Attrition Analysis Project
With Power BI

Prepared By:

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Welcome to Attrition Analysis Project

Individuals   Demographics1   Demographics2   Demographics3   Attendance   Surveys

Attrition Analysis by Demographics (1)

4410	3699	711	16.12%
Total Employees	**Current Employees ...**	**Employees Attrit...**	**AttritionRate**

AttritionRate by DEPARTMENT

15.02% (24.67%)
30.16% (49.53%)
15.71% (25.8%)

DEPARTMENT
- Human Resour...
- Research and ...
- Sales

JOBROLE	No	Yes
Healthcare Representative	85.50%	14.50%
Human Resources	86.54%	13.46%
Laboratory Technician	83.78%	16.22%
Mager	86.27%	13.73%
Manufacturing Director	88.97%	11.03%
Research Director	76.25%	23.75%
Research Scientist	81.85%	18.15%
Sales Executive	83.13%	16.87%
Sales Representative	85.54%	14.46%
Total	**83.88%**	**16.12%**

Attrition Rate by Gender & Employees Count

ATTRITION ● No ● Yes ● AttritionRate

16.67%
15.31%

Male   Female

AttritionRate by MARITALSTATUS

100%

Single	25.53%
Married	12.48%
Divorced	10.09%

39.5%

Attrition Analysis by Demographics (2)

2883
Total Employees

2430
Current Employees ...

453
Employees Attrit...

15.71%
AttritionRate

DEPARTMENT
| Human Resources | Sales |
| Research and Development | |

GENDER
| Female | Male |

Attrition Rate by Years at Company & Emp Count
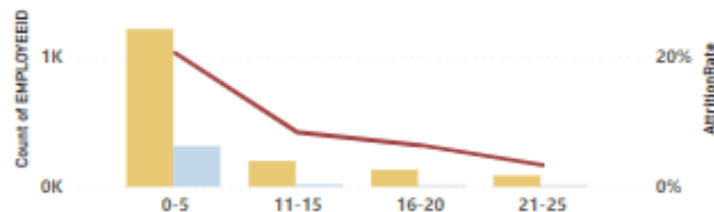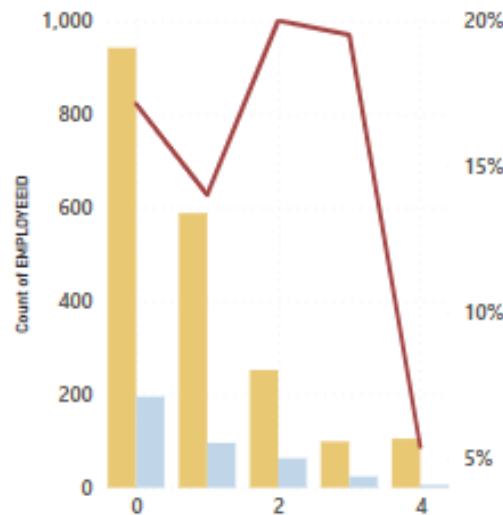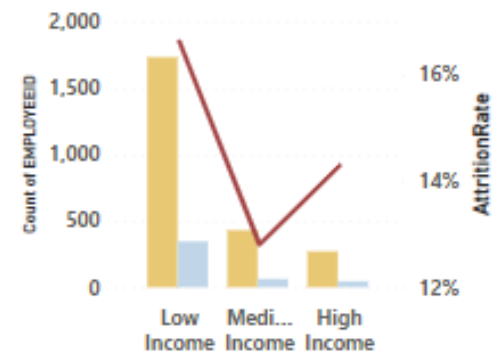
ATTRITION ● No ● Yes ● AttritionRate

Attrition Rate by Years Since Last Promotion & Emp Count
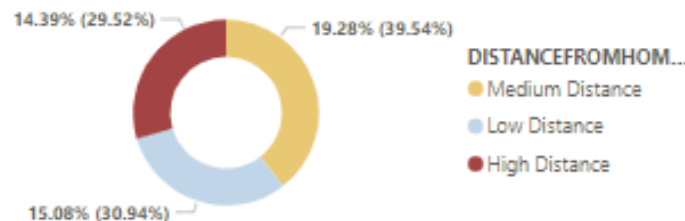
ATTRITION ● No ● Yes ● AttritionRate

Attrition Rate by Distance from Home

14.39% (29.52%)
19.28% (39.54%)
15.08% (30.94%)

