Tableau Project : HR Employee Attrition Dashboard

Solving Business Problems with Interactive Data Stories

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I analyzed HR data to uncover what drives employees to leave.
 Here are the key insights — visualized in an interactive Tableau dashboard!
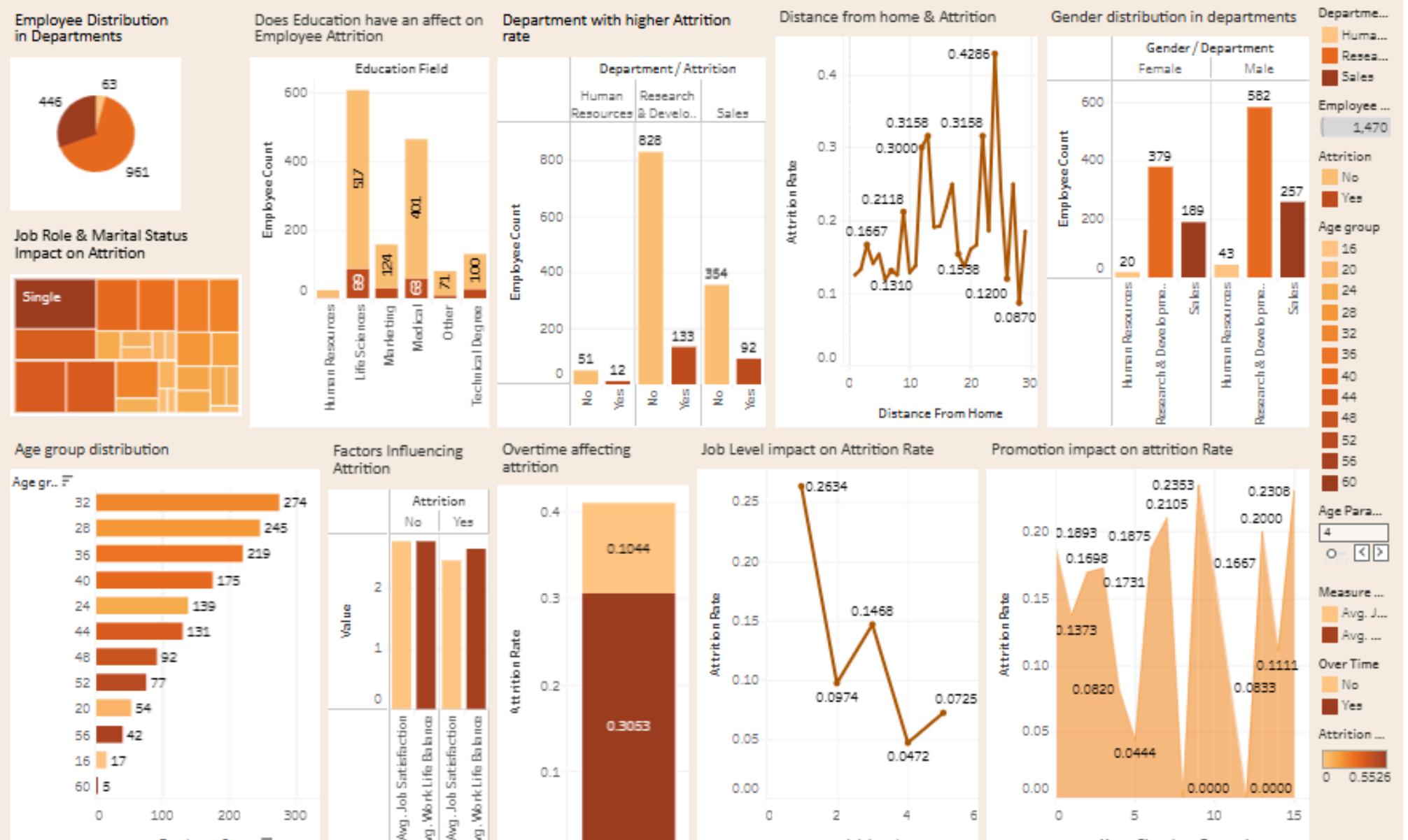✅Built with Tableau Public
✅Focused on attrition trends, job level, distance from home, work-life balance

Swipe through the slides to see the highlights!

SWIPE ⟶

HR Employee Dashboard | Employee Attrition Insights

These are the key insights to help HR team track trends and predict attrition

- Overtime = Higher Attrition : Employees doing overtime have an attrition rate of ~30%, compared to just 10% for those not doing overtime.
  🕐 Work-life balance plays a significant role in employee retention.

- Promotion Timing : Employees not promoted in the last 4-6 years show a spike in attrition rates.
  📈 Timely promotions could improve retention.

- Age Group Trend: Age group 28–32 has the highest employee count and may need targeted engagement programs.
  👥 This is a key demographic to focus on.

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More Key Insights:

- Factors Affecting Attrition : Lower job satisfaction, environment satisfaction, and work-life balance are common among those who leave.
☁️ These soft metrics are powerful predictors of turnover.

- Job Level Matters : Attrition rate is highest at Job Level 1 (around 26%), and lowest at Level 5 (just ~7%).
🔍 Junior employees are more likely to leave compared to senior ones.

- Distance From Home : Attrition rate increases with distance from home. Peaks at distances around 10 km+.
🚗 Long commutes may be a contributing factor to employee dissatisfaction.

- Departments With Higher Attrition: Sales ,Research & Development departments show the highest attrition counts.
🏛️ These may need better engagement or retention strategies.

- Job Role & Marital Status : Single Sales Representatives are most at risk for leaving the company.
❤️ Married employees show better retention rates.

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Let's Connect

Dashboard available at :

https://public.tableau.com/app/profile/moumita.patrasannigrahi/viz/HREmployeeAttritionDashboard_17430820912840/Dashboard

Github: https://github.com/Moumita2023/Data-Projects