

# HR ATTRITION ANALYSIS

*MeriSKILL Internship*

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## **Objective:**

Analyze gross sales from a US store specializing in electronic products, to identify trends, top-selling products, and revenue metrics for business decision-making.

## **Steps:**

### Data Cleaning:

- Delete redundant columns.
- Rename the columns.
- Change data types.
- Drop duplicates.
- Clean individual columns.
- Create new columns.
  - a. Personalized columns.
  - b. Conditional columns.
  - c. Calculated columns using DAX.
- Create measures using DAX, like %Attrition.

### Data Visualization:

- Menu with access to demographic information, job details, job stability, and employee wellness.
- Analyze % Attrition by different demographic variables.
- Analyze % Attrition considering job specifications for each employee.
- Analyze % Attrition with the variables that indicate a level of job stability.
- Analyze % Attrition according to the employee satisfaction in their job.

## **Key Insights:**

- Males cause more attrition than women, except for the 18-30 years group, where we find the highest attrition rate.
- Single employees and the ones who live farther from the work have higher attrition rates.
- Educational backgrounds like Human Resources, Technical Degrees, and Marketing have a higher attrition rate in comparison to Life Sciences, Medicine, and others.
- Employees with a lower income tend to have a higher attrition rate, the highest rate was found in entry-level employees who work as sales representatives.
- Employees with more job stability are around 35-45 years old.
- The main three reasons related to employee wellness that cause attrition are low job involvement, low work-life balance, and low environment satisfaction.
- Employees who work overtime have three times more chances of attrition, as well as employees who travel frequently in comparison to the ones who never travel.

- In general, if an employee receives more training during the year is less possible for them to cause attrition.

**Conclusion:**

Some possible suggestions to reduce the attrition rate based on this data analysis can be:

- Implement gender-specific retention strategies.
- Extend gasoline vouchers.
- Adjust the compensation structure, especially for entry-level sales representatives.
- Implement mentorship programs and career development programs for entry-level employees.
- Adjust workloads and offer flexible work schedules to minimize overtime work.