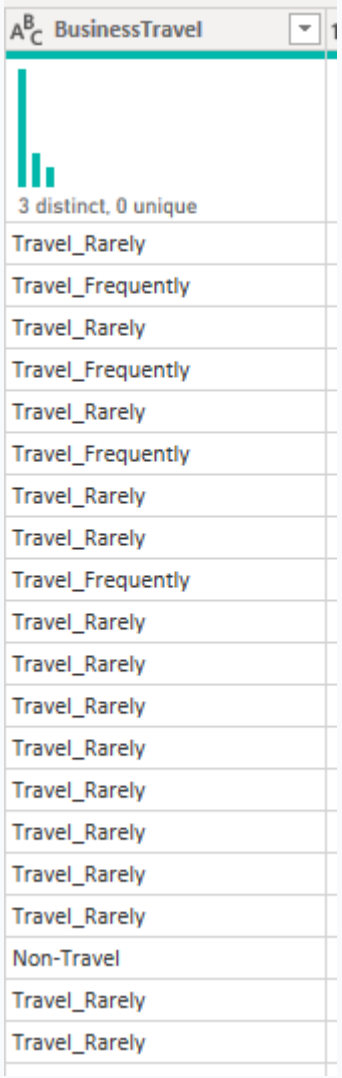
HR ANALYS

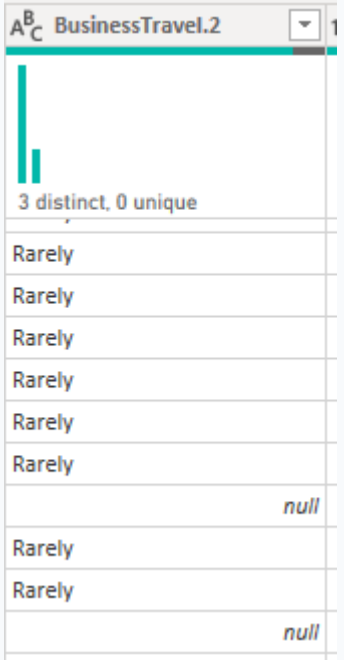
The dataset has emplyees` information and company wants to know why some employees voluntarily leave the company.

The data has ‘age, attrition, business travel, job satisfaction, environment satisfaction’ and other columns those help us to find reasons. Before visualize it, we need to do transform the data.

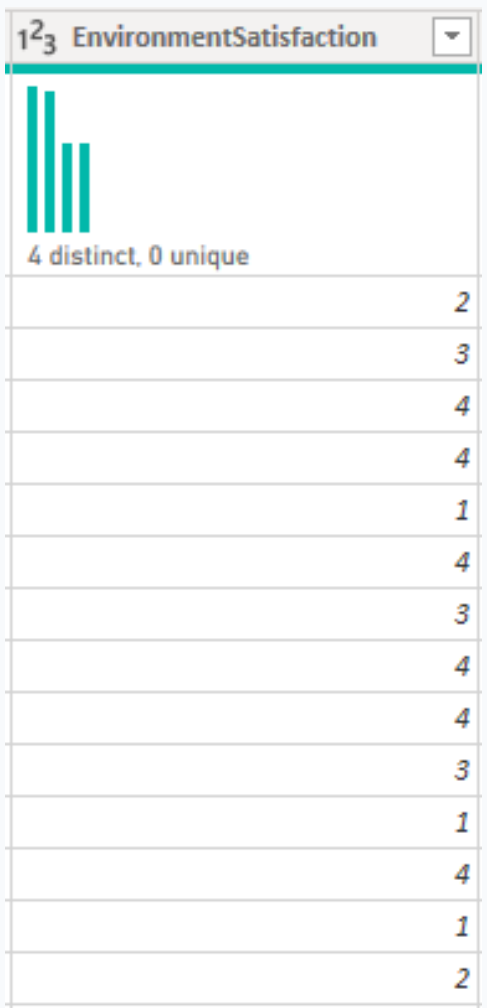
Firstly, we remove ‘over18’ column because all of the employees have to be over 18.

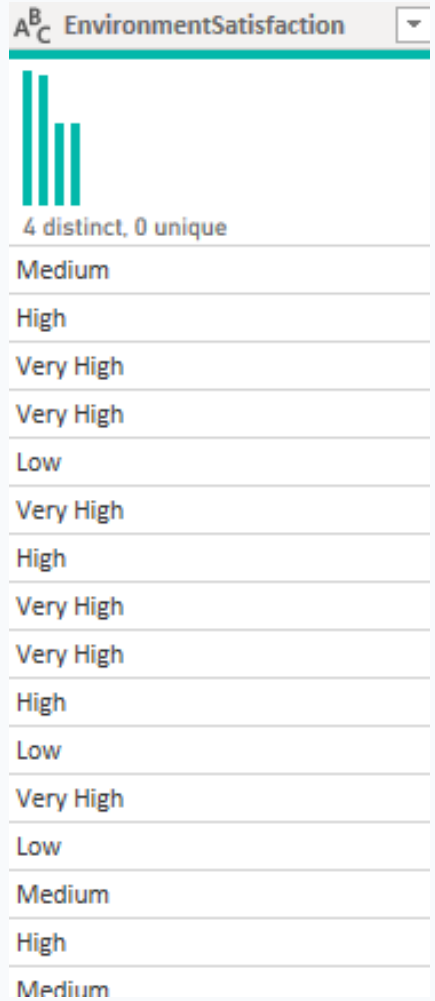
Then we split ‘business travel’ column according to ‘Travel_’. Since we do not need it after split we can see some null values and we replace them with ‘never’ and rename the column.

