

HR ATTRITION ANALYSIS

POWER BI DASHBOARD



JUNE 2, 2023

PERSONAL PROJECT
GAURAV THAKUR

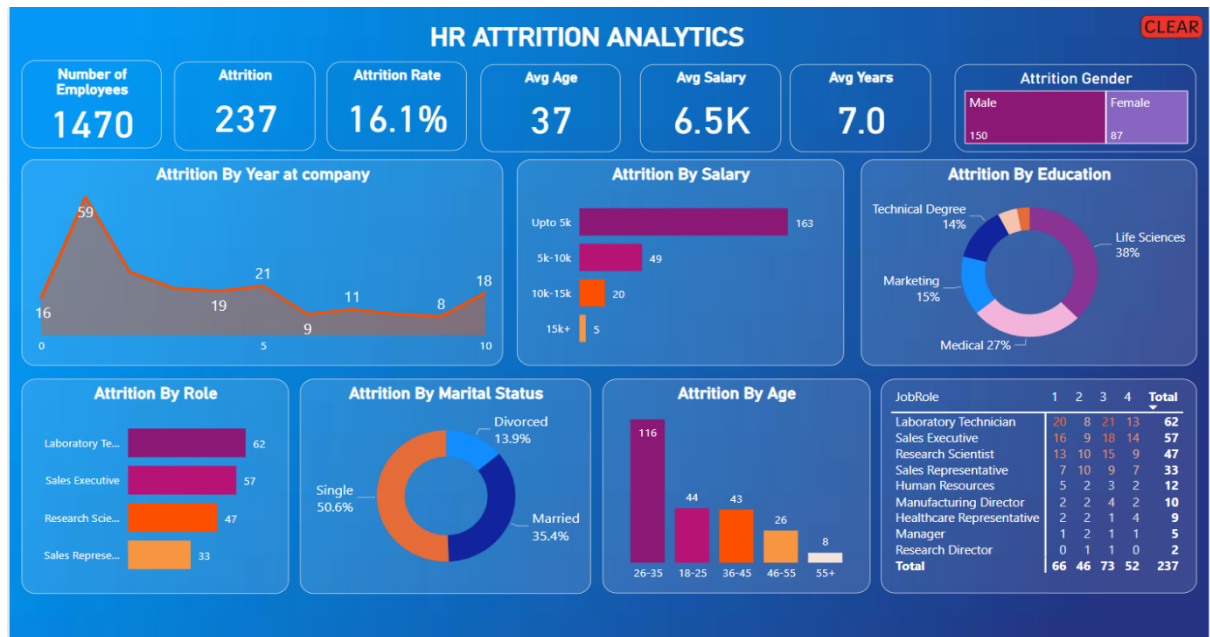
Welcome to the HR Analytics Dashboard Insights document focused on employee attrition. This concise report provides insights into our organization's attrition trends and offers actionable recommendations to address this challenge. By analyzing key factors such as demographics, job roles, Gender, and Salary, we aim to understand the underlying causes of attrition and identify strategies for improvement. Let's explore the data and recommendations together to enhance employee retention and foster organizational success.

By analyzing the attrition data, we aim to answer crucial questions, such as:

- 1. What are the overall attrition rates within our organization?**
- 2. Are there specific departments or job roles experiencing higher attrition rates?**
- 3. Are there any common characteristics or trends among employees who leave?**
- 4. What are the demographic trends associated with attrition, such as age groups or tenure within the organization**

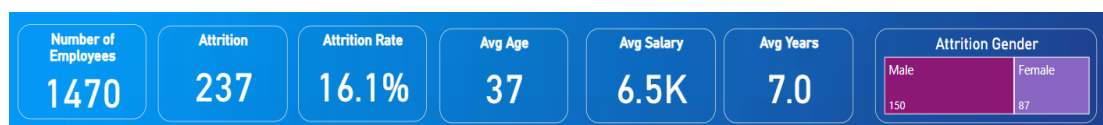
By addressing these crucial questions, we can gain a comprehensive understanding of employee attrition and develop data-driven strategies to improve retention, foster employee satisfaction, and drive organizational success.

Here's the bird eye view of organization attrition:



Insights:

