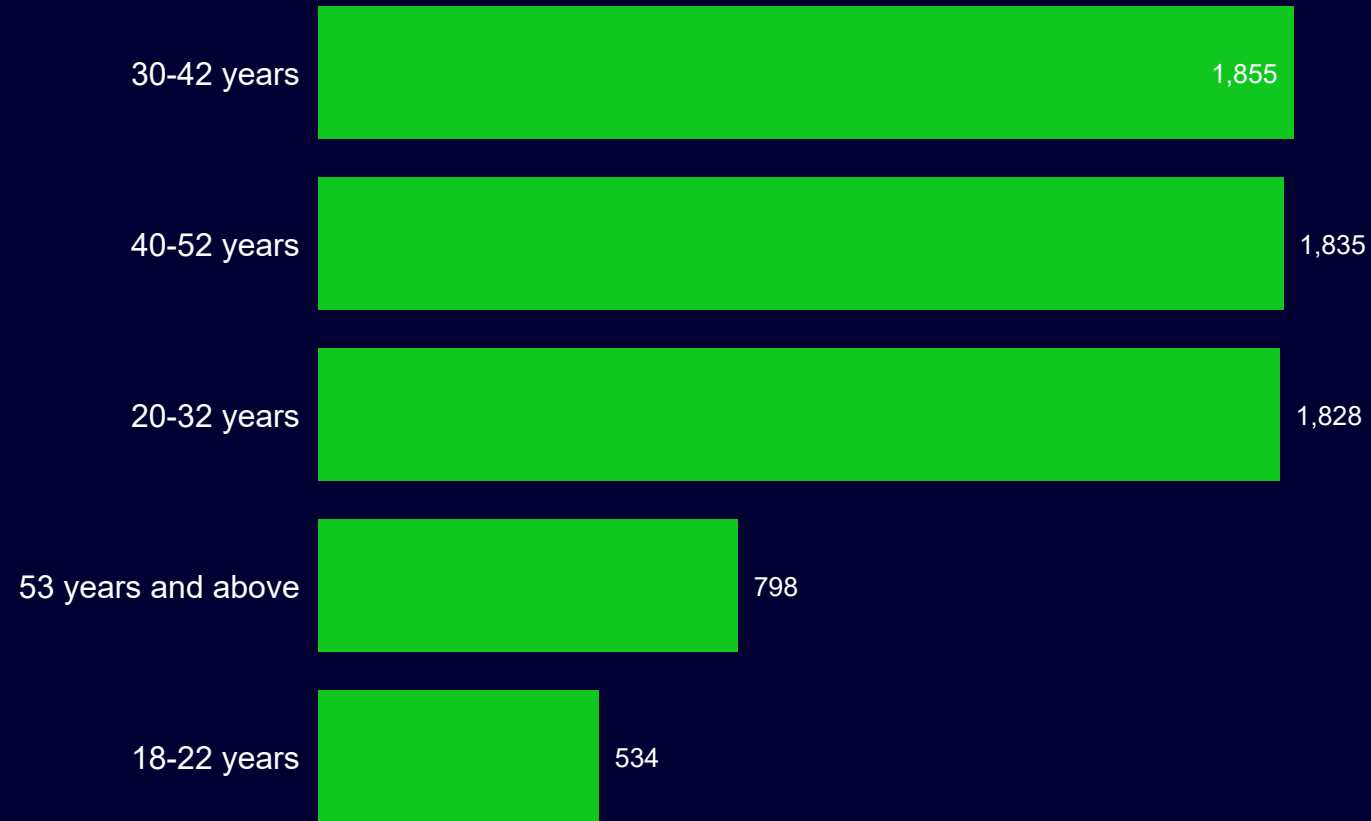
The employees that have been working for 15-19 years (1,716) have the highest number of Performance rate less than 30%. Followed by employees working for 4-9 years (1,688) while the employees that have been working for 4 years or less (641) has the lowest number of Performance rate less than 30%.

