HR Analytics – Employee Attrition Dashboard

Internship Project – Elevate Labs

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Tool Used: Power BI

Dataset: IBM HR Analytics Attrition Dataset

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1. Introduction

This project analyzes employee attrition to uncover patterns in resignation behavior. It helps HR teams identify high-risk segments and take proactive steps to retain talent.

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2. Objective

To visualize and understand the key factors influencing employee attrition using Power BI.

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3. Steps Involved

Imported CSV dataset into Power BI

Cleaned and explored important fields (Age, Salary, Satisfaction, Department, etc.)

Created visual dashboard using multiple chart types

Added slicers for Gender, OverTime, JobLevel

Filtered data to focus only on "Attrition = Yes" cases

Derived insights for HR intervention

4. Dashboard Highlights

- **Age Group 26–35** has highest attrition

- Employees who left earn ₹2000–₹3000 less on avg.

- **Research & Development** shows most exits

- Job roles like **Sales Executive** & **Lab Techs** are high-risk

- **OverTime workers** are 2x more likely to resign

- Most leavers rated **JobSatisfaction = 1 or 2**

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5. Recommendations

- Improve satisfaction through surveys & manager feedback

- Review work-life balance policies (OverTime pattern is alarming)

- Focus on R&D & Sales departments for retention strategy

- Monitor low-income, early-stage employees more closely

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6. Conclusion

The dashboard provides clear, data-driven insights into employee attrition trends. It can guide HR teams to reduce resignation rates using proactive, targeted actions.