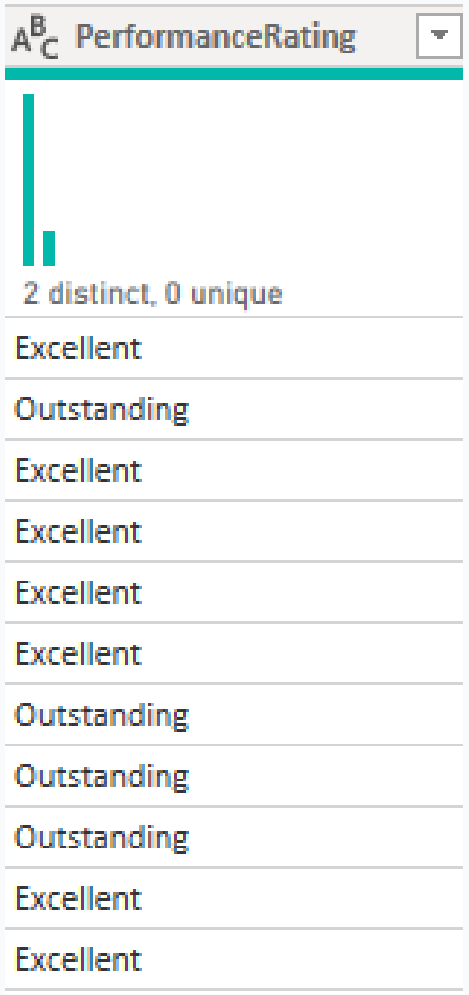




- In ‘environment satisfaction’, ‘job satisfaction’, ‘relationship satisfaction’, ‘work life balance’ we need to replace numeric values ’1,2,3,4’ with ‘low, medium, high and very high’ values respectively.
- In performance rating column we do the same thing but replace with different values.





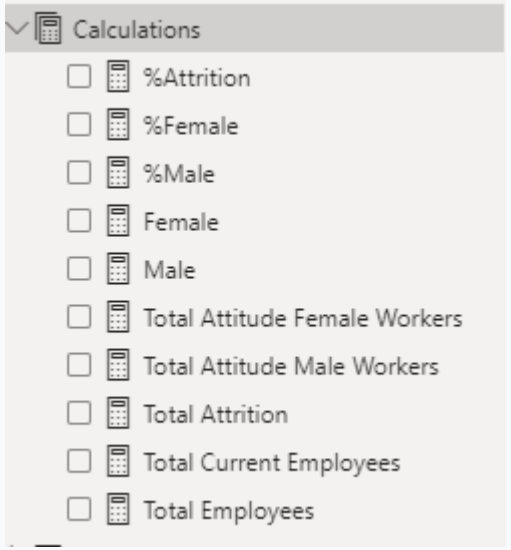


Create Calculate table(**from home->enter data**) in order to identify measures easily and add **male, female, total employees, total attrition, current employees** measures.

```
1 Total Attrition = CALCULATE(COUNTROWS('WA_Fn-UseC_-HR-Employee-Attrition'), 'WA_Fn-UseC_-HR-Employee-Attrition'[Attrition]="Yes")
```

```
%Female = DIVIDE('Calculations'[Female],'Calculations'[Total Employees])
```

```
1 Total Employees = SUM('WA_Fn-UseC_-HR-Employee-Attrition'[EmployeeCount])
```

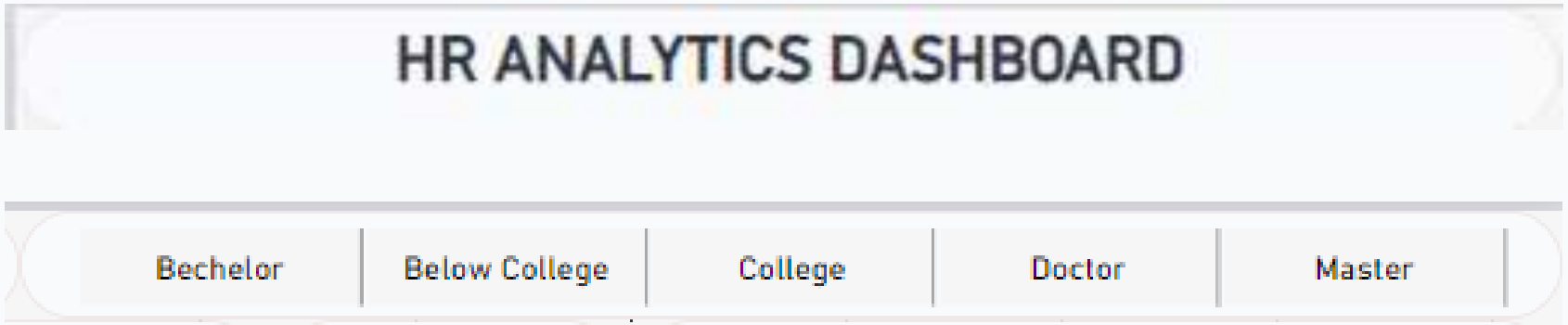



```
1 Total Attitude Female Workers =
2 CALCULATE(
3     COUNTROWS('WA_Fn-UseC_-HR-Employee-Attrition'),
4     'WA_Fn-UseC_-HR-Employee-Attrition'[Attrition] = "Yes",
5     'WA_Fn-UseC_-HR-Employee-Attrition'[Gender] = "Female"
6 )
```