Attrition (Yes) by location



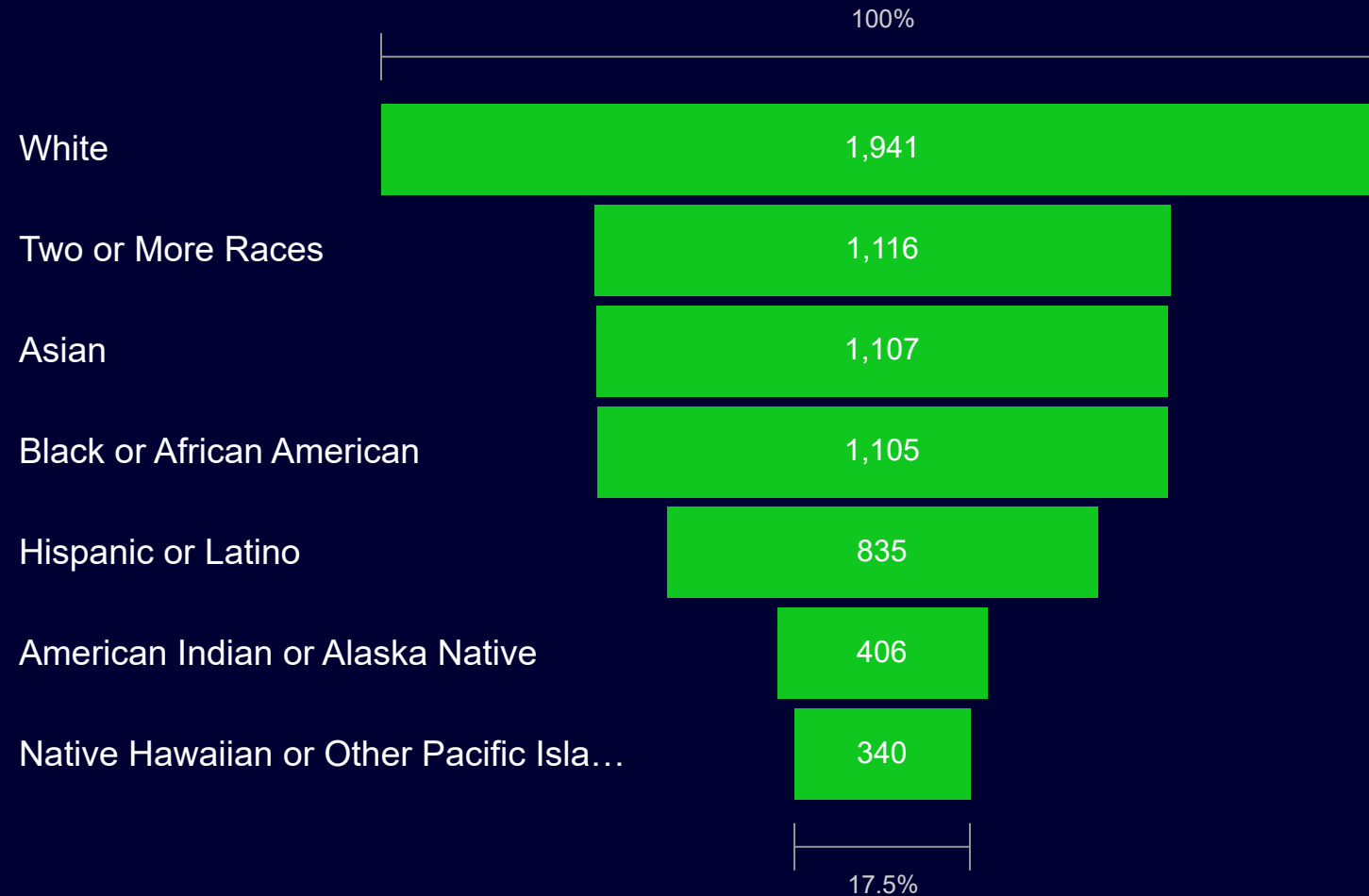
It can be observed that the performance rate of the employees under 30% is higher in the Headquarters compared to remote employees.

