

# Employee Attrition Analytics

**Tool used:** Tableau

**To View this project in Tableau Public:**

[https://public.tableau.com/app/profile/ifunanya.obananya/viz/HRAnalytics\\_16776125555460/HRAnalytics](https://public.tableau.com/app/profile/ifunanya.obananya/viz/HRAnalytics_16776125555460/HRAnalytics)

### **About the Dataset**

- The dataset contains records and information on employees of a company. Records include staff id, age, job satisfaction rating, job role, commute distance amongst others. Data Exploration was done using SQL (HR Analytics.Sql). (Data source: [https://docs.google.com/spreadsheets/d/15VAW\\_94IAx\\_Eqe2xAL79rF-B8f6tmr-T/edit#gid=395778199](https://docs.google.com/spreadsheets/d/15VAW_94IAx_Eqe2xAL79rF-B8f6tmr-T/edit#gid=395778199))

### **Challenge Prompt (Recommended Analysis)**

- What is the attrition by Department and Age Group?

# EMPLOYEE ATTRITION DASHBOARD

Employee Count

1,470

Attrition Count

237

Avg. Attrition Rate

16.12%

Active Employees

1,233

Avg. Age

37

Attrition by Gender

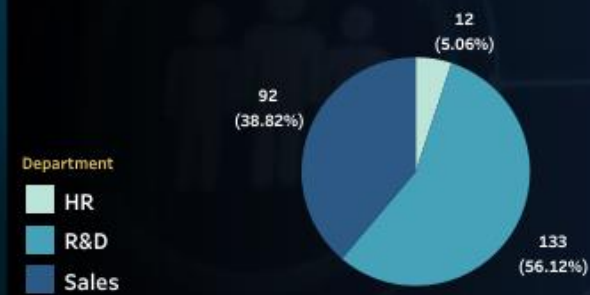
Male

150

Female

87

Department Wise Attrition



No of Employee by Age



Satisfaction Rating of Exited Employees

Job Role	1	2	3	4	Grand T..
Healthcare ..	2	2	1	4	9
HR	5	2	3	2	12
Lab Tech	20	8	21	13	62
Manager	1	2	1	1	5
MD	2	2	4	2	10
Research Dir	0	1	1	0	2
Research Sc..	13	10	15	9	47
Sales Rep	7	10	9	7	33
Sales Exec	16	9	18	14	57
Grand Total	66	46	73	52	237

Attrition by Commute Distance



Attrition by Gender for different Age Group



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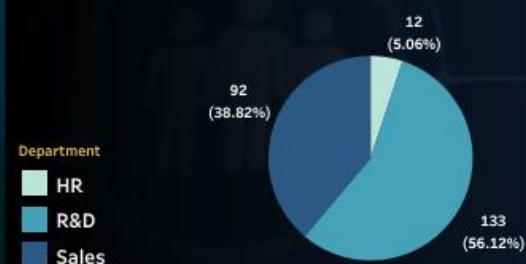
Male

