

Inside The Story of Why Employees Leave

To transform employee data into predictive insights about workforce attrition



what is Employee Attrition?

The steady outflow of employees from an organization over time.

Why does it Matter?

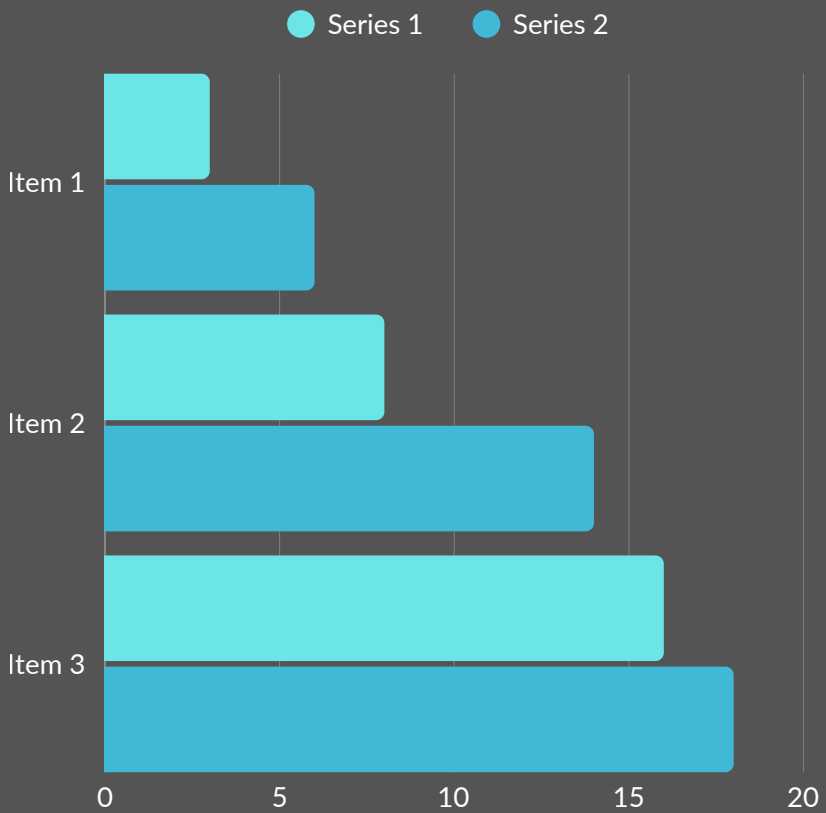
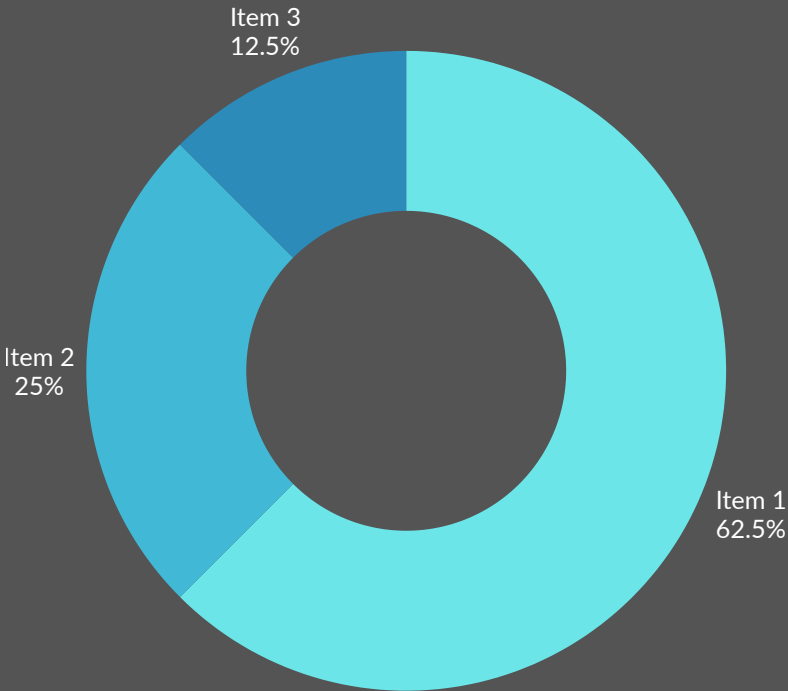
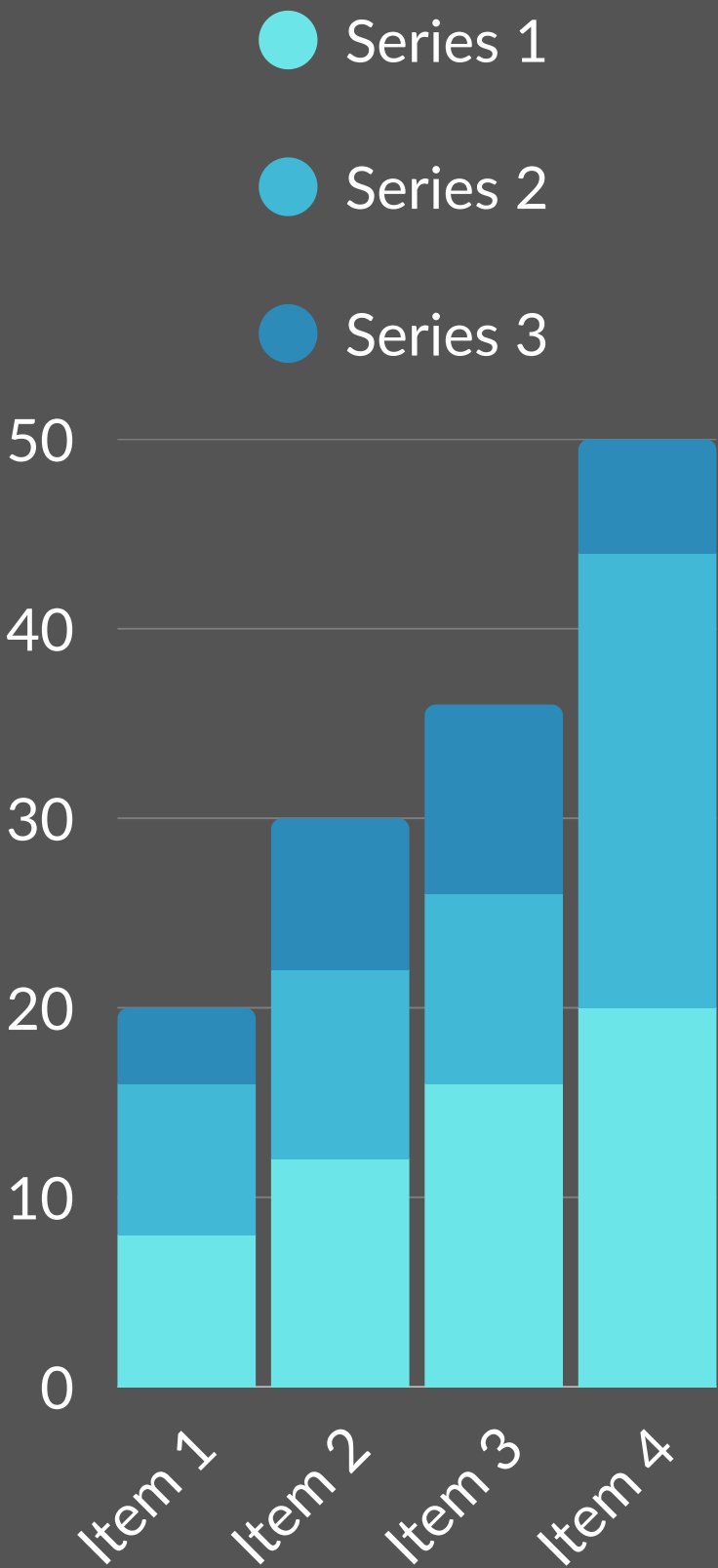
Teams lose experience, productivity drops, and companies spend more replacing talent.

