HR ANALYTICS DASHBOARD

Introduction

- The "WA_Fn-UseC_-HR-Employee-Attrition.csv" dataset contains detailed information about employees, including their demographics, job roles, job satisfaction, performance ratings, and other factors related to their employment.

Business goal

- The aim of this project is identify the key factors that contribute to employee attrition in the organization.

Tools Used:

- Power BI
- Power Query
- Dax Query

Questions:

1)What is the total count of employees?

2)Count total number of attrition.

3) What is the attrition rate?

4)What is the average age of employees who have left the company?

5) What is the average salary of attrition employees?

6) What is the average number of years that employees who left the job worked at the company?

7) What is the gender breakdown of attrition employees?

8) Show the age distribution of employees who have left the company (attrition employees).

9) How does attrition vary by job role?

10)What is the level of satisfaction with the company among employees from different job roles who have left the company

11) How does attrition vary by Monthly Salary?

12)What is the attrition rate by education field?

HR ANALYTICS DASHBOARD

Human Resources	Research & Development	Sales

Attrition by Gender

Male	Female
150	87

Count of Employee	Attrition	Attrition Rate	Average Age	Average Salary	Average Years
1470	237	16.12%	37	6.5K	7

Attrition by Age Group

Age Group	Count
25-34	554
35-44	505
45-55	267
18-24	97
above 55	47
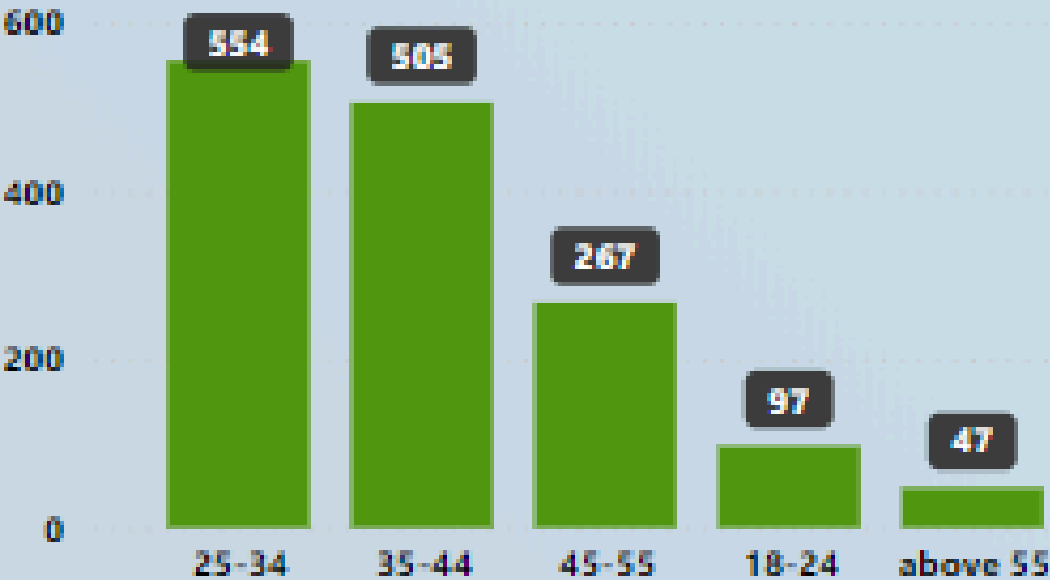
Attrition by Years At Company

