Business Objective of our Project

- HR Analysis tool for companies especially those with large workforce.

- Help companies to be prepared for future employee-loss.

- To find possible reasons for employee attrition , in order to prevent valuable employees from leaving.

Analysis Using Different Tools

- Excel

- MySQL

- Tableau

- Power BI

KPI-1   Average Attrition rate for all Departments

- This KPI is useful to know how many employees left the company in different departments.

- To know this average attrition rate we created bar graph to represent which department is having highest attrition rate and which one is lowest attrition rate.

- Research & Development department is having highest attrition rate that is 50.21% and Hardware department is having lowest attrition rate that is 49.44%
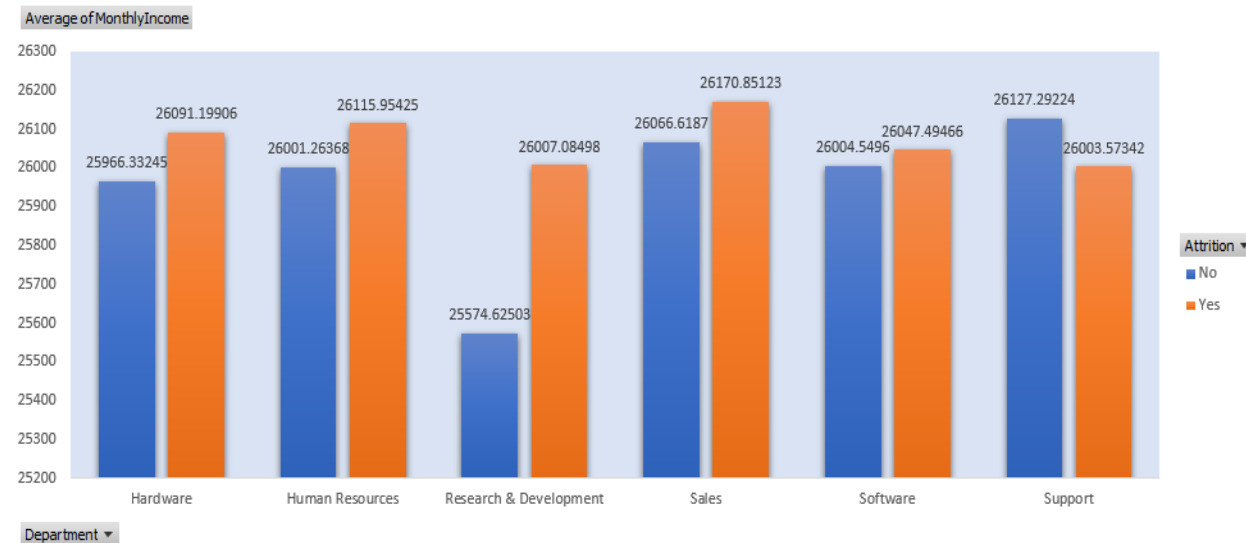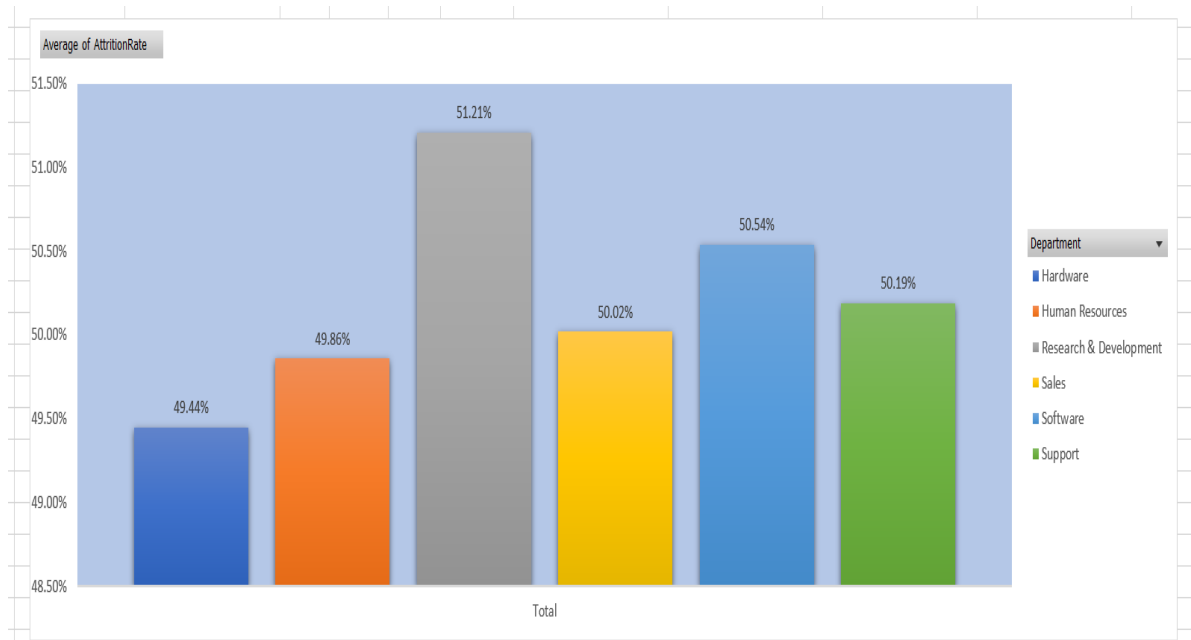
KPI-2   Average Hourly rate of Male Research Scientist

