



# POWER BI CASE STUDY

Employees Attrition Analysis

Hassan Hosny Hassan Ali  
hassanhosny13617@gmail.com



## Project Overview:

ABC Corporation, a multinational company, is grappling with employee attrition challenges. In a bid to understand the underlying factors and devise retention strategies, the company has initiated a Power BI project. This project aims to comprehensively analyze attrition data to inform effective talent management strategies.

## Data Sources:

1. Database: Provided are 3 database tables:
    - Employee\_survey: Responses from employees regarding their satisfaction, work-life balance, etc.
    - Manager\_survey: Responses from managers regarding employee performance, etc.
    - EmployeeInfo: Demographic information, job role, etc.
  2. IN/OUT Times: Provided are 2 sheets extracted from the Clock-In-Machine for year 2015, including in/out times for all employees.
- 

- **This comprehensive analysis provides insights into various factors influencing attrition rates within the organization and offers targeted recommendations to mitigate attrition and enhance employee retention.**

## Insights Summary:

### 1. Marital Status and Attrition:

- Single: 50.63%
  - Married: 35.44%
  - Divorced: 13.92%
- **Most frequent marital status: Single**

### 2. Gender and Attrition:

- Male: 62.03%
  - Female: 37.97%
- **Men have a higher probability of attrition than women.**

### 3. Job Roles and Attrition:

- Top 3 Job\_Roles in attrition:
  - Sales Executive (165 employees)



- Research Scientist (159 employees)
- Laboratory Technician (126 employees)

➤ **Recommendation:** Prioritize attention to workers in these roles.

#### **4. Attrition by Total Working Years:**

- Most employees left after 1 year of working.
- This indicates that the company struggles to keep employees in their early stages. Yet, if we manage to retain them beyond the first year, they are likely to stay with us for a longer time.

#### **5. Attrition by Education:**

- Top 3 Education Level in attrition:
  - Bachelor (267 employees)
  - Master (186 employees)
  - College (159 employees)

#### **6. Attrition by Business Travel:**

- Travel Rarely: 65.82% (468 employees)
  - Travel Frequently: 36% (207 employees)
  - Non Travel: 29.11% (36 employees)
- Showing that the most ration for attrition is when the employee travel rarely.

#### **7. Attrition by WorkLifeBalance (it consist of 4 categories):**

- Better: 384 employees
  - Good: 171 employees
  - Best: 81 employees
  - Bad: 75 employees
- Showing that when the Work Life Balance is Better the more attrition of employees.



## Recommendations:

1. **Remote Work and Flexi Hours:** Offer remote work and flexible hours for employees who live far from the workplace.
  2. **Feedback and Development:** Seek feedback from dissatisfied employees to address their needs. Enhance training programs for employee growth and value recognition.
  3. **Departmental Attrition:**
    - Address root problems through regular meetings, such as poor leadership or lack of advancement opportunities.
    - Provide additional support and resources to the Research and Development department, including increased project funding and recognition programs.
    - Analyze reasons for high attrition in the sales department and implement strategies to improve satisfaction and retention, such as sales training and performance incentives.
-