Attrition by Job Role

- Research Scientist 22%
- Sales Executive 27%
- Sales Representative 16%
- Human Resources 6%
- Laboratory Technician 29%
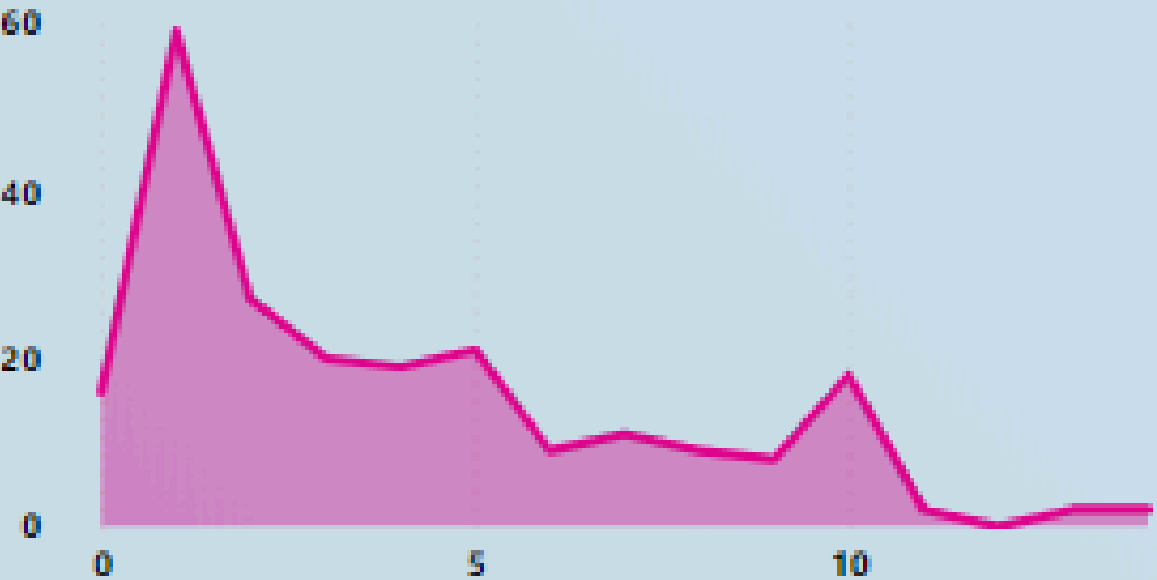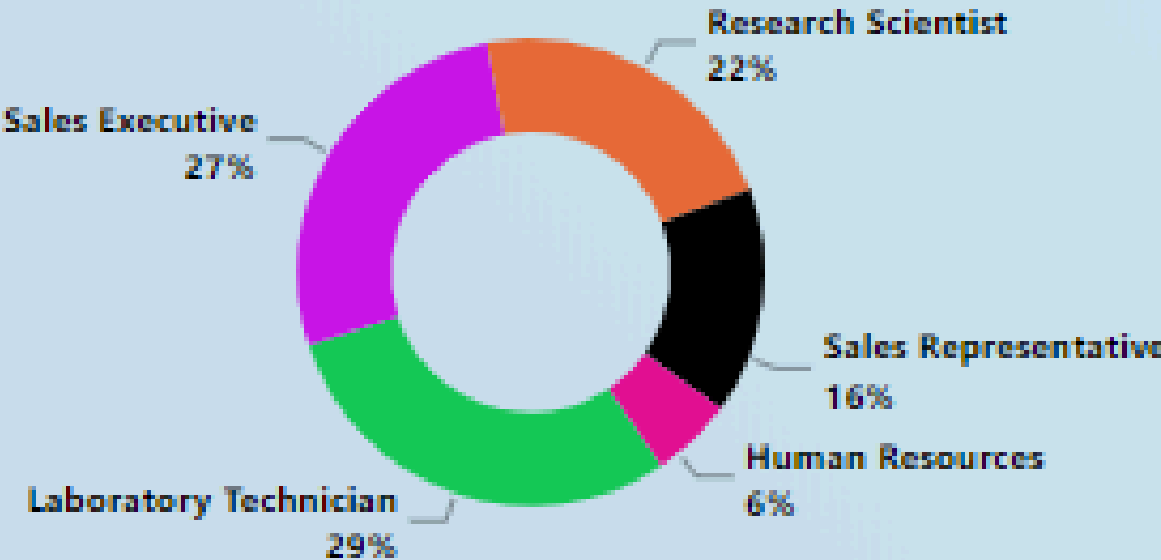
JobRole	1	2	3	4	Total
Healthcare Representative	2	2	1	4	9
Human Resources	5	2	3	2	12
Laboratory Technician	20	8	21	13	62
Manager	1	2	1	1	5
Manufacturing Director	2	2	4	2	10
Research Director	0	1	1	0	2
Research Scientist	13	10	15	9	47
Sales Executive	16	9	18	14	57
Sales Representative	7	10	9	7	33
Total	66	46	73	52	237

