# Analysing Employee Attrition using Power BI: A Case Study

1. Introduction
   * Brief overview of the case study: The dataset includes employee survey responses, manager survey responses, employee data, and in/out times for employees.
   * Objective: To analyse factors contributing to employee attrition and create a comprehensive dashboard using Power BI.
2. Data Understanding
   * Description of each dataset:
     + Employee survey: Responses from employees regarding their satisfaction, work-life balance, etc.
     + Manager survey: Responses from managers regarding employee performance, etc.
     + Employee data: Demographic information, job role, etc.
     + In/Out times: Data on employee attendance and working hours.
3. Data Preparation
   * Data transformation: Reshaping data for analysis, such as pivoting, aggregating, or filtering.
   * Data cleaning. etc
4. Data Modelling
   * Designing the data model: Defining relationships between tables, creating calculated columns, measures, etc.
   * Dimensional modelling: Structuring data to facilitate analysis, e.g., creating dimensions for time, employee.. etc.
5. Analysis and Insights
   * Exploratory data analysis: Identifying patterns, trends, and correlations in the data.
6. Dashboard Development
   * Selection of key metrics: Choosing relevant KPIs related to attrition and employee engagement.
   * Dashboard design: Creating visualizations that effectively communicate insights.
   * Interactivity: Adding filters, slicers, and drill-down functionalities to enhance user experience.
   * Storytelling: Structuring the dashboard to tell a compelling narrative about the factors influencing attrition and potential interventions.
7. Conclusion
   * Summary of findings: Key insights gained from the analysis.
   * Implications: Recommendations for addressing attrition based on the analysis.
   * Future directions: Suggestions for further analysis or improvement of the dashboard.

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