- This KPI shows Average hourly rate of employees who is having job role Research scientist and gender is male.

- Average of Hourly Rate was higher for Male (115.62) than Female (115.25).

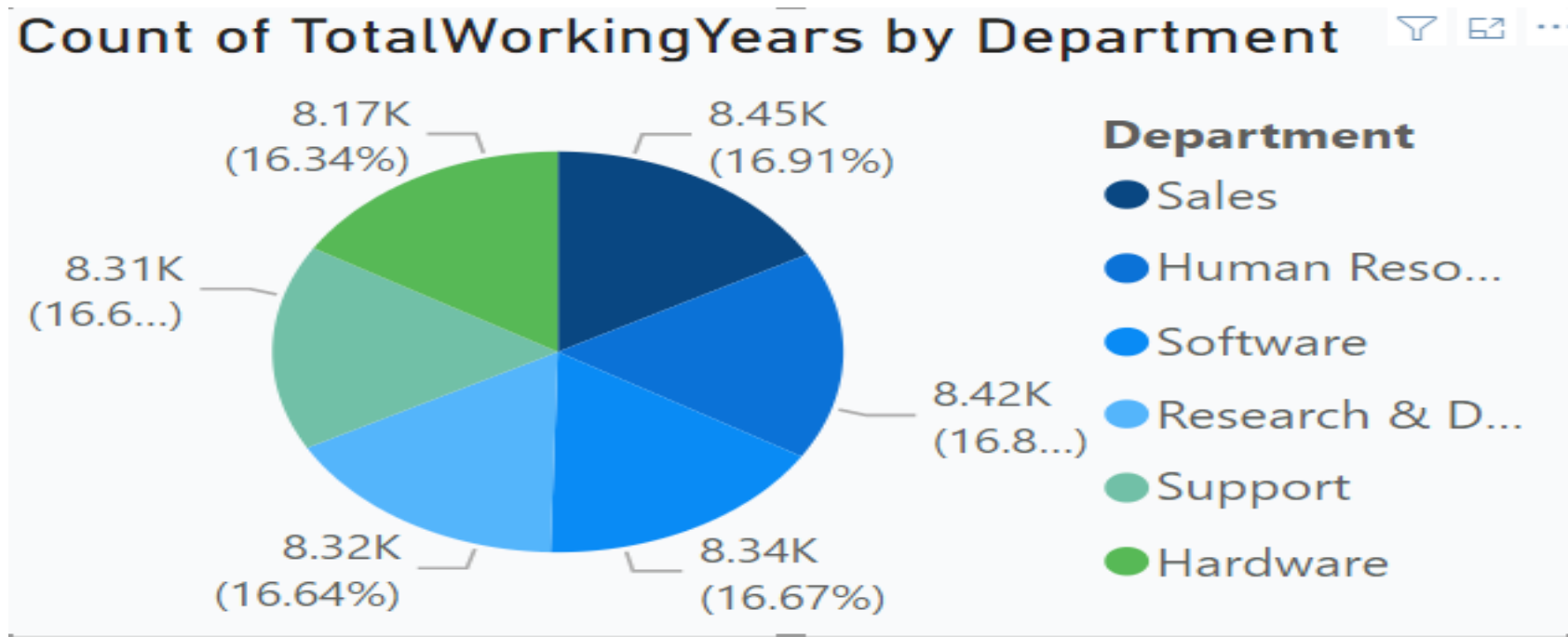**114.45**

Average of HourlyRate
