



# HR Attrition Analysis – IBM Dataset

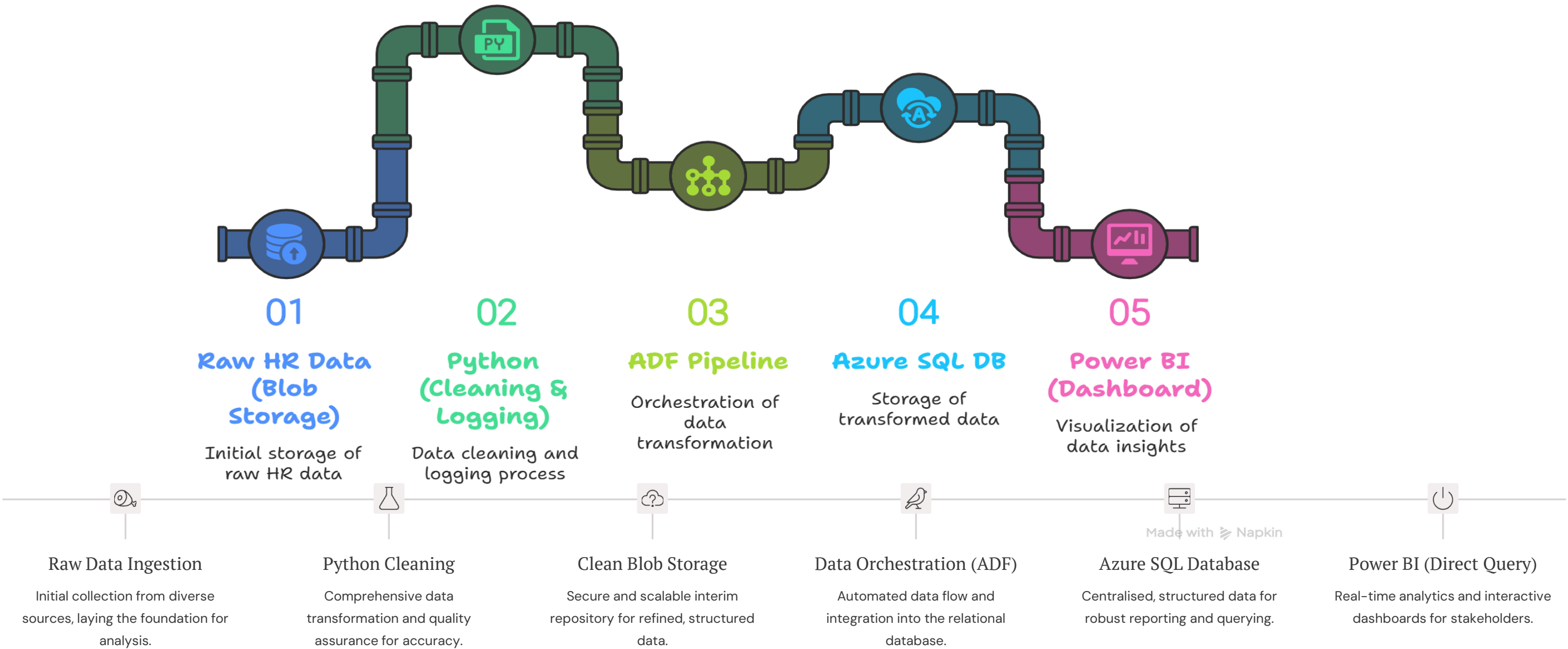
Presented by Nikhil Chavan

Powered by: Python, Azure Blob Storage, Azure SQL Database, & Microsoft Power BI

# Project Workflow: From Raw Data to Actionable Insights

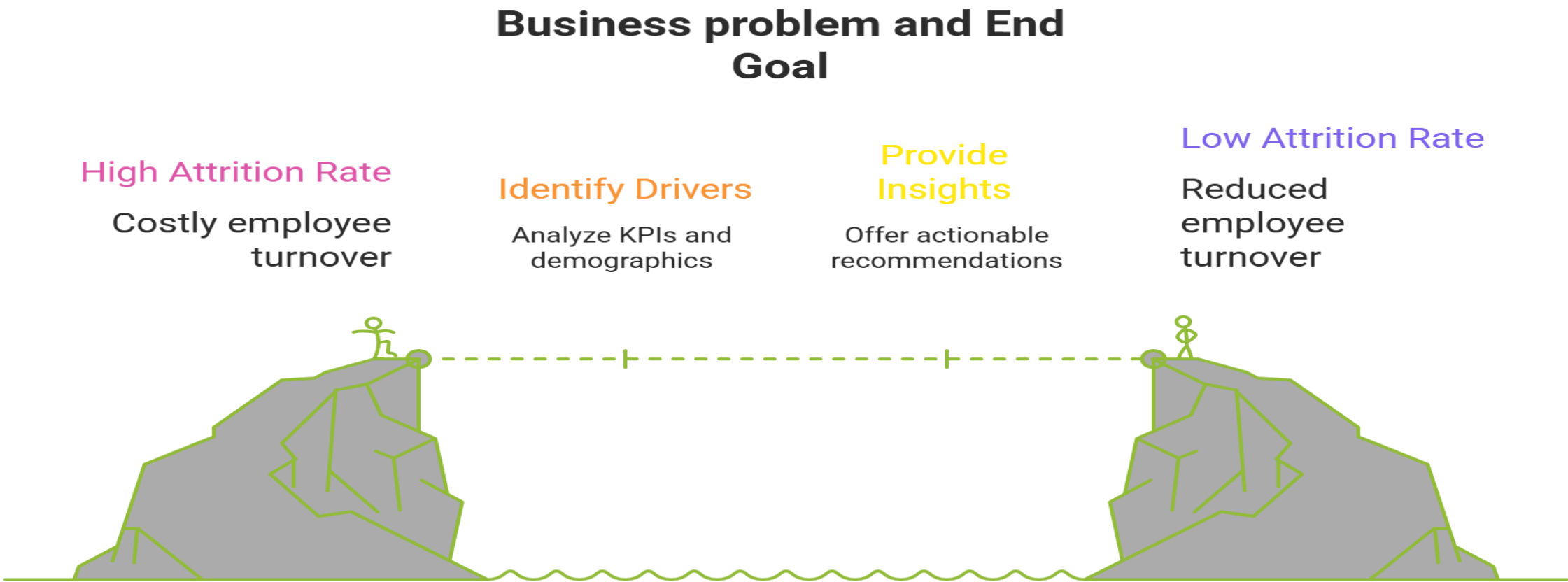
Robust data pipeline ensures efficient processing and delivery of timely HR insights.

## HR Data Pipeline Process



# Understanding the Business Challenge: Employee Attrition

Employee attrition poses significant financial and operational burdens, affecting productivity and organizational morale.



## Key Performance Indicators (KPIs) Tracked:

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### Attrition Rate

Percentage of employees leaving the organization within a given period.

### Average Tenure

The average length of service for employees, indicating retention success.

### Average Income

Compensation trends across different groups, linked to satisfaction.

### Demographic Breakdown

Detailed analysis of attrition across various employee segments.



# Executive Summary: Dashboard Insights

Our high-level dashboard provides a comprehensive overview of current attrition trends and key demographic impacts.



## Overall Attrition Rate: 16.12%

This indicates a moderate level of employee turnover requiring attention.

## Average Employee Tenure: 7 Years

Reflecting a solid foundation, but opportunities for enhanced longevity exist.

## High Attrition in Research & Development

A critical department for focused retention efforts due to significant departures.

## Bachelor's Degree Holders at Risk

Higher turnover observed specifically among this educational qualification group.

## Attrition Peaks at Ages 30-35

A crucial age bracket for targeted interventions and career support.

# Deep Dive Analysis: Uncovering Attrition Drivers

Detailed analysis reveals specific factors influencing employee decisions to leave, guiding precise intervention strategies.

