

## ● Description

The dataset contains data about past and current employees in a company and their employment status, whether they are still with the company or have left to work elsewhere. The dataset likely includes other variables or data points related to the employees, such as demographic information (age, gender, etc.), job information (job title, department, salary, etc.), performance ratings, and job satisfaction ratings. The dataset is being used by an HR analyst to determine the factors that contribute to employee retention and attrition, and to identify actionable insights that can help the company retain top talent. The dataset may be used to build predictive models that can help the company identify which employees are most at risk of leaving and take proactive measures to retain them.

## ● The story or message for your data visualization.

### 1-Need to know the attrition and retention rates for each department in the company.

By analyzing the attrition and retention rates for each department, we can identify patterns or trends that may helped us to understand why employees are leaving or staying in the company, and develop strategies to improve employee retention.

### 2-Need to know which job role has the highest attrition rate in the company.

This information can help us to identify which job roles are most at risk of losing employees and develop targeted retention strategies to address those risks.

### 3-Need to know the attrition and retention rates by gender in the company.

By analyzing the attrition and retention rates by gender, you can identify any gender disparities in employee turnover and retention and develop targeted strategies to address those disparities.

### 4-Need to know the maximum salary for each job role in the company.

This information can help you to understand the salary ranges for different job roles and identify any outliers or anomalies in the data. By analyzing the maximum salary for each job role, you can gain insights into the compensation structure of the company and identify any job roles that may be over or underpaid relative to their responsibilities and qualifications.

### 5-Need to know the job satisfaction levels for each job role in the company.

This information can help us to understand how satisfied employees in different job roles are with their work and identify any areas where job satisfaction may be low.

### 6-Measure the environmental satisfaction levels for each level in the company.

By measuring environmental satisfaction levels for each level, we can identify any areas where employees may be dissatisfied with their work environment and take steps to improve those areas.

### 7-Measure the count of employees who rated their work-life balance as 4, 3, 1, or 0.

This information can help us to understand how satisfied employees are with their work-life balance and identify any areas where improvements can be made.

### 8- Know the average monthly income for employees in the company.

this information can help us to understand the compensation structure of the company and identify any areas where salaries may be too high or too low relative to industry standards or job responsibilities.

## ● The steps.

### STEP 1 : Add new columns to describe categories data.

- Education: 1 'Below College' 2 'College' 3 'Bachelor' 4 'Master' 5 'Doctor'
- Environment Satisfaction: 1 'Low' 2 'Medium' 3 'High' 4 'Very High'
- Job Involvement: 1 'Low' 2 'Medium' 3 'High' 4 'Very High'
- Job Satisfaction: 1 'Low' 2 'Medium' 3 'High' 4 'Very High'
- Performance Rating: 1 'Low' 2 'Good' 3 'Excellent' 4 'Outstanding'
- Relationship Satisfaction: 1 'Low' 2 'Medium' 3 'High' 4 'Very High'
- Work Life Balance: 1 'Bad' 2 'Good' 3 'Better' 4 'Best'
- Promotion: 1 'Promoted', 0 'Not Promoted'
- Grouped Age: (18-25) / (26-35) / (36-45) / (46-55) / (More than 56)
- Distance from Home: >10 'Near', >20 'Far', Else 'Very Far'
- Job Level: 1 'Entry level' 2 'Junior' 3 'Senior' 4 'Team Lead' 5 'Executive'
- Stock Share: 0 'None', 1 'Silver' 2 'Gold' 3 'Platinum'

### Step 2: DAX calculations:

- Attritions = `COUNTROWS(FILTER('HR Data With Names (1)', 'HR Data With Names (1)'[Attrition] = "Yes"))`
- Retention = `COUNTROWS(FILTER('HR Data With Names (1)', 'HR Data With Names (1)'[Attrition] = "No"))`
- Employee Satisfaction Ratio% = `DIVIDE(COUNTROWS(FILTER('HR Data With Names (1)', 'HR Data With Names (1)'[EnvironmentSatisfaction] >= 4)), COUNTROWS('HR Data With Names (1)'))`
- Job Sat Ratio3 = `DIVIDE(COUNTROWS(FILTER('HR Data With Names (1)', 'HR Data With Names (1)'[JobSatisfaction] >= 4)), COUNTROWS('HR Data With Names (1)'))`
- Relation Sat Ratio = `DIVIDE(COUNTROWS(FILTER('HR Data With Names (1)', 'HR Data With Names (1)'[RelationshipSatisfaction] >= 4)), COUNTROWS('HR Data With Names (1)'))`
- Work Palance Ratio = `DIVIDE(COUNTROWS(FILTER('HR Data With Names (1)', 'HR Data With Names (1)'[ WorkLifeBalance] >= 4)), COUNTROWS('HR Data With Names (1)'))`

Step 3: Used card chart to count number of employees.

Step 4: Used card chart to count number of departments.

Step 5: Used card chart to count number of role jobs.

Step 6: Used Clustered bar chart to count number of attrition and retention rates for each department in the company.

Step 7: Used Slicer chart to filter values by job role.

Step 8: Used Stacked column chart to count number of attrition and retention by gender .

Step 9: Used donut chart to display count of employees , attrition and retention .

Step 10: Used clustered bar chart to know the maximum salary for each job role in the company.

Step 11: Used Matrix chart to display counts of job satisfaction levels for each job role.

Step 12: Used Stacked column chart to know counts of each level of environment satisfaction.

Step 13: Used Gauge chart to measure the average age .

Step 14: Used Funnel chart to counts of levels of work life balance.

Step 15: Add two Buttons .