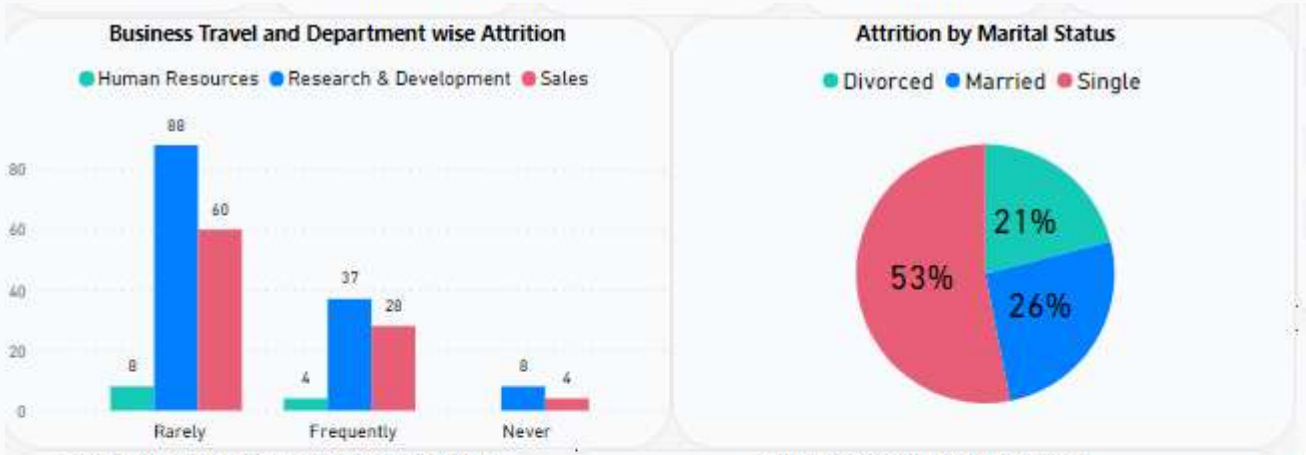
```
1 Female = CALCULATE(
2     COUNTROWS('WA_Fn-UseC_-HR-Employee-Attrition'),
3     'WA_Fn-UseC_-HR-Employee-Attrition'[Gender] = "Female"
4 )
```

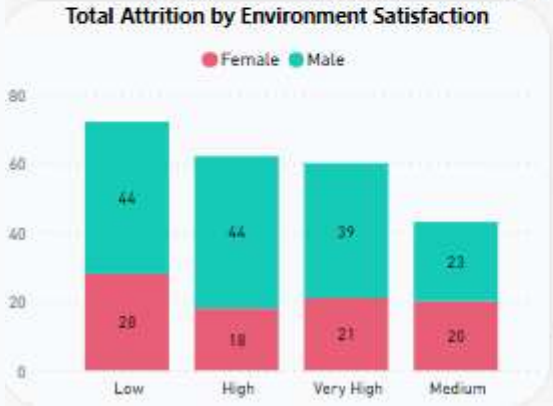
At the first stage of visualization, we create some cards to show avg age, total employees, attrition.

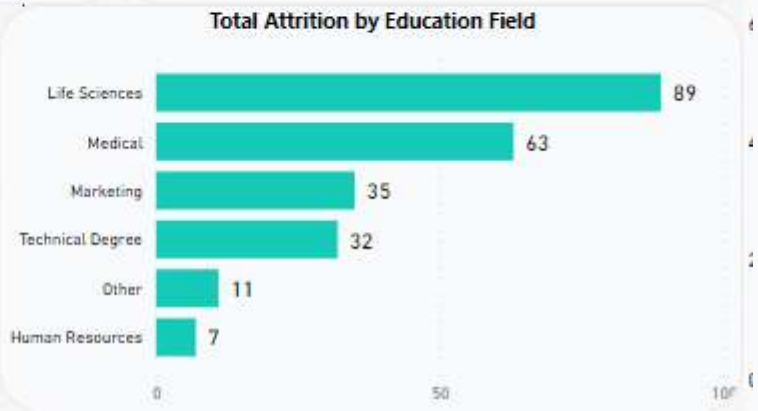
Then create header text, and slicer so as to filter data according to education level.



Then make other visualization to show attrition reasons clearly.

