

EMPLOYEE ATTRITIO N

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PROBLEM STATEMENT:

XYZ company which was established a few years back is facing around a 15% attrition rate for a couple of years. And it's majorly affecting the company in many aspects. In order to understand why employees are leaving the company and reduce the attrition rate XYZ company has approached an HR analytics consultancy for analyzing the data they have. You are playing the HR analyst role in this project and building a dashboard which can help the organization in making data-driven decisions.

Tool Used

Microsoft Excel

Microsoft Power BI



DATASET OVERVIEW

Here are some data that I modified for my analysis:

- Employee ID
- Age
- Attrition
- Department
- Education
- Education Field
- Employee Count
- Gender
- Job Level
- Job Role
- Marital Status
- Monthly Income
- Percent Salary Hike
- Year At Company
- Job Satisfaction

Key words

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Total Employee	4410
Attrition	711
Percentage	16%
Average Year in Company	7.01

MY OBSEVATION :

Initial Data := A Salary hike of 25% was implemented, resulting in an attrition count of 3 employees.

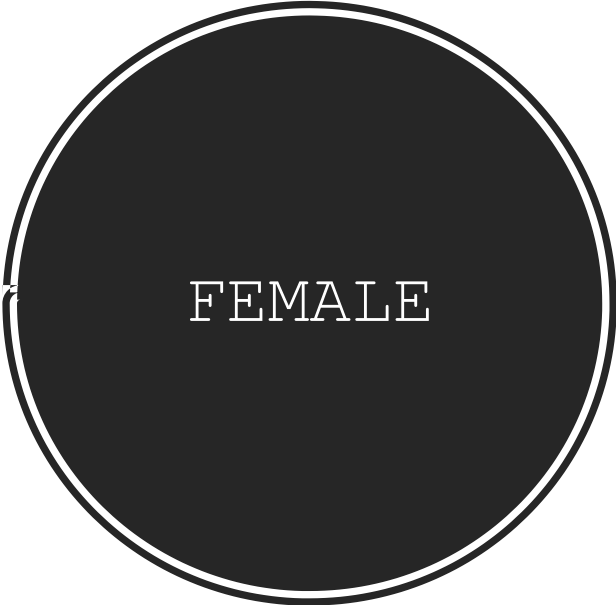
Updated Data := The salary hike decreased to 13%, leading to an increased in attrition to 36 employees.

Final Data := Further reduction in the salary hike to 11% resulted in 18 employees leaving the company.

The initial 25% salary hike corresponded with low attrition rates, suggesting a positive impact on employee retention. A reduction in the salary hike to 13% saw a significant rise in attrition, with 36 employee leaving indicates attrition rates to lower salary hikes. Despite a slight decrease in the salary hike to 11%, attrition decreased to 18 employees, but remained higher than the initial data.

Conclusion :

There is a notable impact of salary hike adjustments on employee turnover, underscoring the importance of strategic compensation planning in that talent retention strategies.



SINGLE		MARRIED		DIVORCED	
Total Employee	552	Total Employee	846	Total Employee	366
Attrition	129	Attrition	108	Attrition	33
Percentage	23%	Percentage	13%	Percentage	9%
Average Age	36.26	Average Age	38.33	Average Age	36.79
Average Year in Company	6.37	Average Year in Company	7.43	Average Year in Company	7.63

MALE

SINGLE		MARRIED		DIVORCED	
Total Employee	858	Total Employee	1173	Total Employee	615
Attrition	231	Attrition	144	Attrition	66
Percentage	27%	Percentage	12%	Percentage	11%
Average Age	34.74	Average Age	37.34	Average Age	37.91
Average Year in Company	6.38	Average Year in Company	7.22	Average Year in Company	7.11

EMPLOYEE ATTRITION DASHBOARD

All



Sum of Attrition Count



Status

- ☐ Divorced
- ☐ Married
- ☐ Single

Female

Male

Total Employees

4410

Attrition

711

Percentage

16%

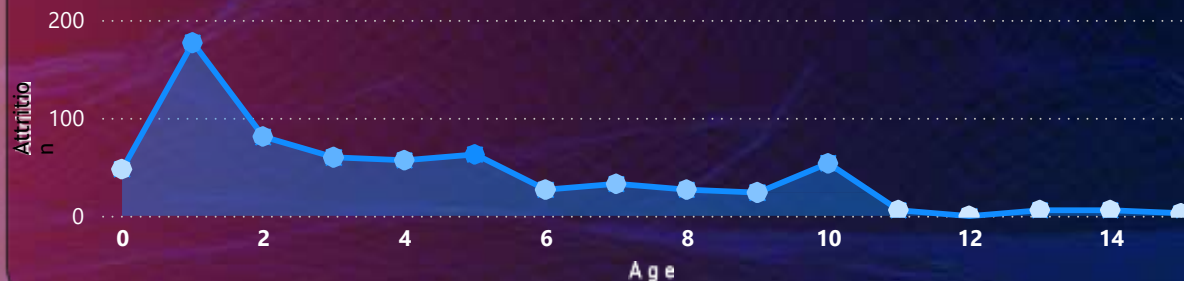
Average Age

36.92

Average Years in Company

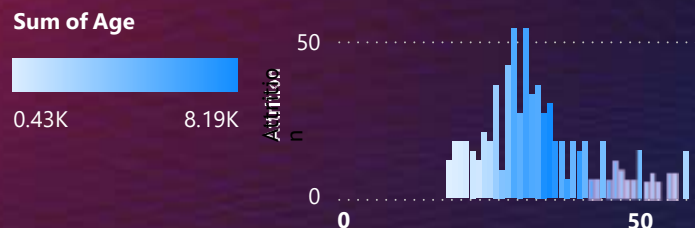
7.01

Attrition Count by YearsAtCompany



Human Resources	24	18	47	66	1	156
Manager	59	54	99	93	1	306
Research Director	32	51	75	81	1	240
Sales Executive	186	198	285	305	4	978
Total	860	840	1323	1367	20	4410

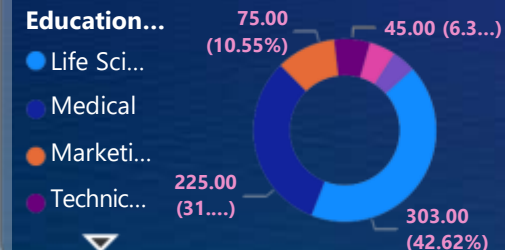
Attrition Count by Age



Attrition Count by Salary



Attrition Count by EducationField



THANK YOU