Our Ideation

By examining HR data across roles, demographics, and work patterns, we can discover what leads employees to exit

Project Aim

To uncover the most influential factors contributing to attrition using Power BI analytics and machine learning feature insights.



Dataset Used

IBM HR Employee Attrition Dataset

Dataset Size

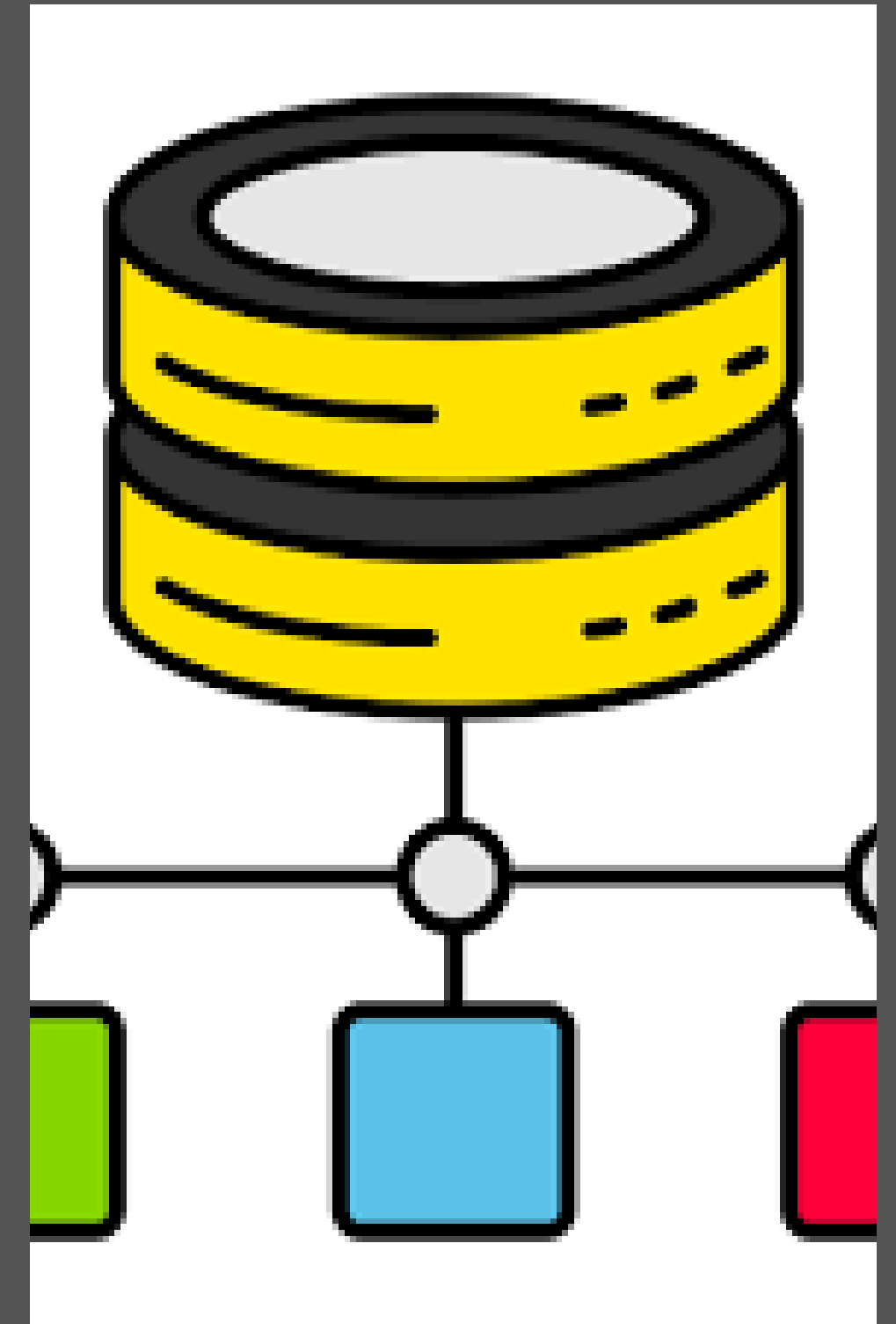
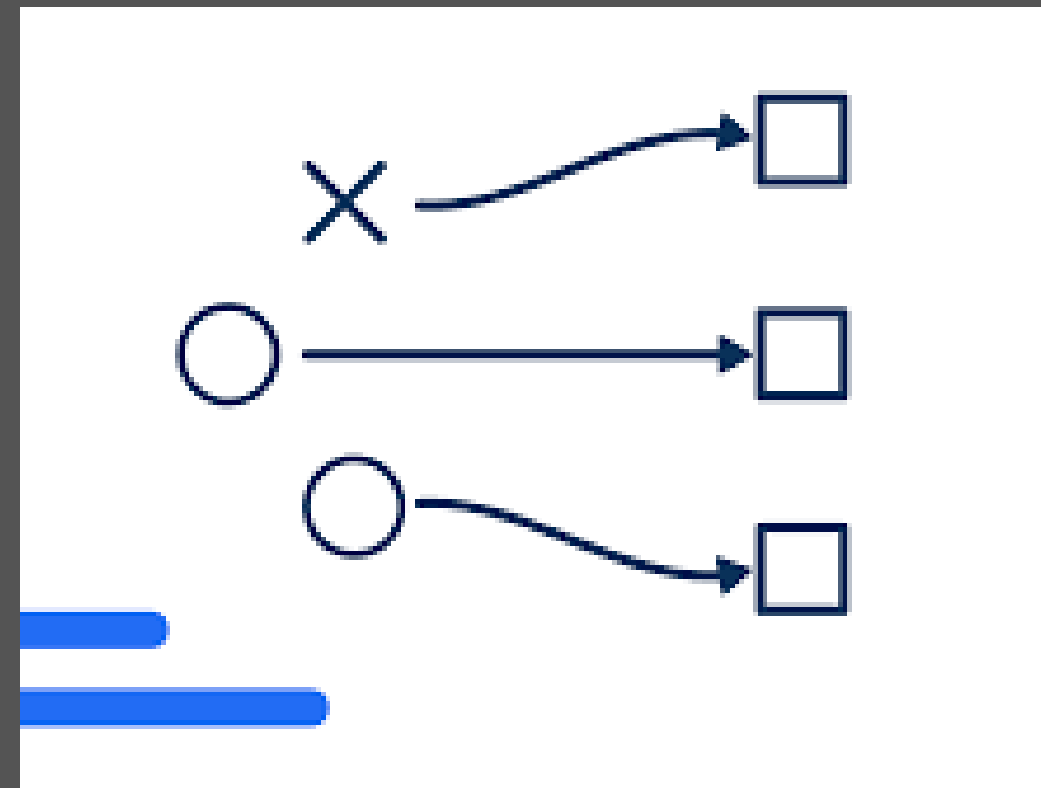
- 1470 employee records
- 35 variables covering demographics, job details, performance, and separation status

