# Employee Attrition Analysis Report

## 1. Introduction

Employee attrition is a critical concern for organizations aiming to maintain a stable and productive workforce. This report provides an analysis of employee attrition trends using a dataset containing job details, demographics, and satisfaction levels. The objective is to identify patterns influencing employee turnover and provide actionable insights for HR strategies.

## 2. Dataset Overview

Total Records: 1,029 employees

Total Features: 35 attributes (including job-related details, demographics, and satisfaction levels)

Key Attributes: Age, department, years at the company, salary, promotions, work-life balance, and attrition status

## 3. Key Objectives

• Identify Attrition Patterns: Analyze the factors that contribute to employee turnover.

• Predict Employee Retention: Use data to forecast potential attrition risks.

• Improve HR Strategies: Provide insights for better employee engagement and retention.

• Optimize Workforce Planning: Help businesses make data-driven staffing decisions.

## 4. Data Analysis & Insights

• Attrition Trends Over Time: High attrition in early years, which declines later.

• Department-Wise Attrition:

- Highest attrition observed in Research & Development (R&D).

- Significant turnover also noticed in the Sales department.

• Key Influencing Factors:

- Employee satisfaction levels

- Compensation and benefits

- Work-life balance

- Career growth opportunities

## 5. DAX Functions & Calculated Columns

The analysis leverages DAX (Data Analysis Expressions) functions to create calculated columns and dynamic measures for deeper insights. These functions help in performing complex calculations that enable better decision-making.

## 6. Dashboard Overview

A comprehensive dashboard was created to visualize attrition trends, department-wise turnover, and key influencing factors. The dashboard helps HR professionals and managers quickly grasp insights and take necessary actions.

## 7. Recommendations

• Strengthen Onboarding: Provide tailored support to new hires to reduce early attrition.

• Target High-Turnover Roles: Focus retention strategies on departments like R&D with higher turnover.

• Enhance Work-Life Balance: Offer flexible policies to boost job satisfaction.

• Review Compensation & Growth: Ensure competitive pay and clear career paths to retain talent.

## 8. Conclusion

• Early Tenure Risk: Most employees leave within their first few years.

• Data-Driven Insight: Factors like satisfaction and compensation strongly influence attrition.

• Department Disparities: R&D experiences the highest attrition rates.

• Significant Turnover: Sales also contributes notably to overall attrition.