**EMPLOYEE ATTRITION PROJECT**

**Problem Statement:**

XYZ company which was established a few years back is facing around a 15% attrition rate for a couple of years. And it's majorly affecting the company in many aspects. In order to understand why employees are leaving the company and reduce the attrition rate XYZ company has approached an HR analytics consultancy for analyzing the data they have. You are playing the HR analyst role in this project and building a dashboard which can help the organization in making data-driven decisions.

**Agenda:**

We have to understand why employees are leaving the company and reduce the attrition rate XYZ company has approached an HR analytics consultancy from analyzing the data we have provided.

**Solution Approach:**

1. **Data Gathering:**

To address the challenge, we initially gathered data from this given link:

[**Attrition data.csv - Google Drive**](https://drive.google.com/file/d/1xZ98oGm8FDK8uTu8yqsVjc2PrfGt7B6z/view)

1. **Data Pre-Processing:**

Python and its important Libraries like (NumPy, Pandas, Seaborn, Matplotlib, etc.) was used to clean the dataset, removing any discrepancies and ensuring it was in a suitable format for analysis using Jupyter Notebook.

1. **Data Visualization:**

We leveraged the pre-processed data to generate Power BI visualizing the reasons of High Attrition Rate among Employees and analyzing data to identify patterns related to the 15% attrition rate of employees

1. **Tools and Skills:** Python, Power BI, Power Point, Statistical Analysis, Business Understanding, Excel, Jupyter Notebook, etc.
2. **Data Storytelling and Presentation:**

We crafted a comprehensive presentation that translates our data analysis into clear insights accessible to non-technical audiences. This presentation serves as a transparent, informative resource, why company is experiencing the 15% attrition rate and learn how to reduce the attrition rate which is significantly impacting the business.