DISTANCEFROMHOM...
● Medium Distance
● Low Distance
● High Distance

Attrition Rate by Montly Income & Emp Count

ATTRITION ● No ● Yes ● AttritionRate

| Home | Demographics1 | Demographics3 | Individuals | Attendance | Surveys |

Attrition Analysis by Demographics (3)

2883
Total Employees

2430
Current Employees ...

453
Employees Attrit...

15.71%
AttritionRate

DEPARTMENT

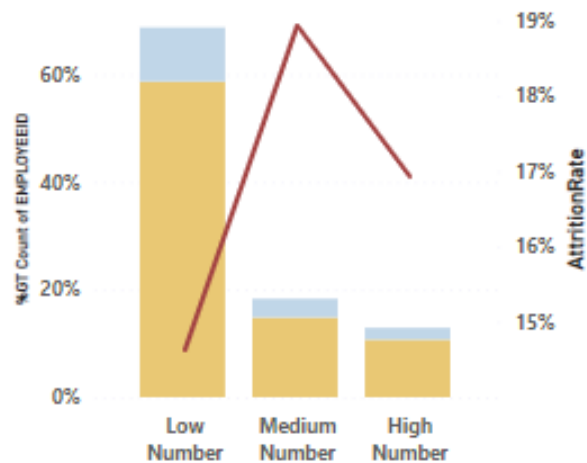| Human Resources	Sales

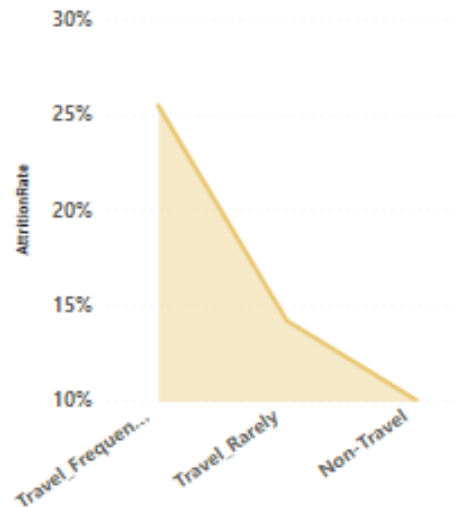**Research and Development**

GENDER

Female	Male

%GT Count of EMPLOYEEID and AttritionRate by NUMCOMPANIESWORKED (List) and ATTRITION