150

Female

87

Department Wise Attrition



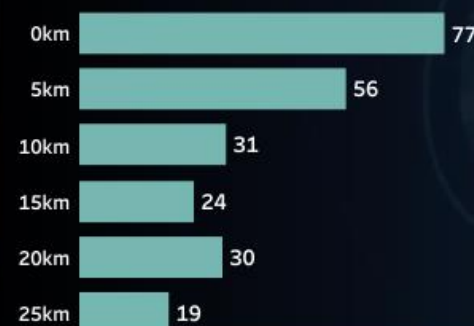
No of Employee by Age



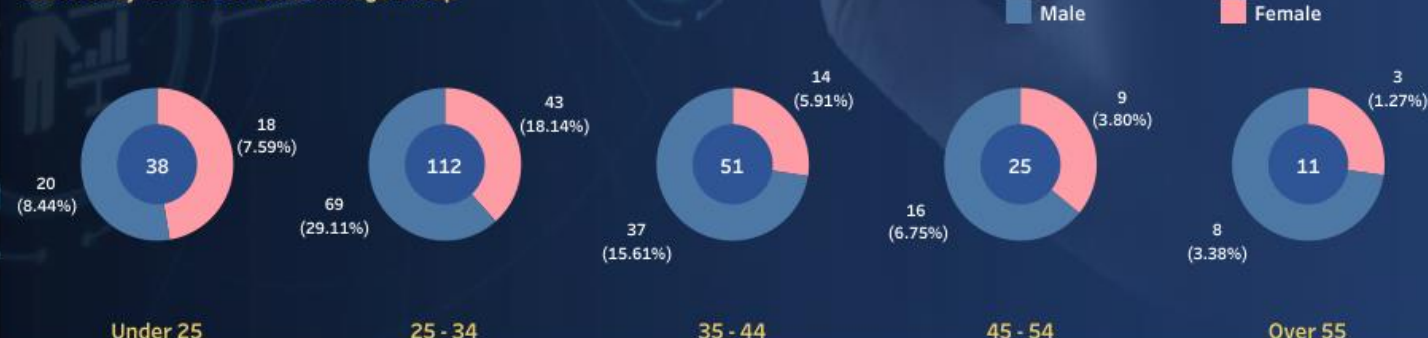
Satisfaction Rating of Exited Employees

Job Role	1	2	3	4	Grand T..
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Attrition by Commute Distance



Attrition by Gender for different Age Group



It is vital to note that long commute distance is not a major factor for employees leaving the company as the commute distance of more than 50% of exited staff were between 0 and 5km.



# EMPLOYEE ATTRITION DASHBOARD

Employee Count

961

Attrition Count

133

Avg. Attrition Rate

13.84%

Active Employees

828

Avg. Age

37

Attrition by Gender

Male

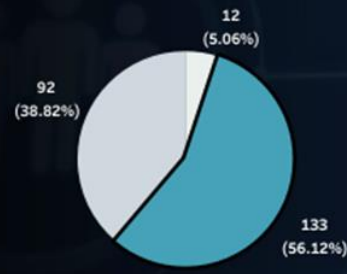
90

Female

43

Department Wise Attrition

Department  
HR  
R&D  
Sales



No of Employee by Age

Employee Count

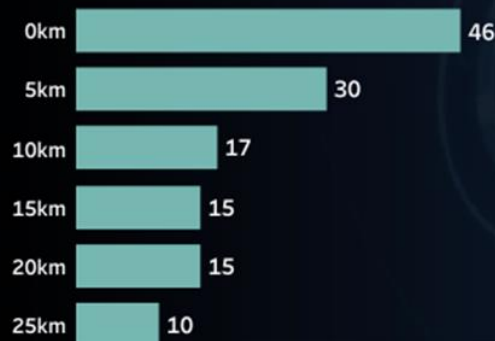
Age(Bin)



Satisfaction Rating of Exited Employees

Job Role	1	2	3	4	Grand T..
Healthcare ..	2	2	1	4	9
Lab Tech	20	8	21	13	62
Manager	1	1	1	0	3
MD	2	2	4	2	10
Research Dir	0	1	1	0	2
Research Sc..	13	10	15	9	47
Grand Total	38	24	43	28	133

Attrition by Commute Distance



Attrition by Gender for different Age Group



Research and Development Department has the highest attrition rate. When filtered upon, it shows that the R & D Department has the highest employee count of 961 with an average age of 37.

The dominant age group of employees in the department is within 25 - 44, and the highest attrition rate was seen within the 25 - 34 age group.