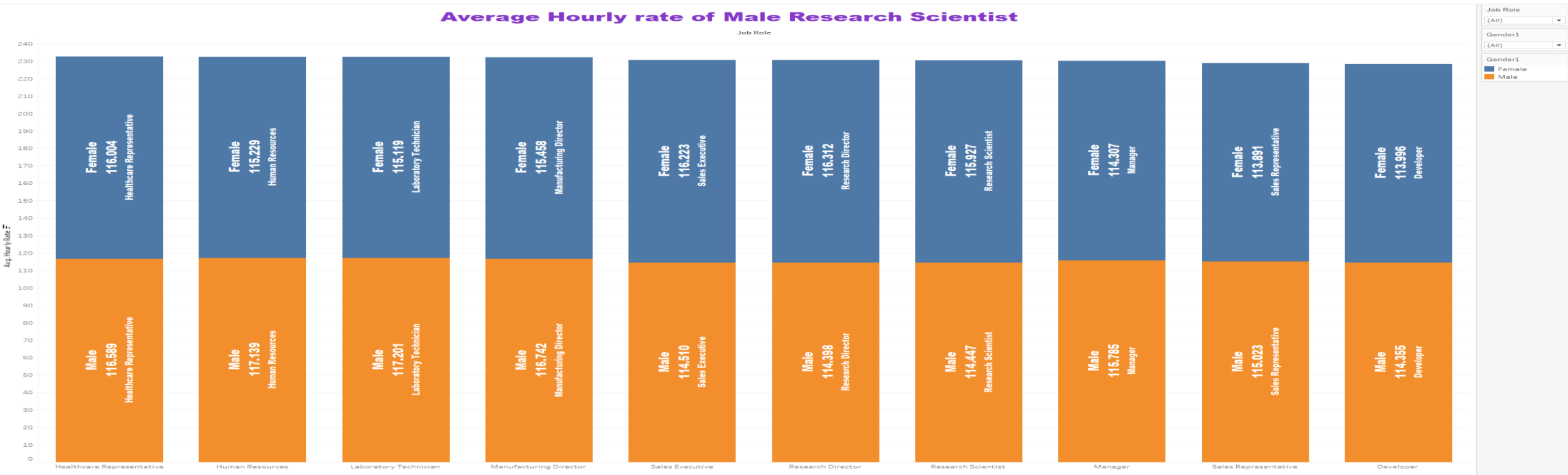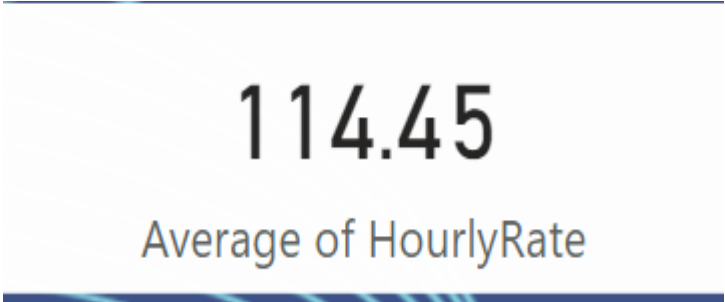
KPI-3   Attrition rate Vs Monthly income stats

- 40001-50000 in Attrition made up 11.14% of Count of Monthly Income.

- Average Count of Monthly Income was higher for Yes (5021) than No (4979).