Attrition by Monthly Salary

Salary	Count
below 5k	163
5k-10k	49
10k-15k	20
over15k	5

Attrition by Education

- Marketing 15%
- Medical 27%
- Technical Degree 14%
- Other 5%
- Human Resources 3%
- Life Sciences 38%
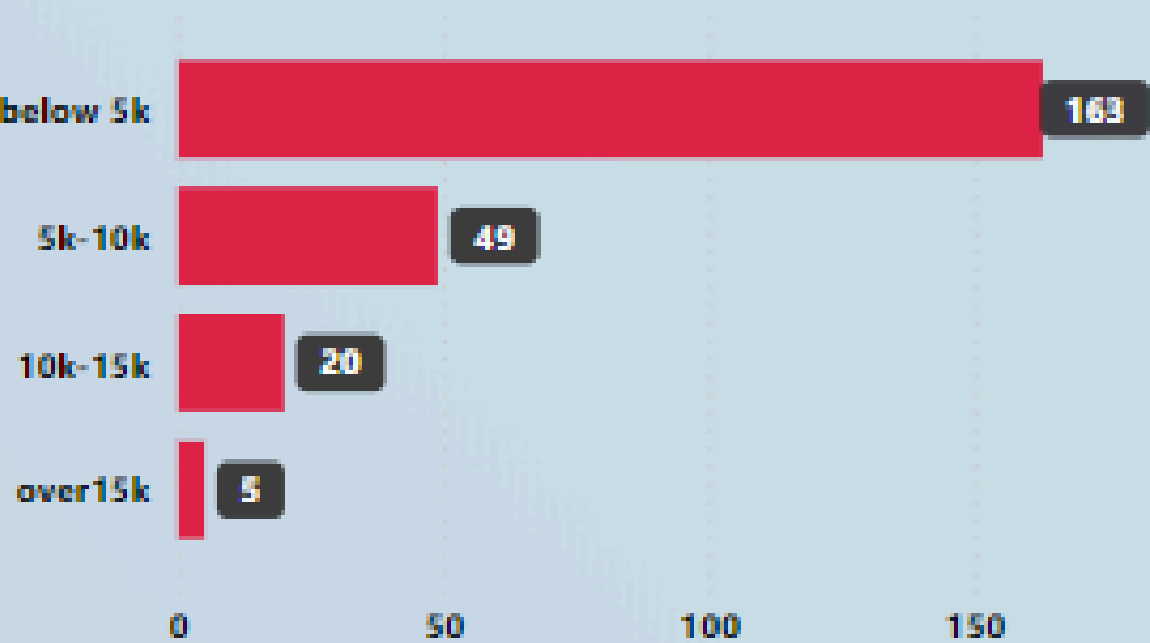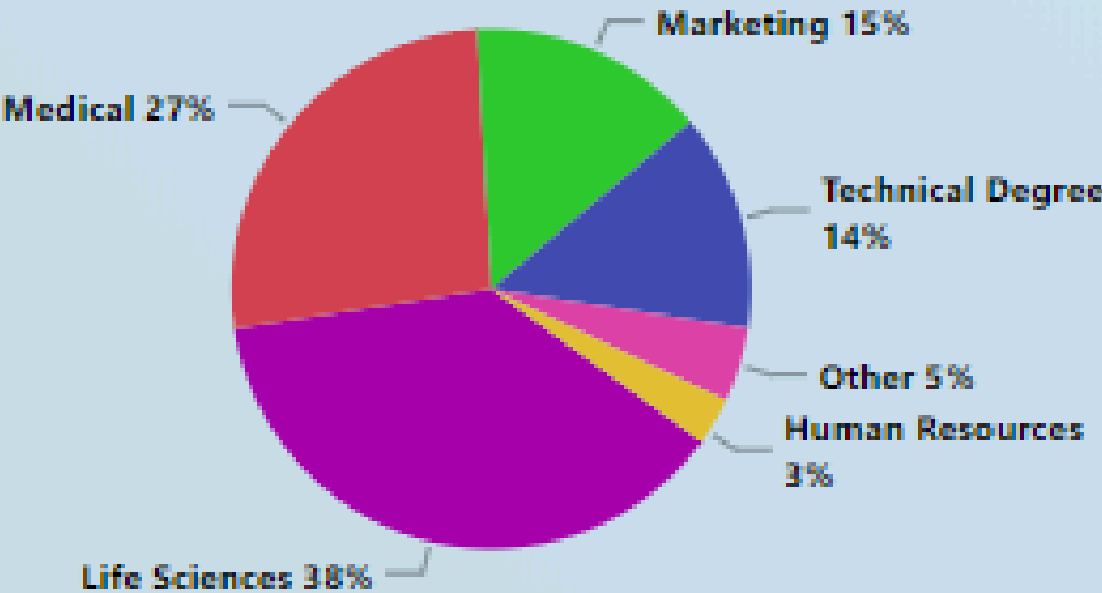
conclusion:

- The highest attrition occurred among employees aged 25 to 34 years.

- Most attrition is seen among those who have worked in the company for one to two years.

- The job role of laboratory technician (29%) and sales executive (27%) have the highest attrition rate compared to other job roles.

- Most of the employees who left the company and whose job role was laboratory technician gave a rating of 1 about the company, indicating their dissatisfaction with their job

- Most of the employees whose salary is below 5 thousand have left the company.

- The highest rate of attrition is seen among employees whose education field is life sciences (38%)

THANK YOU