Attrition (Yes) by Age range



The age range of the employees with highest number of attrition is 30-42 years (1,855). Followed by range age 40-52 years (1,835) while the age range with the lowest employees number of attrition is age range 18-22 years (534).

Attrition (Yes) by race

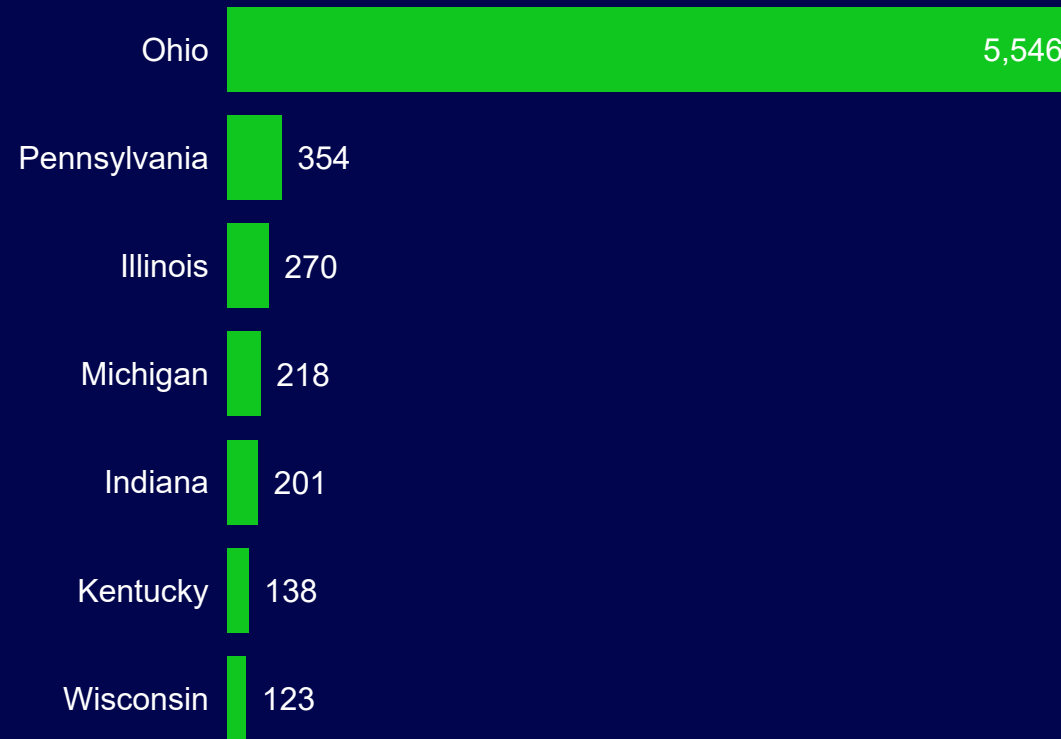


The above graph shows that white race has the highest number of employees whose performance rating is under 30%. Followed by Two or more race and so on.

jobtitle	Attrition (Yes)	%GT Attrition (Yes)
Account Executive	147	2.15%
Account Manager	67	0.98%
Accountant I	26	0.38%
Accountant II	29	0.42%
Accountant III	29	0.42%
Accountant IV	28	0.41%
Accounting Assistant I	33	0.48%
Accounting Assistant II	25	0.36%
Accounting Assistant III	25	0.36%
Accounting Assistant IV	30	0.44%
Actuary	7	0.10%
Administrative Assistant	14	0.20%
Administrative Assistant I	74	1.08%
Administrative Assistant II	16	0.23%
Administrative Assistant III	5	0.07%
Administrative Assistant IV	1	0.01%
Administrative Officer	16	0.23%
Analog Circuit Design manager	14	0.20%
Analyst Programmer	111	1.62%
Assistant Manager	14	0.20%
Assistant Trainer	54	0.79%
Total	6,850	100.00%

The table above shows that, Account Executive has the highest number of employees whose performance rating are under 30%.

Attrition (Yes) by location state



It was revealed that, Ohio has the highest number of employees with low Performance rate compare to orders.