1. What are the overall attrition rates within the organization?



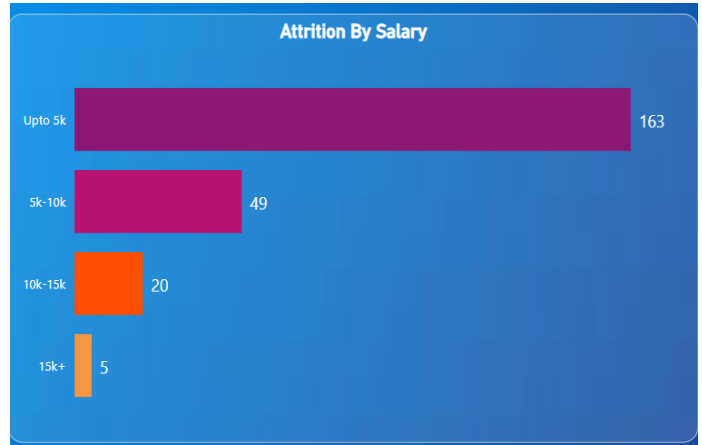
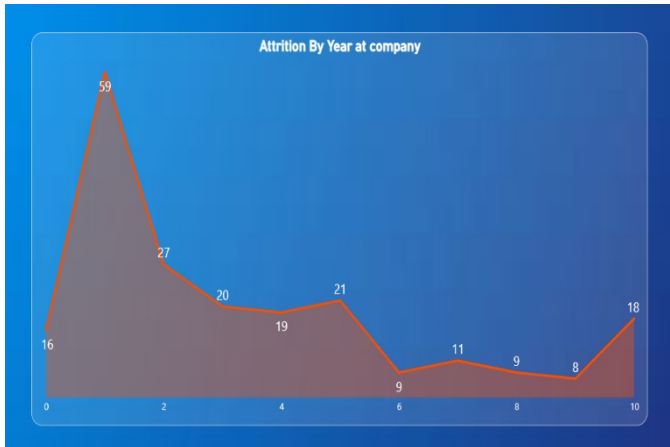
- The organization employs a total of 1,470 individuals, with 150 being male and 87 being female.
- Out of the 1,470 employees, 237 have chosen to depart from the organization.
- The overall attrition rate of the organization stands at 16.1%.

2. Are there specific departments or job roles experiencing higher attrition rates?

JobRole	1	2	3	4	Total
Laboratory Technician	20	8	21	13	62
Sales Executive	16	9	18	14	57
Research Scientist	13	10	15	9	47
Sales Representative	7	10	9	7	33
Human Resources	5	2	3	2	12
Manufacturing Director	2	2	4	2	10
Healthcare Representative	2	2	1	4	9
Manager	1	2	1	1	5
Research Director	0	1	1	0	2
Total	66	46	73	52	237

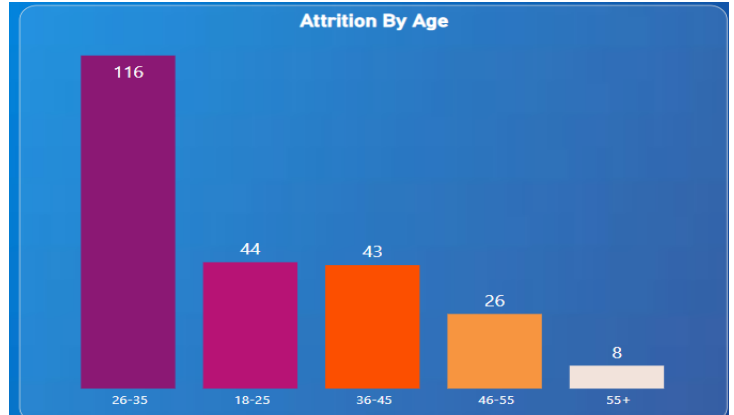
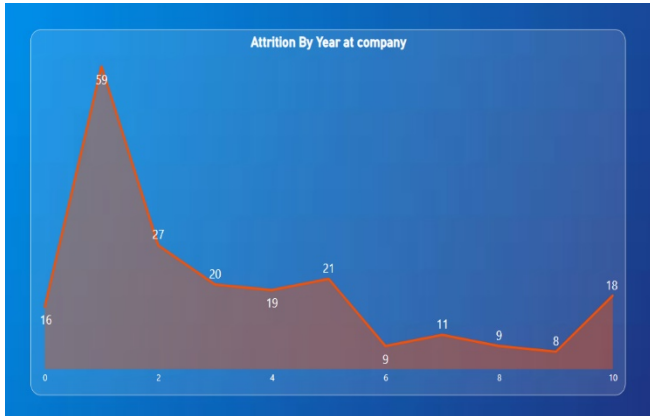
- a. According to our analysis, it has been observed that the occupation of Laboratory Technician experiences the highest attrition, reaching 62.
- b. Following closely is the position of Sales Executive, with a significant attrition of 57.
- c. Another occupation that exhibits a notable attrition rate is the role of Research Scientist, with 47 individuals leaving the organization.

3. Are there any common characteristics or trends among employees who leave?



- It has been observed that the majority of attrition incidents occur when individuals complete one year in the organization.
- A significant proportion of employees who left the organization were earning a monthly salary of less than or equal to 5,000 rupees. This group contributes to an attrition rate of 21.8% out of a total of 1470 employees.

4. What are the demographic trends associated with attrition, such as age groups or tenure within the organization?



- As we saw, that the majority of attrition incidents occur when individuals complete one year in the organization, the rate of Attrition after one year is 59.
- Upon analysis, it is evident that the age group of 26-35 exhibits the highest attrition rate within our organization, followed by the age group of 18-25.

Based on the analysis, a noteworthy observation emerges: a significant majority of the employees who chose to leave the organization, specifically 163 out of the total 237, were receiving salaries below the company's average of 6.5K rupees. It can be inferred that providing better compensation to these individuals could potentially contribute to a reduction in attrition rates.