## Satisfaction Levels

Significantly low job and environment satisfaction correlate with higher rates of attrition.

## Commute Distance

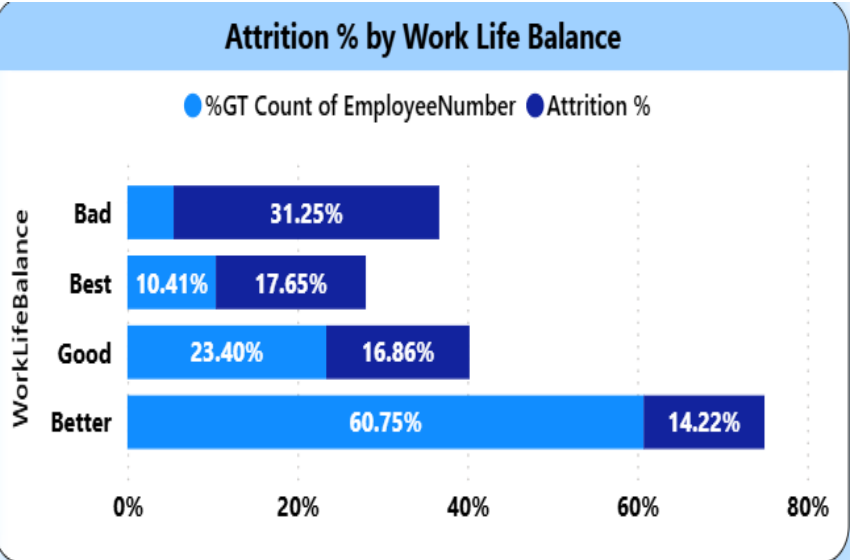
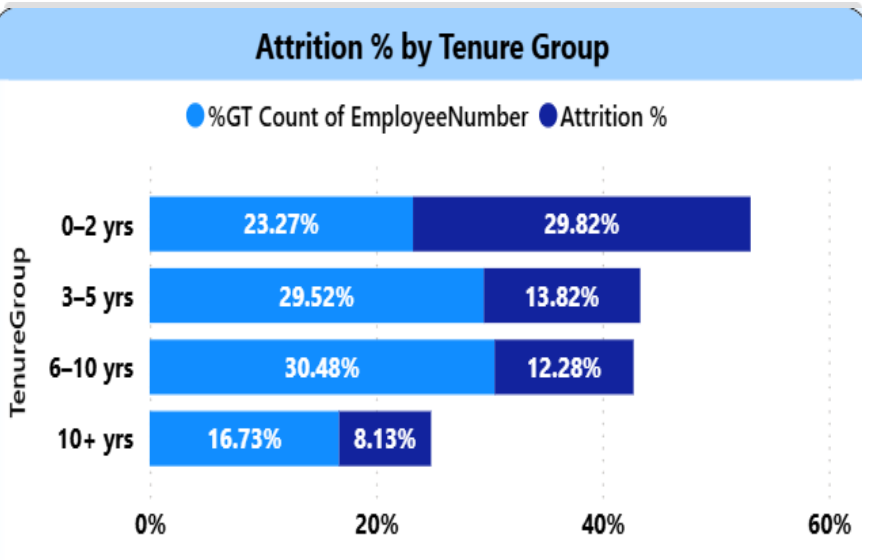
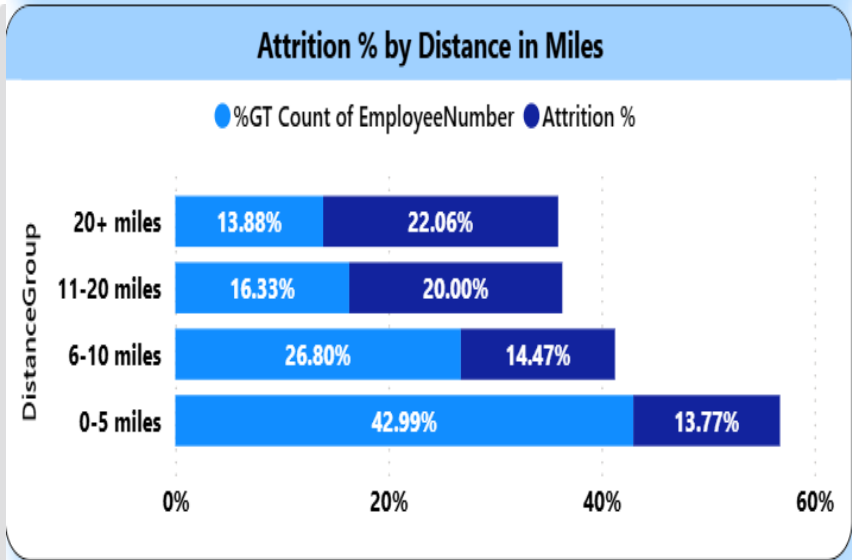
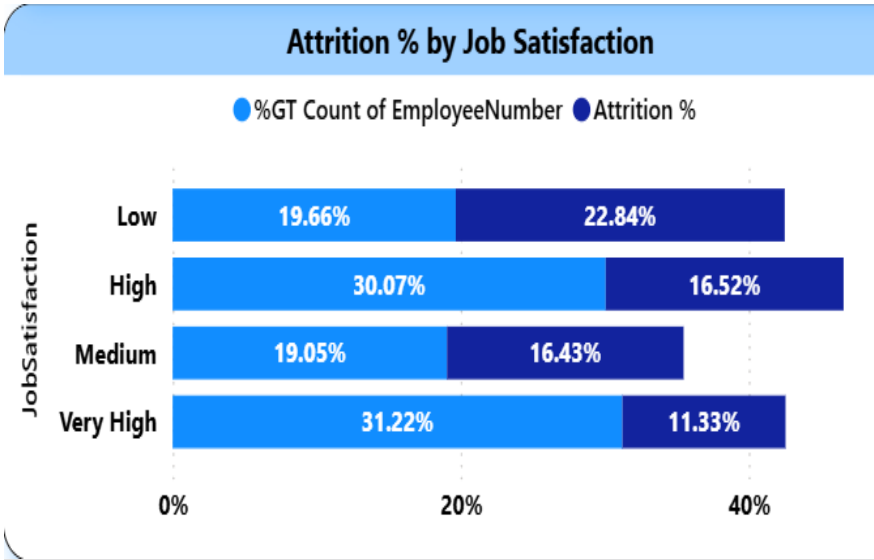
Employees residing within 0–5 miles from the office show an unexpectedly higher attrition rate.

