

# HR ATTRITION ANALYSIS

*MeriSKILL Internship*

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## **Objective:**

Analyze the attrition rate within a company in the last year, to identify departments, job levels, and roles where the attrition rate is higher, and to identify other important indicators such as employee wellness and job stability.

## **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.