- Count of Monthly Income for Yes and No diverged the most when the Monthly-Income Range was 40001-50000, when Yes is higher than No.
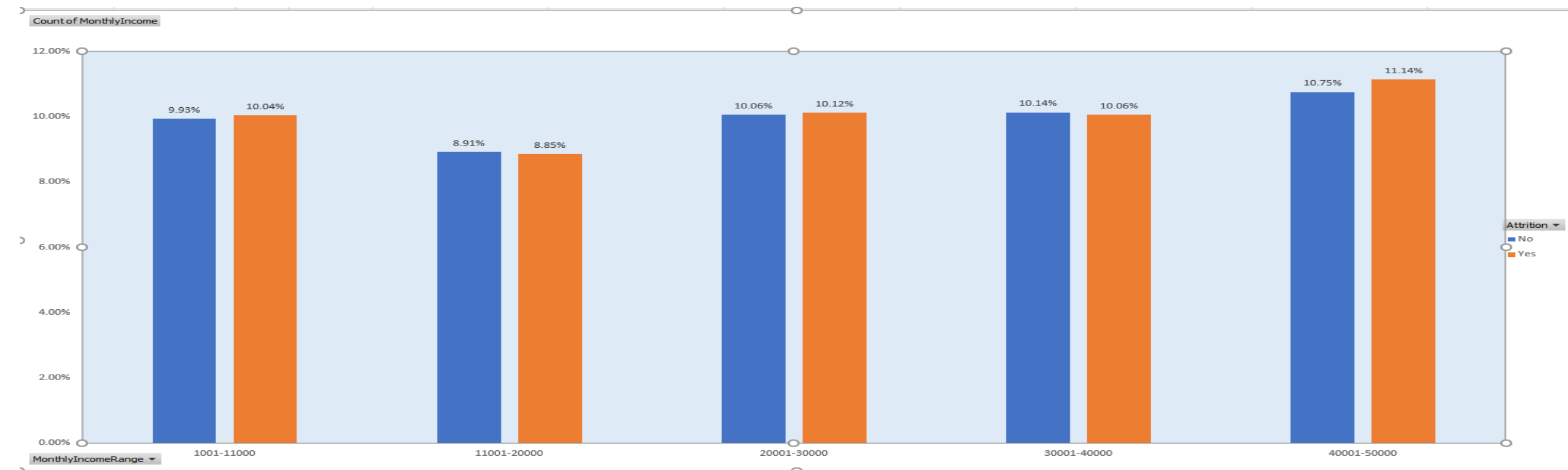
# KPI-4 Department wise Total working years

- Sales accounted for 16.91% of Count of TotalWorkingYears and Hardware having 16.34% total working year.

Count of TotalWorkingYears by Department

- 8.17K (16.34%)
- 8.45K (16.91%)
- 8.31K (16.6...)
- 8.42K (16.8...)
- 8.32K (16.64%)
- 8.34K (16.67%)

Department
- Sales
- Human Reso...
- Software
- Research & D...
- Support
- Hardware

KPI-5 Job Role Vs Work life balance

- Work life balance rating given by employee is Satisfactory with 25.4% ,'poor' with 24.8% ,' Good' with 25.1% , and Excellent with 24.7%.

Job Role Vs Work life balance
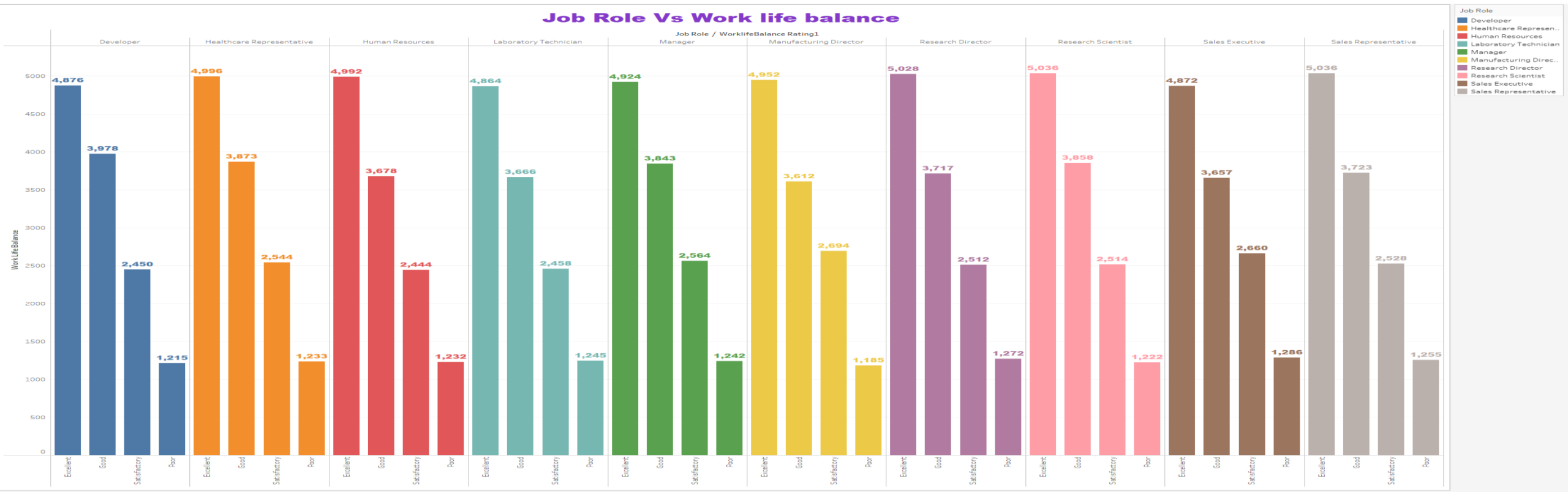
KPI-6 Attrition rate Vs Year since last promotion relation