## Tenure Sweet Spot

Employees within the 2–5 years of tenure bracket are most prone to voluntary departures.

## Work-Life Balance

A strong negative correlation exists between perceived poor work–life balance and employee turnover.



# Strategic Recommendations for Employee Retention

Based on our analysis, we propose actionable strategies to address attrition and enhance employee satisfaction.

## Enhancing Employee Retention



### Enhance Work-Life Balance Policies

Implement flexible working hours, remote options, and robust wellness programs to support employee well-being and reduce stress-related turnover.



### Target Early Tenure Retention (2-5 Years)

Introduce structured mentorship programmes, clear career development paths, and regular performance check-ins for employees in this critical tenure bracket to foster loyalty.



### Engage Bachelor's Degree Hires

Design tailored engagement and accelerated career progression programmes specifically to increase retention among this demographic, addressing their unique aspirations.



### Improve Job & Environment Satisfaction

Conduct regular, anonymous surveys to gather feedback, address concerns promptly, and actively foster a positive, inclusive workplace culture to boost overall satisfaction scores.

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### Job Satisfaction

Improve environment and satisfaction scores.

3

### Bachelor Degree Engagement

Engage bachelor degree hires through targeted programs.

2

### Early Tenure Retention

Focus on retaining employees in their early years.

1

### Work-Life Balance

Implement policies to support employee well-being.





# Thank You for Your Attention

I trust these insights will support collective efforts in building a more resilient and engaged workforce.

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