Project Summary

Title: Understanding and Reducing Employee Attrition Using Data

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Problem Statement:

A large organization is struggling with high employee turnover, especially in technical roles. The HR department lacks a data-driven understanding of **why employees are leaving** and cannot predict which employees might be at risk. The company wants to reduce costly resignations and improve employee satisfaction.

Objectives:

Identify key factors that contribute to attrition

Analyze attrition by department, role, overtime, and income

Provide HR with dashboards to track trends and take action

Recommend strategic interventions to reduce resignations

Key Questions:

Which departments and roles have the highest attrition?

Does overtime or low income correlate with higher attrition?

Is attrition linked to age, marital status, or job satisfaction?

How can we predict who is most at risk?

Tools:

Tool	Use
Excel	Cleaning, feature engineering
SQL	Exploratory data queries
Power BI	Dashboard for HR team

Tool	Use
Word	BRD, Use Cases
Draw.io / Lucidchart	AS-IS / TO-BE HR process