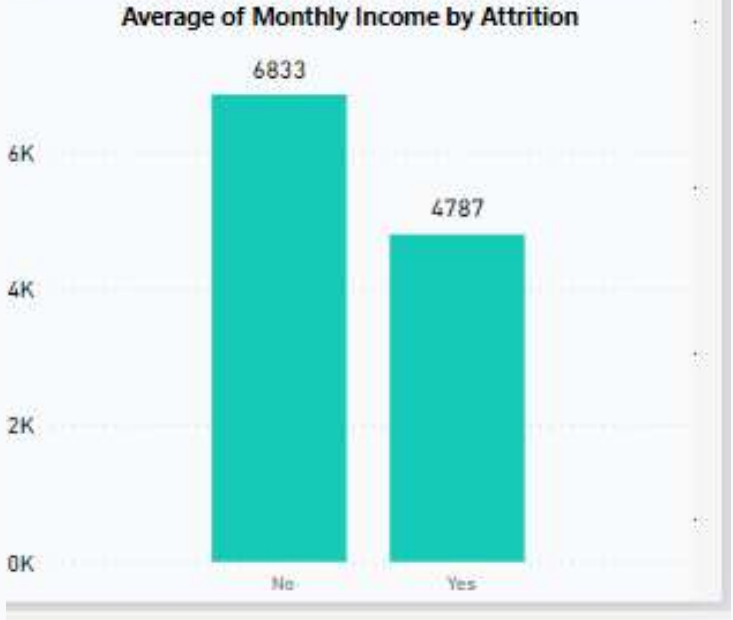




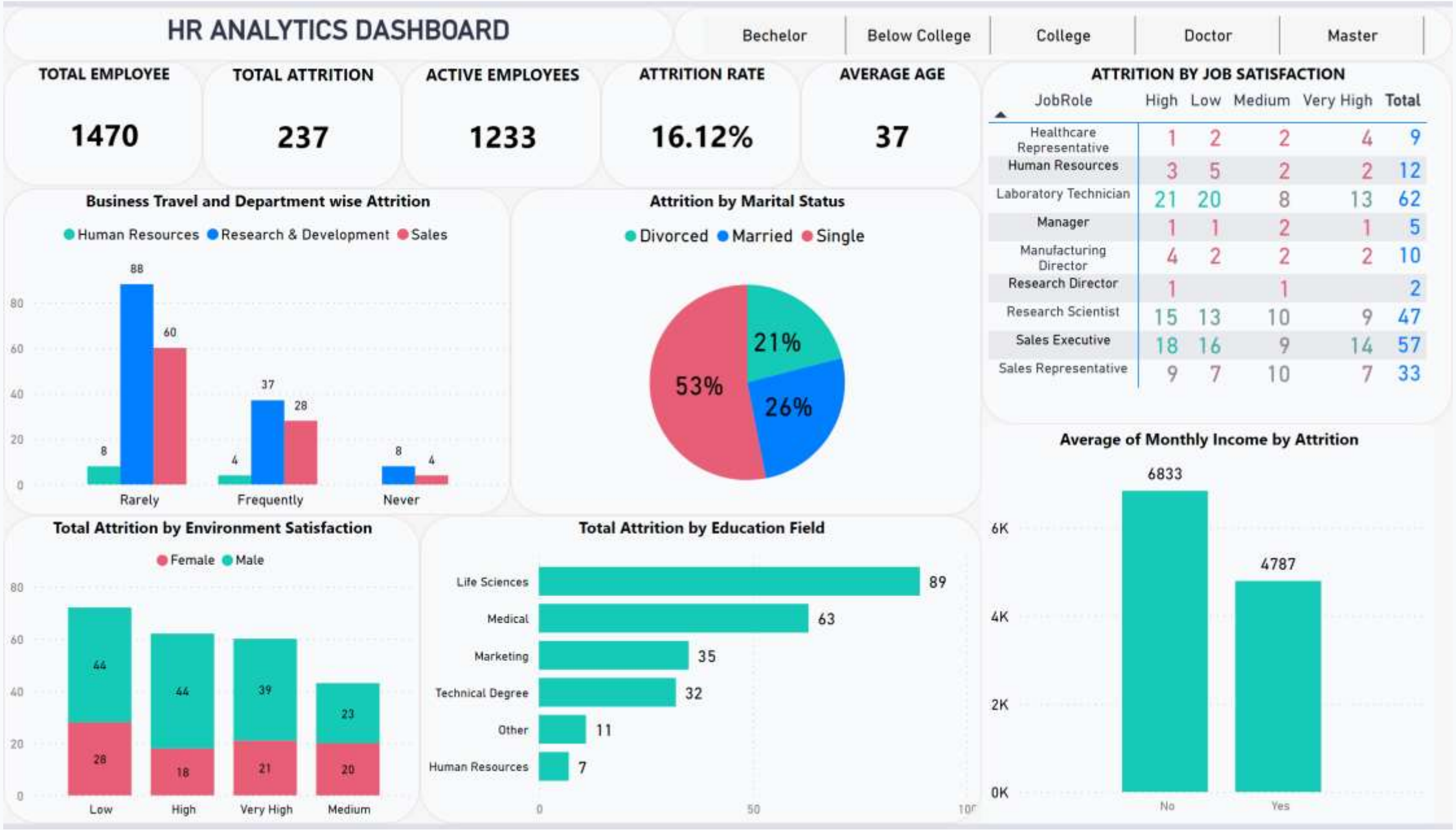


ATTRITION BY JOB SATISFACTION

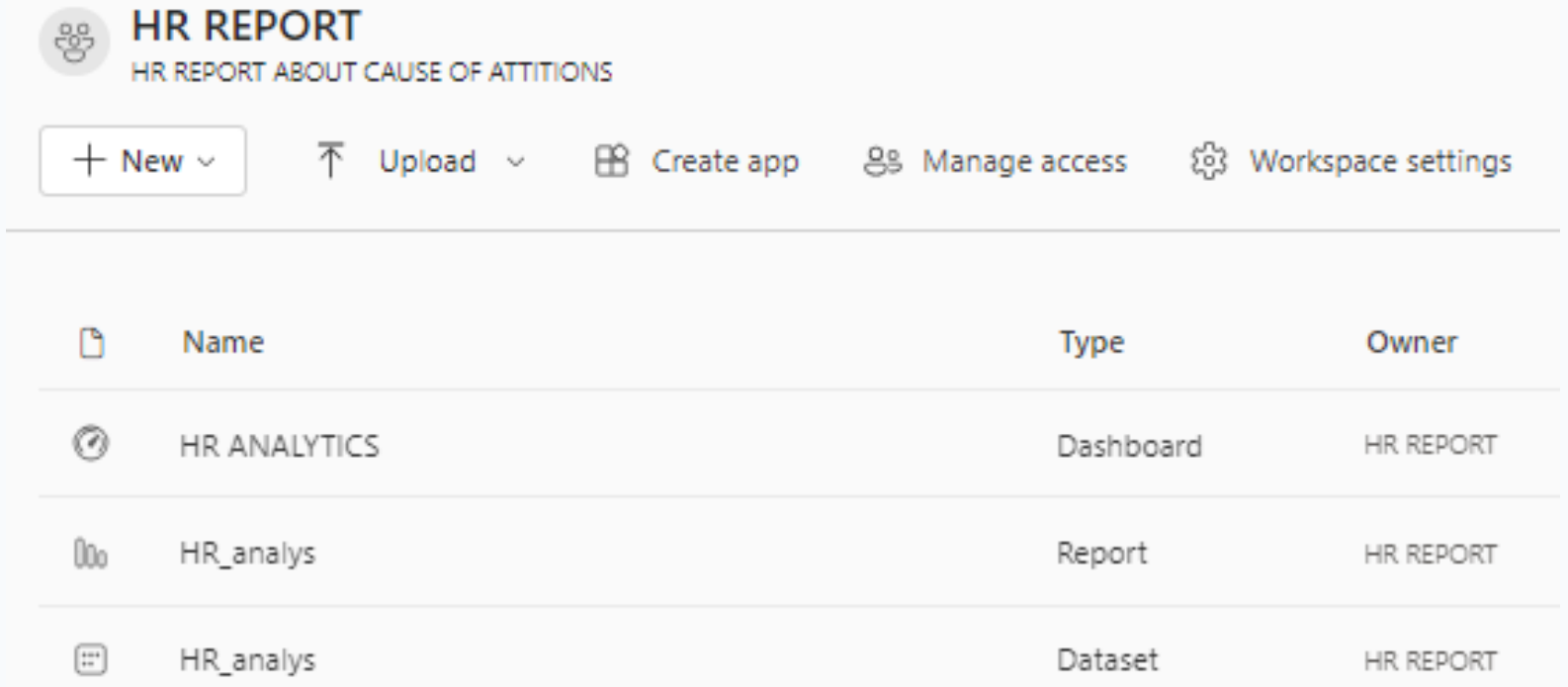
JobRole	High	Low	Medium	Very High	Total
Healthcare Representative	1	2	2	4	9
Human Resources	3	5	2	2	12
Laboratory Technician	21	20	8	13	62
Manager	1	1	2	1	5
Manufacturing Director	4	2	2	2	10
Research Director	1		1		2
