### HR Analytics: Enhancing Retention through Data Insights at Adecco India

### Problem & Background

This report offers a detailed examination of employee turnover at Adecco India, a mid-sized tech firm focused on software development. The company has noticed a troubling rise in employee attrition, particularly among junior-level staff in the sales department. This increase has raised concerns regarding productivity, team cohesion, and the financial impact of recruiting and training new personnel.

### Solution

- The analysis indicates that Adecco India employs a **total of 1,470** individuals, with **1,233 currently active.**

- The overall **attrition rate stands at 16%,** with the sales department experiencing the highest rate at **56.12%.**

- The **average employee age is 37 years**, with the 30-33 age group being the largest demographic (**213 employees**) and also the most affected by turnover.

- Male employees show a **higher attrition rate (150)** compared to their female counterparts **(87).**

- Employees from Life Sciences backgrounds have the **highest turnover (89),** followed by those in Medical fields (**63).**

### Methodology & Project Scope

**Data Collection**: Human Resources data was gathered from various departments within Adecco India to analyze employee demographics, job satisfaction, and turnover rates.

**Data Integration**: Information from multiple sources was consolidated into a single dataset and prepared for analysis.

**Analysis Techniques:**

* **Age Group Distribution**: To identify the most affected age brackets regarding attrition.
* **Department-wise Analysis**: To pinpoint which departments experience the highest turnover rates.
* **Gender and Education Analysis**: To explore potential correlations between gender, education, and attrition.

**Visualization:** Power BI was utilized to create visual representations of the findings, such as daily employee counts, departmental attrition rates, and job satisfaction levels.

**Dashboard Creation:** A user-friendly dashboard was developed to present key insights and recommended actions, enabling stakeholders to make data informed decisions.

### Goals & KPIs

- Analyze the distribution of employees by age group and identify the most affected ranges.

- Determine the department with the highest turnover and create targeted retention strategies.

- Find the correlation between job satisfaction and attrition rates.

- Identify patterns in attrition related to gender and education.

### Concepts Used & Tools used-

- Power BI and Excel: Utilized for data cleaning, integration, analysis, and visualization.

- Pivot Tables and Graphs: Employed for thorough data analysis.

- Metrics Calculation: Used functions such as COUNT, AVERAGE, SORT, DAX functions to determine metrics like employee count, average age, and turnover rates.

- Visualizations: Various charts, graphs, and filters in Power BI highlighted key trends and insights.

### Recommendations:

- Implement targeted retention initiatives specifically for the sales department.

- Develop personalized career advancement plans for employees aged 30-33.

- Improve job satisfaction through enhanced support systems and recognition programs.

- Implement strategies to enhance employee job involvement.

- Design strategies to help employees manage their work-life balance.

### Conclusion:

The HR data analysis at Adecco India has uncovered significant insights into employee attrition, particularly within the sales department and among certain age groups. These insights can be leveraged to devise effective retention strategies that boost employee satisfaction and minimize turnover. The resulting dashboard provides a clear overview of the data, helping stakeholders understand key findings and make informed decisions to enhance employee retention.