

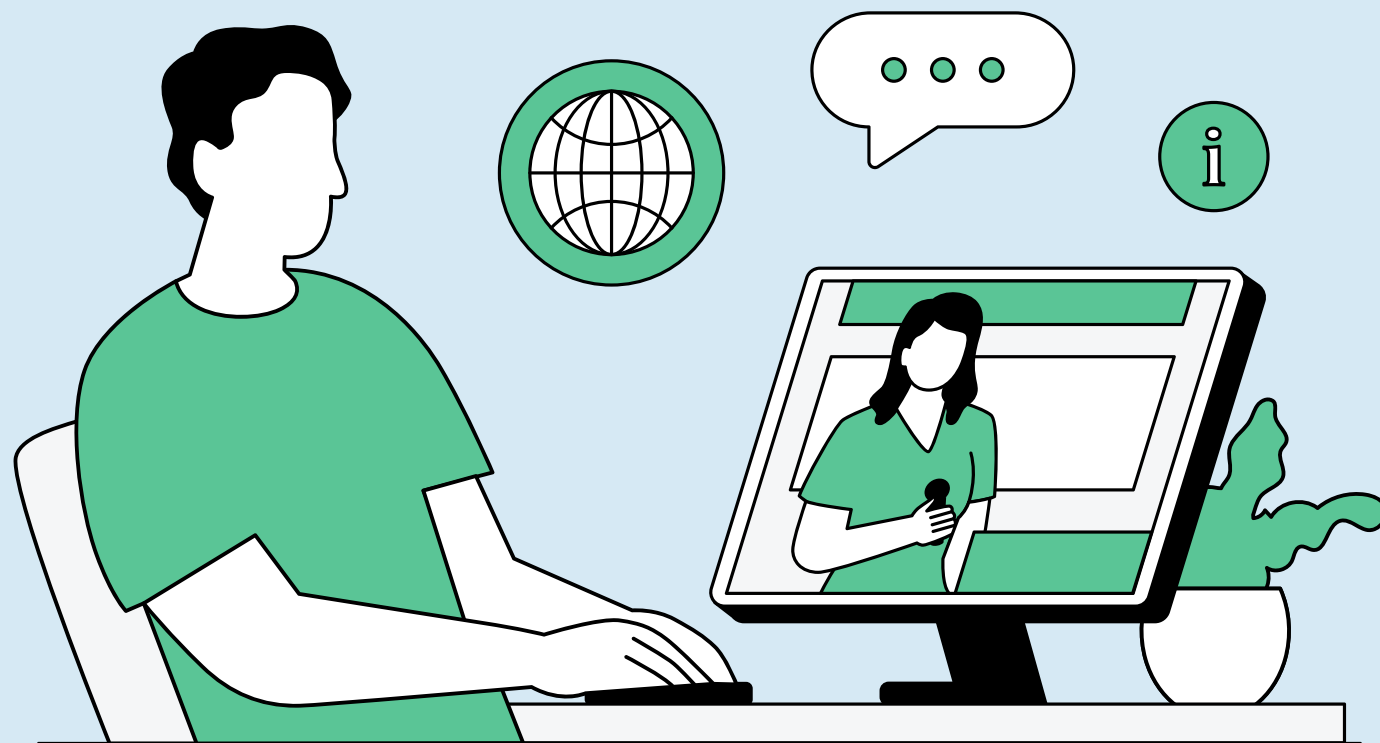
HR Employee Attrition Analysis

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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?
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HR ANALYTICS DASHBOARD