Research Scientist	15	13	10	9	47
Sales Executive	18	16	9	14	57
Sales Representative	9	7	10	7	33



And final report ready!



After that we can publish(**home->publish->choose workspace**) it in Power BI server and create mobile view and dashboard



HR ANALYTICS DASHBOARD

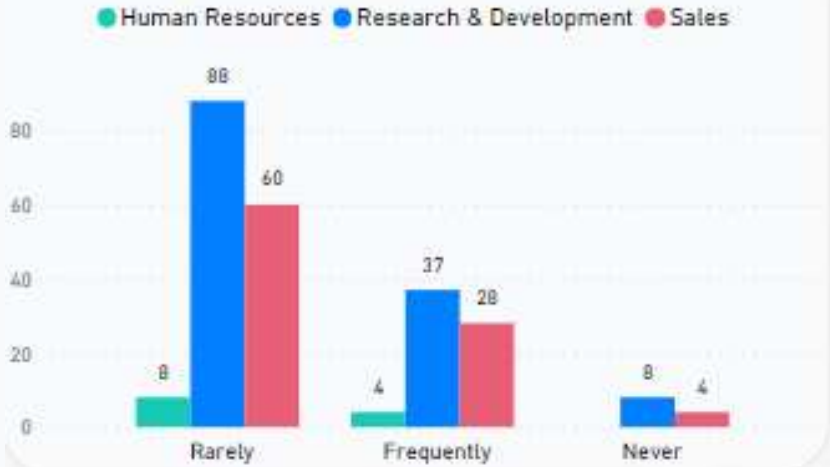
Bechelor | Below College | College | Doctor | Master