- Employees who is having 'Year since last promotion' is 1 had the highest Attrition rate is 6230(24.82%) and who is having 'Year since last promotion' is 39 had lowest attrition rate is 1 .

AttritionRate by YearsSinceLastPromotion
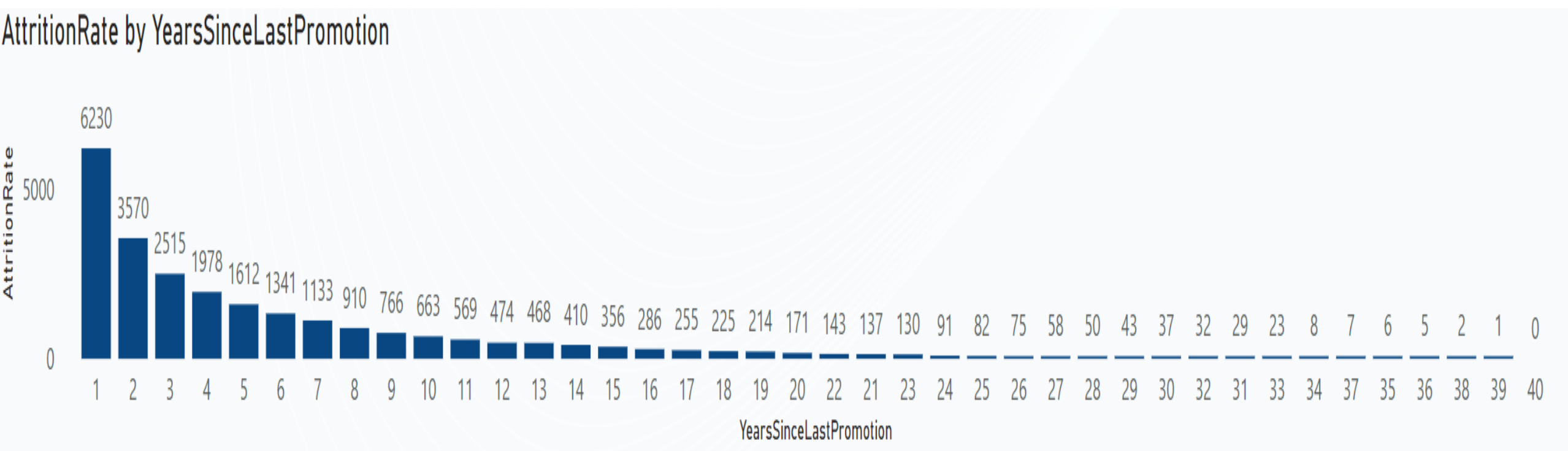
CONCLUSION

- From the above analysis it can be said that rate of attrition is inversely proportional to monthly income.And factors like job travel distance,poor company environment,impact rate of attrition.

- Apart from these KPIs we have analyzed age wise attrition rate that is the employee whose age is 60 is left the company is 3.57%. This is the most common retirement age.

- Male employees have more working period compared to female employees. The count of male and female employees varies when compared to overall percentage, which plays a important role in the attrition rate.

- Environment in which the employees work in also has a role in attrition rate of a company.

- Employee having less than avg salary (26,016) has left the company.

- So if monthly income is increased, a good environment is encouraged and if good travel arrangements are given then we can decrease the attrition rate.