Human Resources

Research &
Development

Sales

Count of Employee

1470

Attrition

237

Attrition Rate

16.12%

Average Age

37

Average Salary

6.5K

Average Years

7

Attrition by Gender

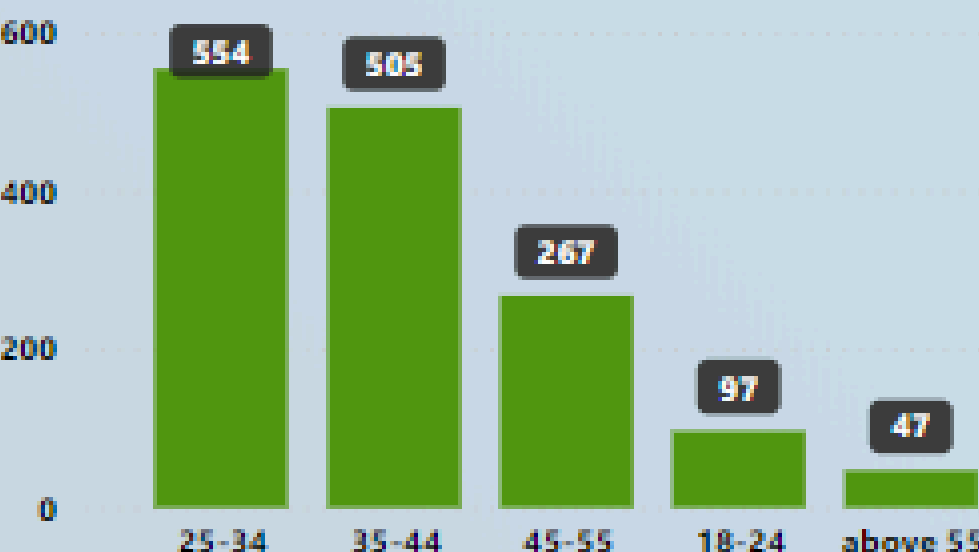
Male

Female

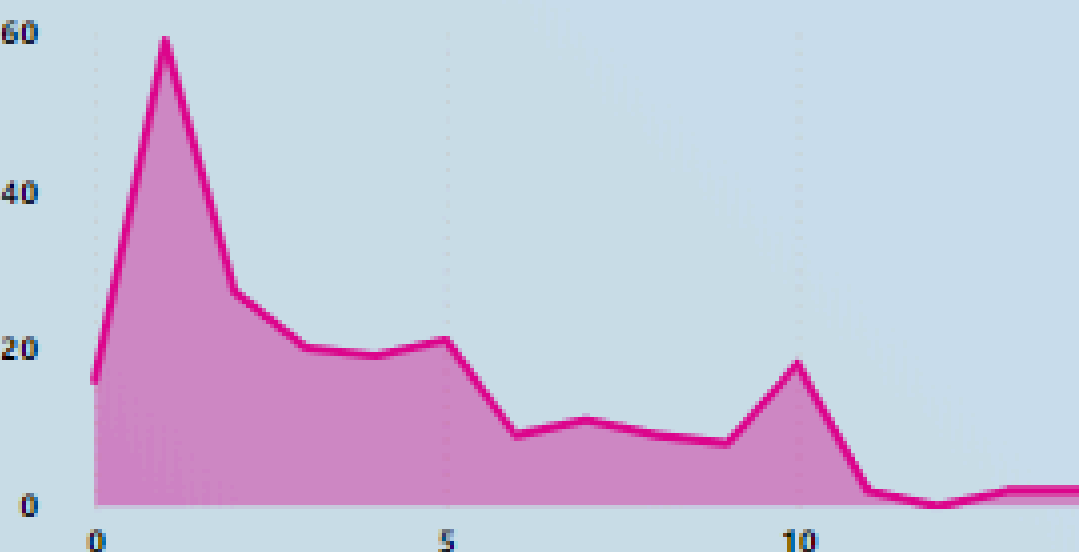
150

87

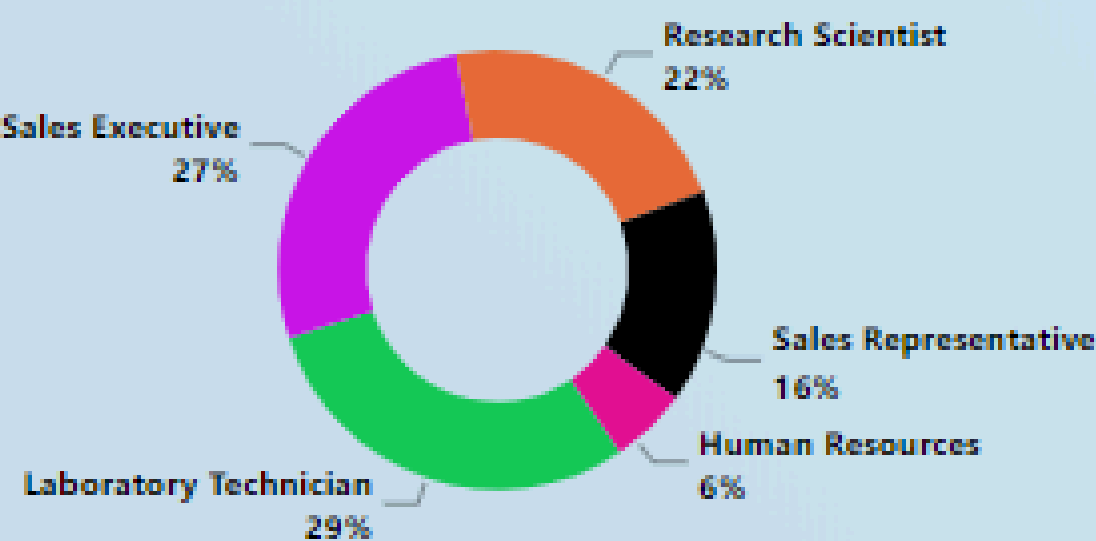
Attrition by Age Group



Attrition by Years At Company

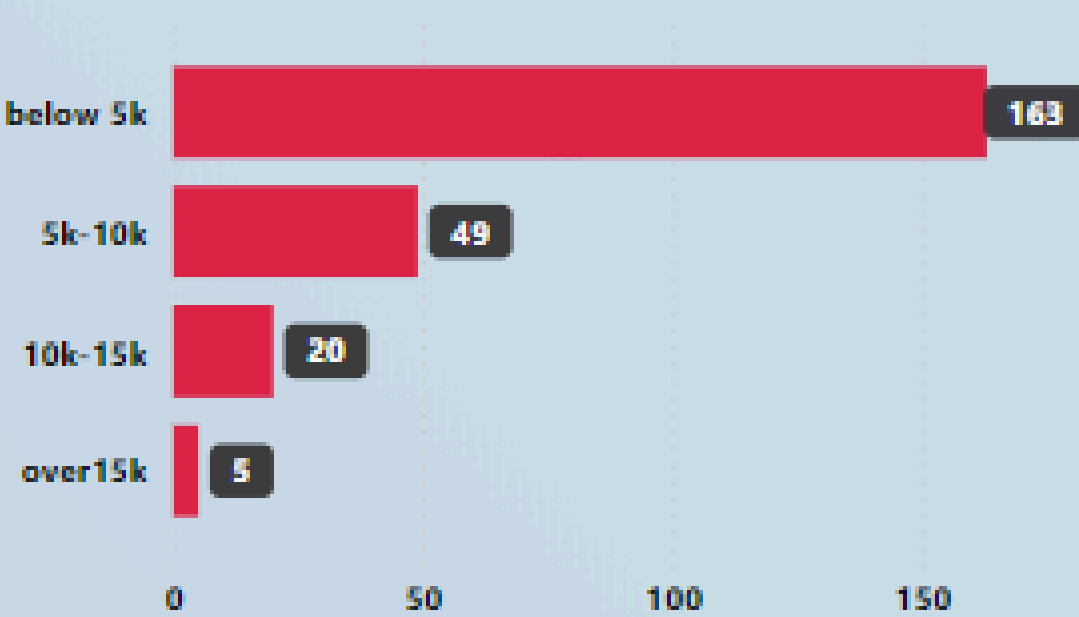


Attrition by Job Role

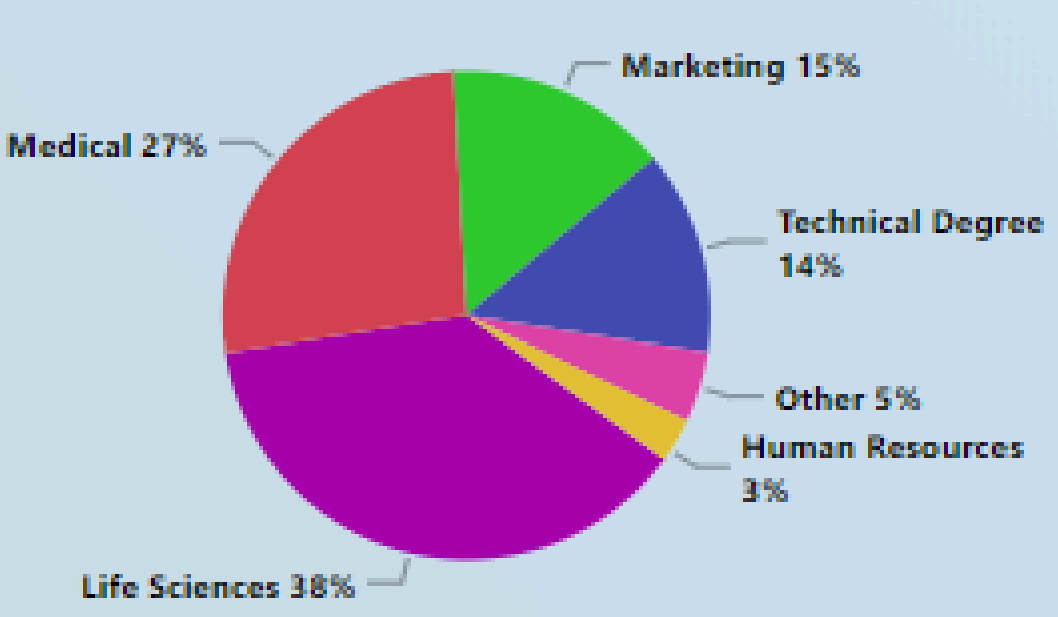


JobRole	1	2	3	4	Total
Healthcare Representative	2	2	1	4	9
Human Resources	5	2	3	2	12
Laboratory Technician	20	8	21	13	62
Manager	1	2	1	1	5
Manufacturing Director	2	2	4	2	10
Research Director	0	1	1	0	2
Research Scientist	13	10	15	9	47
Sales Executive	16	9	18	14	57
Sales Representative	7	10	9	7	33
Total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

Attrition by Monthly Salary



Attrition by Education



Insights:

- 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