TOTAL EMPLOYEE	TOTAL ATTRITION	ACTIVE EMPLOYEES	ATTRITION RATE	AVERAGE AGE
1470	237	1233	16.12%	37

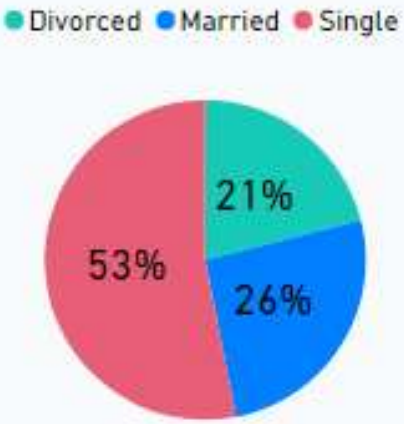
ATTRITION BY JOB SATISFACTION

JobRole	High	Low	Medium	Very High	Total
Healthcare Representative	1	2	2	4	9
Human Resources	3	5	2	2	12
Laboratory Technician	21	20	8	13	62
Manager	1	1	2	1	5
Manufacturing Director	4	2	2	2	10
Research Director	1		1		2
Research Scientist	15	13	10	9	47
Sales Executive	18	16	9	14	57
Sales Representative	9	7	10	7	33

Business Travel and Department wise Attrition



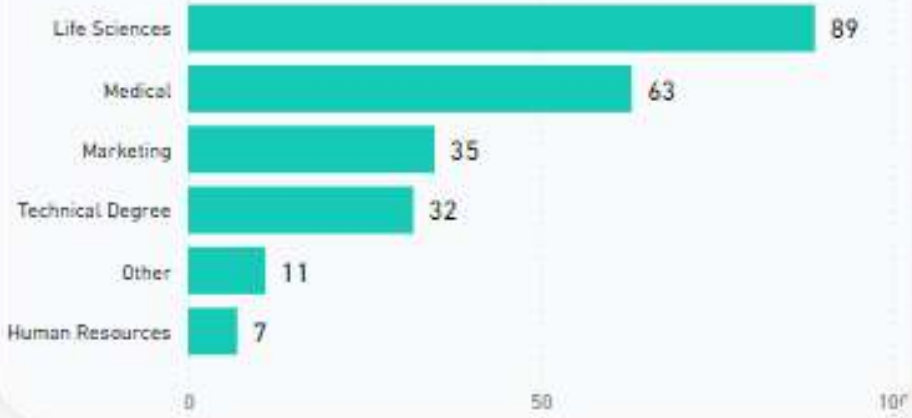
Attrition by Marital Status

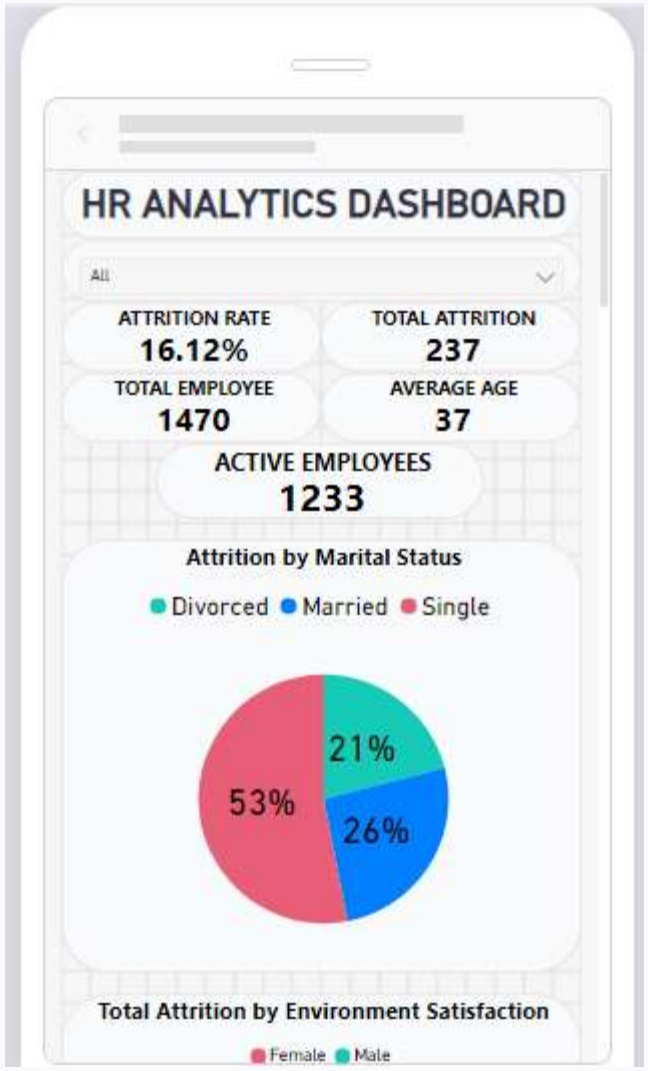


Average of Monthly Income by Attrition

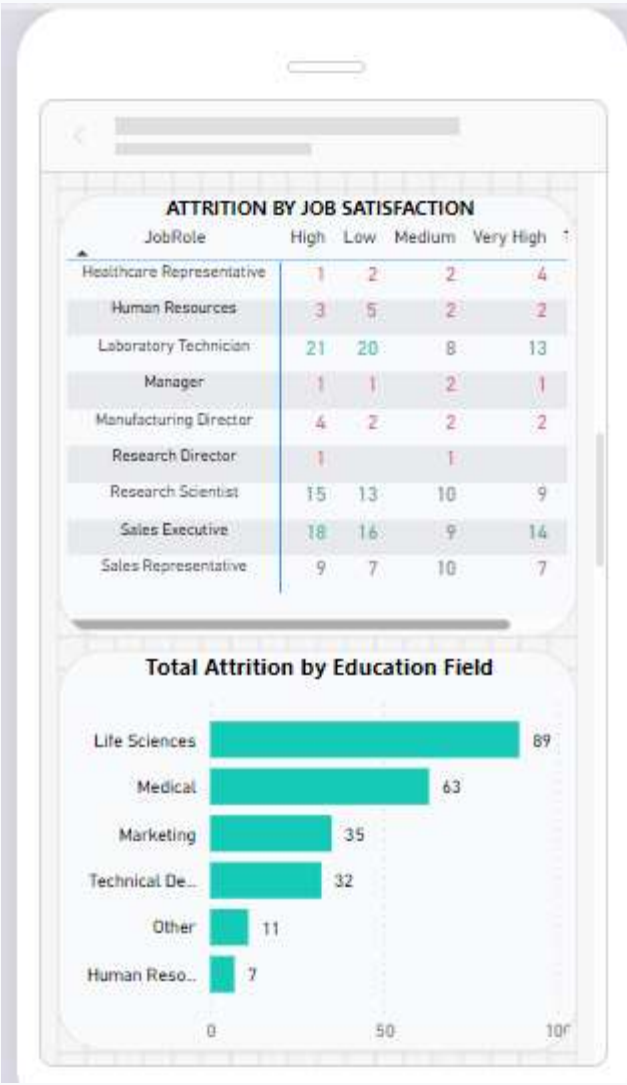
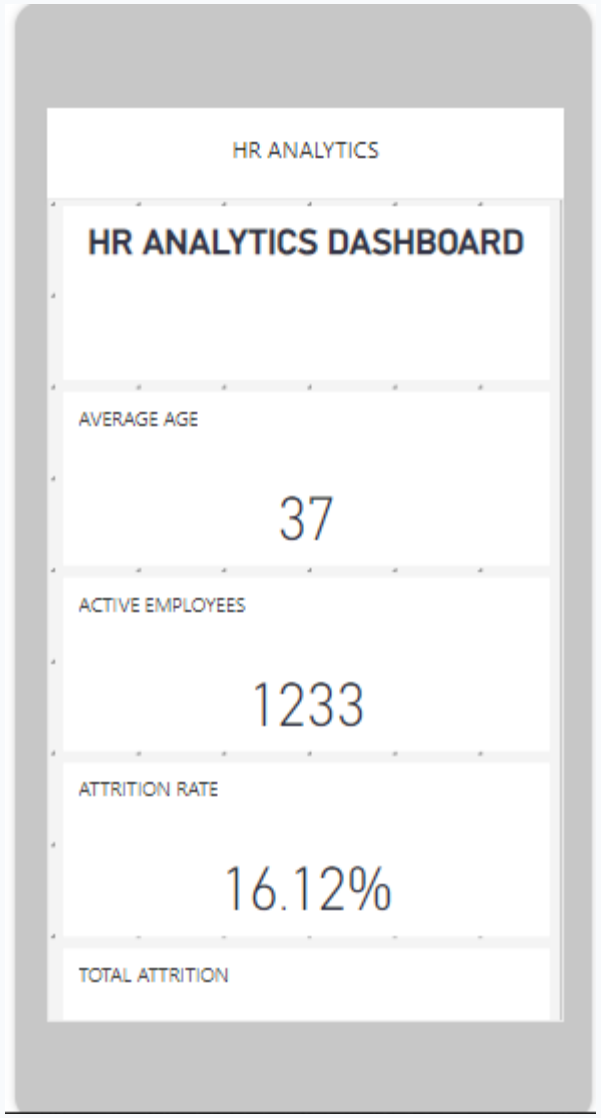
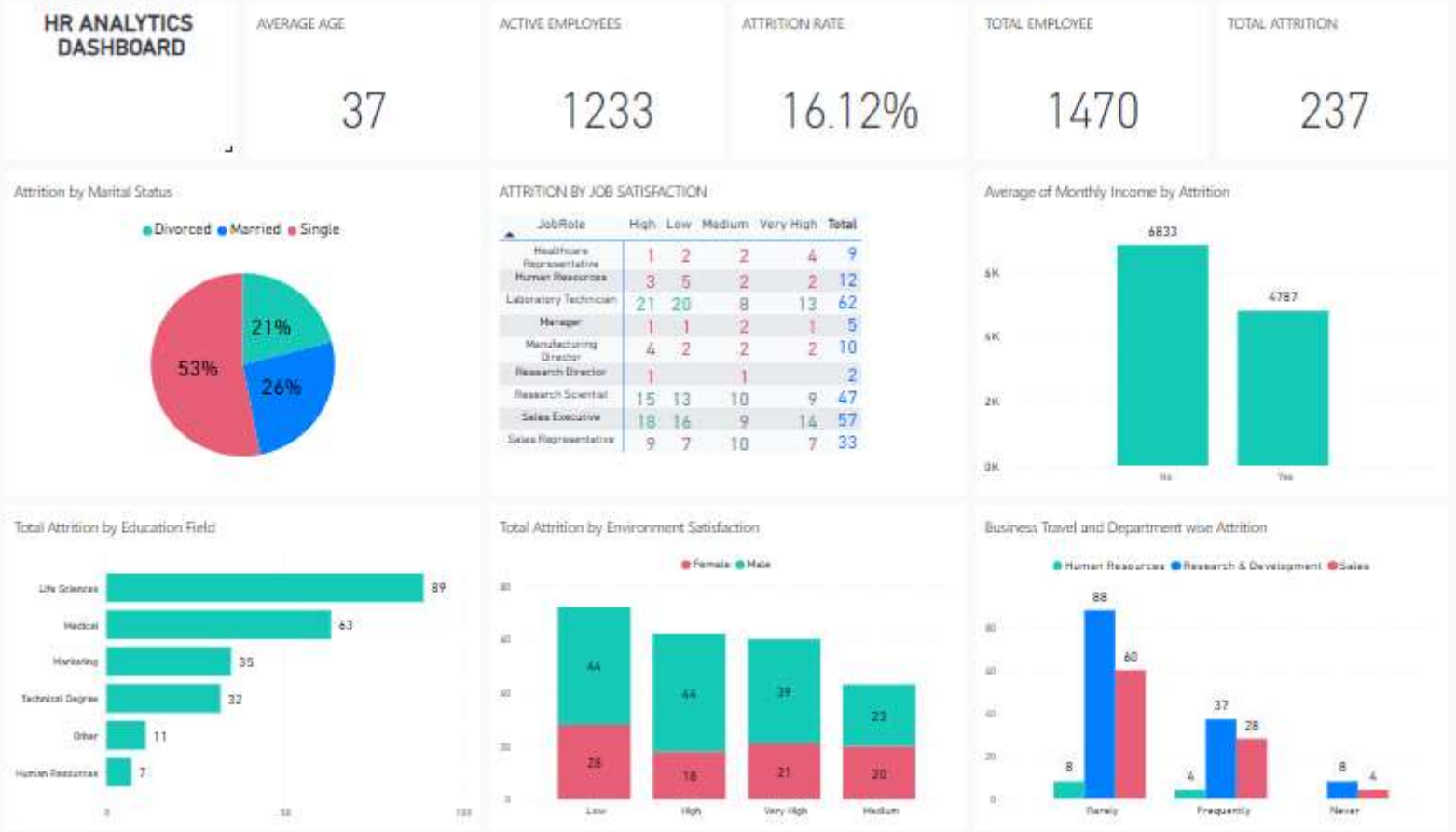
Total Attrition by Environment Satisfaction