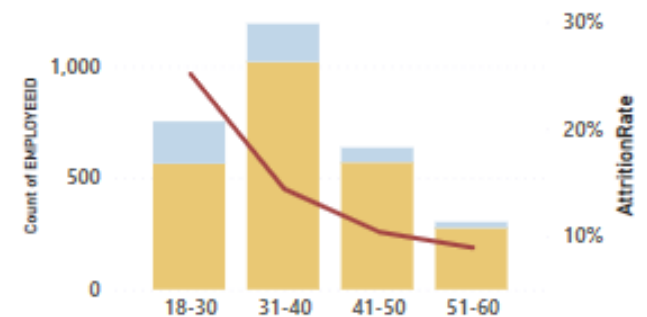ATTRITION ● No ● Yes ● AttritionRate

AttritionRate by BUSINESSTRAVEL

Count of EMPLOYEEID and AttritionRate by AGE (List) and ATTRITION

ATTRITION ● No ● Yes ● AttritionRate

Home	Demographics1	Demographics2	Individuals	Attendance	Surveys

Attrition Analysis by Attendance

-0.22
AVG Late Arrival Hours

0.23
AVG Early Arrival Hours

24.73
Off Days

-0.62
AVG Early Departure Hours

1.46
AVG Late Departure Hours

DEPARTMENT

| Human Resources | Sales |
| Research and Development | |

ATTRITION

| No | Yes |

GENDER

| Female | Male |

AVG Late Departure Hours by Job Role

AVG Late Departure Hours By Department
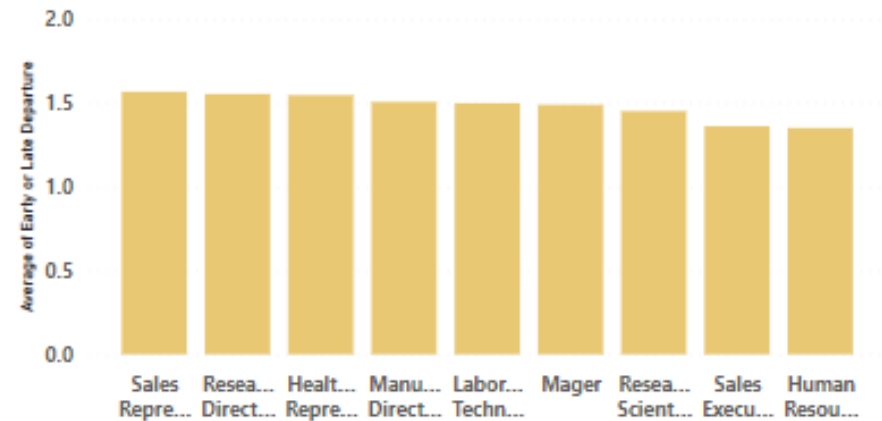
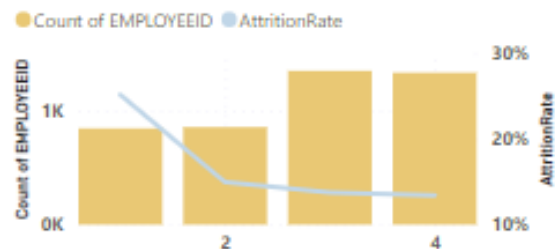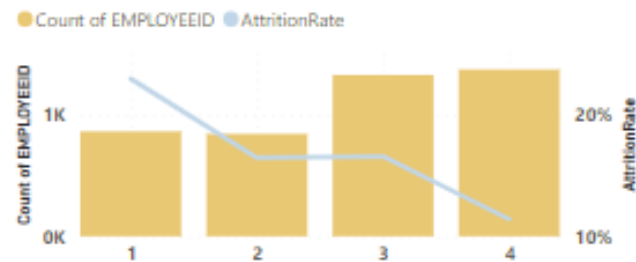| Home | Demographics1 | Demographics2 | Demographics3 | Individuals | Surveys |

Attrition Analysis by Surveys

Count of EMPLOYEEID, AttritionRate by ENVIRONMENTSATISFACTION

● Count of EMPLOYEEID ● AttritionRate

Count of EMPLOYEEID, AttritionRate by JOBSATISFACTION

● Count of EMPLOYEEID ● AttritionRate

DEPARTMENT

| Human Resources | Sales |
| Research and Development | |

ATTRITION

| No | Yes |

| Female | Male |

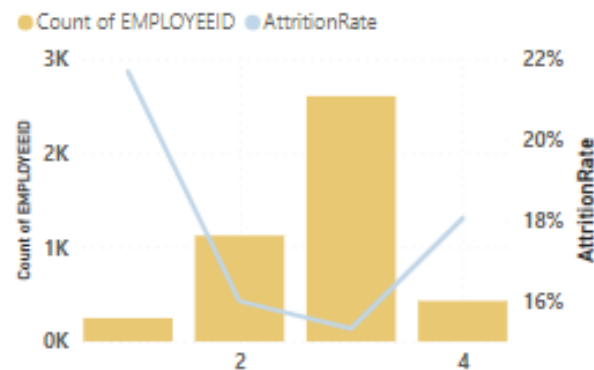**Count of EMPLOYEEID, AttritionRate by WORKLIFEBALANCE**

● Count of EMPLOYEEID ● AttritionRate
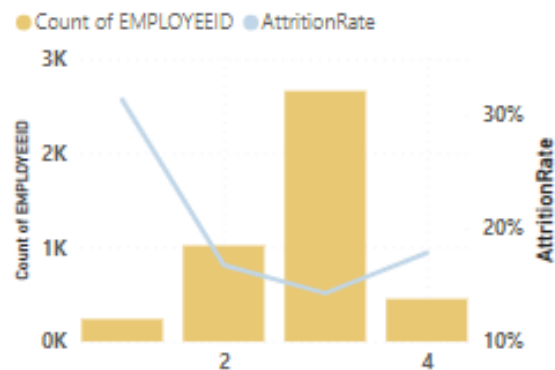
Count of EMPLOYEEID, AttritionRate by JOBINVOLVEMENT

● Count of EMPLOYEEID ● AttritionRate

Count of EMPLOYEEID, AttritionRate by PERFORMANCERATING

● Count of EMPLOYEEID ● AttritionRate

Home **Demographics1** **Demographics2** **Demographics3** **Attendance** **Individuals**