# EMPLOYEE ATTRITION DASHBOARD

Employee Count

446

Attrition Count

92

Avg. Attrition Rate

20.63%

Active Employees

354

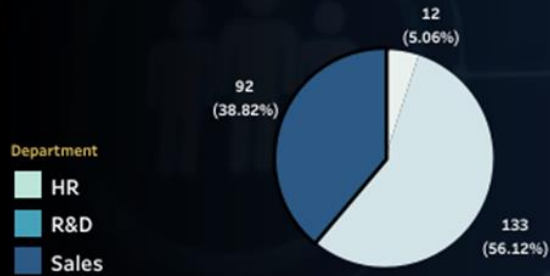
Avg. Age

37

Attrition by Gender



Department Wise Attrition



No of Employee by Age



Satisfaction Rating of Exited Employees

Job Role	1	2	3	4	Grand T..
Manager	0	1	0	1	2
Sales Rep	7	10	9	7	33
Sales Exec	16	9	18	14	57
Grand Total	23	20	27	22	92

Attrition by Commute Distance



Attrition by Gender for different Age Group



Sales Department has the second highest attrition rate. The Sales Department has an employee count of 446 with an average age of 37. The dominant age group of employees in the department within 28 - 36, and the highest attrition rate was seen within the 25 – 34 age group.



# EMPLOYEE ATTRITION DASHBOARD

Employee Count

63

Attrition Count

12

Avg. Attrition Rate

19.05%

Active Employees

51

Avg. Age

38

Attrition by Gender

Male

6

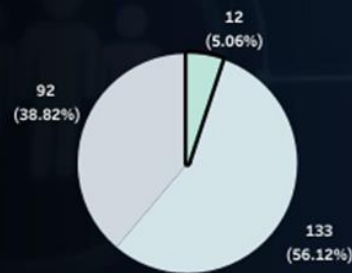
Female

6

Department Wise Attrition

Department

- HR
- R&D
- Sales



No of Employee by Age

Employee Count

Age(Bin)



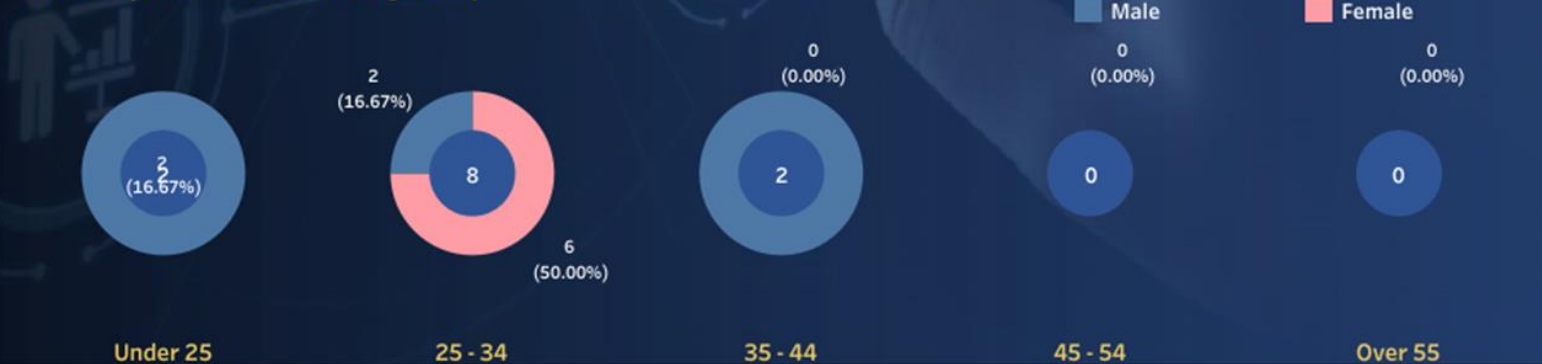
Satisfaction Rating of Exited Employees

Job Role	1	2	3	4	Grand T..
HR	5	2	3	2	12
Manager	0	0	0	0	0
Grand Total	5	2	3	2	12

Attrition by Commute Distance



Attrition by Gender for different Age Group



Human Resources Department has least attrition rate. The HR Department has an employee count of 446 with an average age of 38. The ages of the employees are evenly distributed especially within the 24 - 46 age group, and the highest attrition rate was still seen within the 25 - 34 age group.