Total Attrition by Education Field




HR ANALYTICS DASHBOARD
All
ATTRITION RATE
16.12%
TOTAL ATTRITION
237
TOTAL EMPLOYEE
1470
AVERAGE AGE
37
ACTIVE EMPLOYEES
1233
Attrition by Marital Status
Divorced
Married
Single
21%
53%
26%
Total Attrition by Environment Satisfaction
Female
Male

Total Attrition by Environment Satisfaction
Female
Male
80
60
40
20
0
44
28
44
18
39
21
23
20
Low
High
Very High
Medium
Business Travel and Department wise Attrition
Human Resources
Research & Development
Sales
100
50
0
88
60
8
37
28
4
8
4
Rarely
Frequently
Never


ATTRITION BY JOB SATISFACTION
JobRole
High
Low
Medium
Very High
Healthcare Representative 1 2 2 4
Human Resources 3 5 2 2
Laboratory Technician 21 20 8 13
Manager 1 1 2 1
Manufacturing Director 4 2 2 2
Research Director 1 1
Research Scientist 15 13 10 9
Sales Executive 18 16 9 14
Sales Representative 9 7 10 7
Total Attrition by Education Field
Life Sciences
89
Medical
63
Marketing
35
Technical De...
32
Other
11
Human Reso...
7
0
50

Desktop and mobile dashboards