Attrition Analysis for Each Employee

Yes	21	30.37
Attrition Status	**Off Days Count**	**Total Early Arrival Hours**

-24.42	-42.90	36.81
Total Late Arrival Hours	**Total Early Departure Hours**	**Total Late Departure Hours**

DEPARTMENT

Human Resources	Research and Development	Sales

EMPLOYEEID
- ■ 125.00
- ☐ 128.00
- ☐ 179.00

ATTRITION

No
Yes

Sum of Late or Early Arrival by Month

1.0, 0.4, 0.1, 2.3, 1.3, -1.3, -1.1, 0.8, 3.1, 0.4, 0.1, -1.1

January, February, March, April, May, June, July, August, September, October, November, December
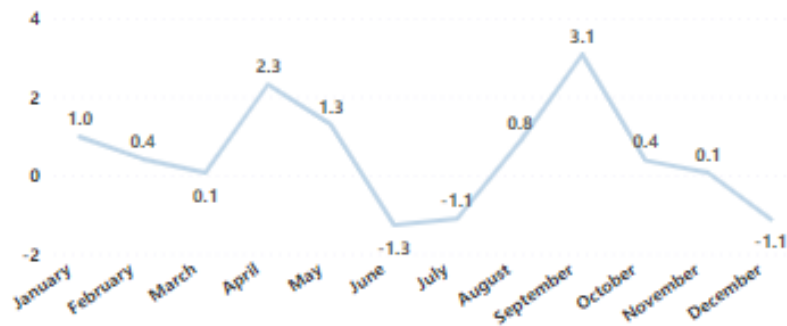
Early and Late Departure Hours
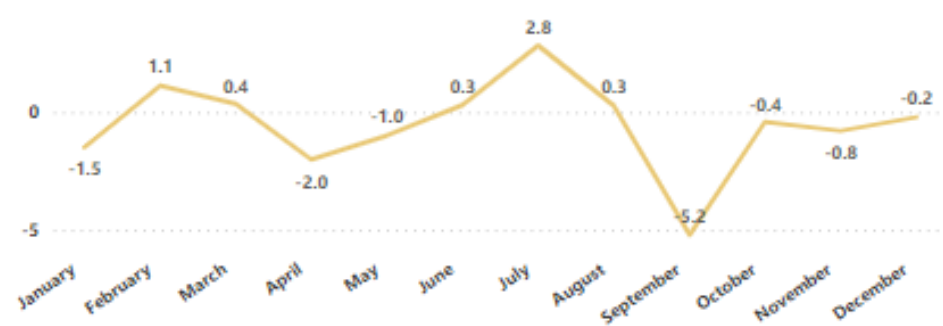
-1.5, 1.1, 0.4, -2.0, -1.0, 0.3, 2.8, 0.3, -5.2, -0.4, -0.8, -0.2

January, February, March, April, May, June, July, August, September, October, November, December

Home	Demographics1	Demographics2	Demographics3	Attendance	Surveys

Project Report (Key Findings & Recommendations)

Finding:

-First of all the attrition rate 16.12% is away out of the healthy range which is below 10%.

Finding:

-The single marital status is has highest attrition rate by at least the double from it's following one.

-May be the reason is that single people mostly have no financial responsibilities towards a wife or children so they are free to change jobs or even take a career break.

Recommendation:

-While hiring the company should give the advantage to people with other marital status than single.

Finding:

-The research director job role have the highest attrition rate by 23.75% and after analyzing attendance data found out they has the second highest leaving late hours which seems to be a big factor in the employees attrition.

Recommendation:

-The company should decrease the overtime that employees have to do.

-HR team should discuss the research directors about any problem or difficulties they are facing in the company to find out if there are other factors than the late departure.

Finding:

-Although the human resources department doesn't have many employees as the other 2 departments but the attrition rate in it (30.16%) is double of each of the others.

-After Investigating the data it led us to same problem which is the avg late departure hours of this department was far higher than the others.

Recommendation:

-The company should decrease the overtime that employees have to do.

-HR team should discuss the HR employees about any problem or difficulties they are facing in the company to find out if there are other factors than the late departure.

Finding:

-There's a high positive correlation between frequency of travelling for work and the attrition rate.

Recommendation:

-The company should make the employees travel only when necessary.

- The company should offer good travel allowance for the employees to make it up to them.

Finding:

-There's a high positive correlation between being younger and the attrition rate.

Recommendation:

-The company should offer better salaries for junior and senior employees.

- The company should offer better medical insurance and privileges for young employees.