Data Categories Included

- Personal: Age, Gender, Marital Status
- Job Details: Role, Department, Travel, Job Level
- Experience: Years at Company, Years in Current Role, Promotions
- Work Conditions: Distance, Overtime, Work-life Balance
- Satisfaction Scores: Environment, Relationship, Job Involvement
- Attrition Label: Yes / No

Purpose

To examine how different employee characteristics relate to attrition and identify which attributes influence exits the most.



KPIs Summary

1470

Total Employee

16.12%

Attrition Rate

15.21

Avg Percent Salary Hike

2.73

Avg Job Involvement

2.72

Avg Environment Satisfaction

16.12%
Attrition Rate

OverTime

All

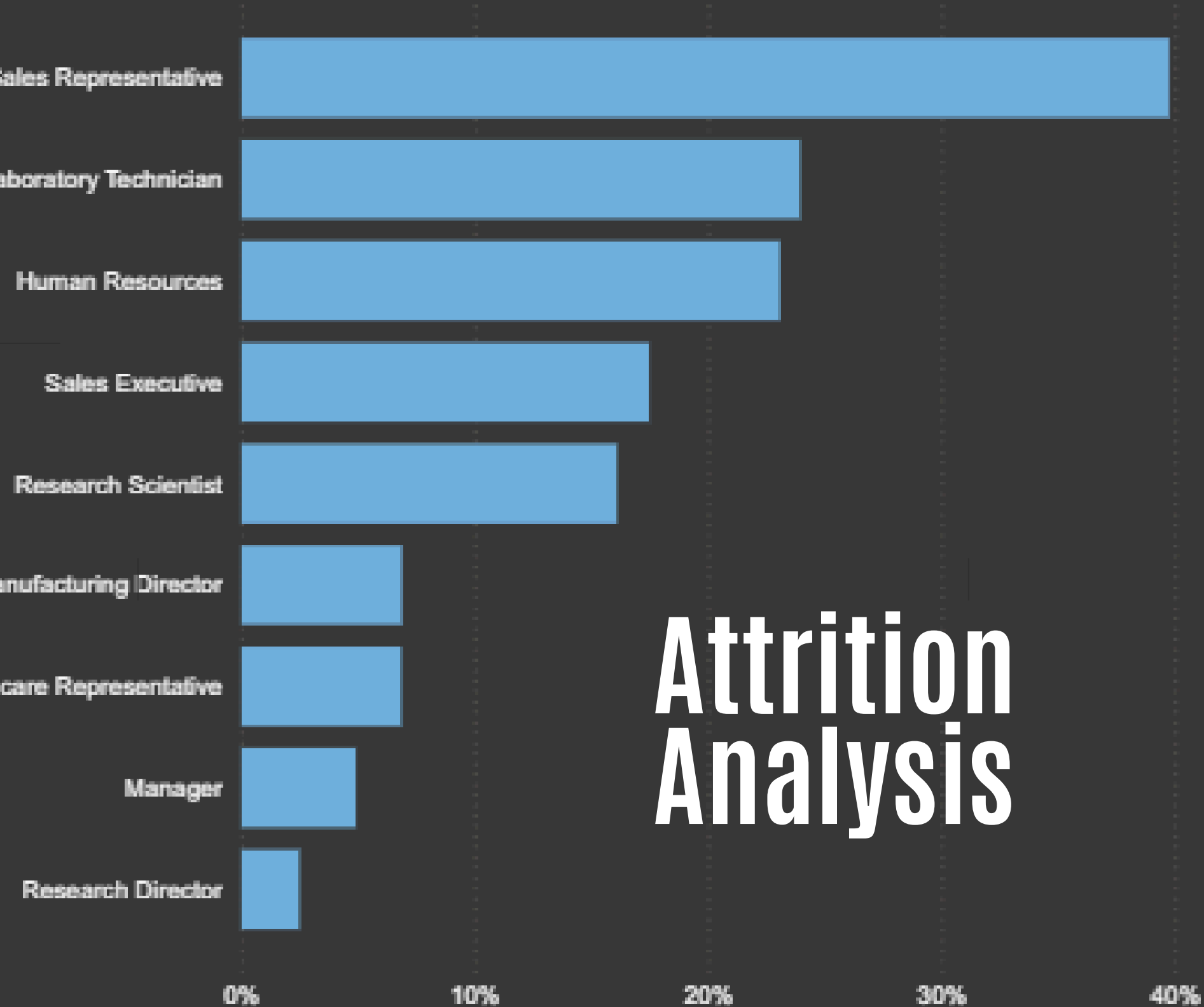
EducationField

All

MaritalStatus

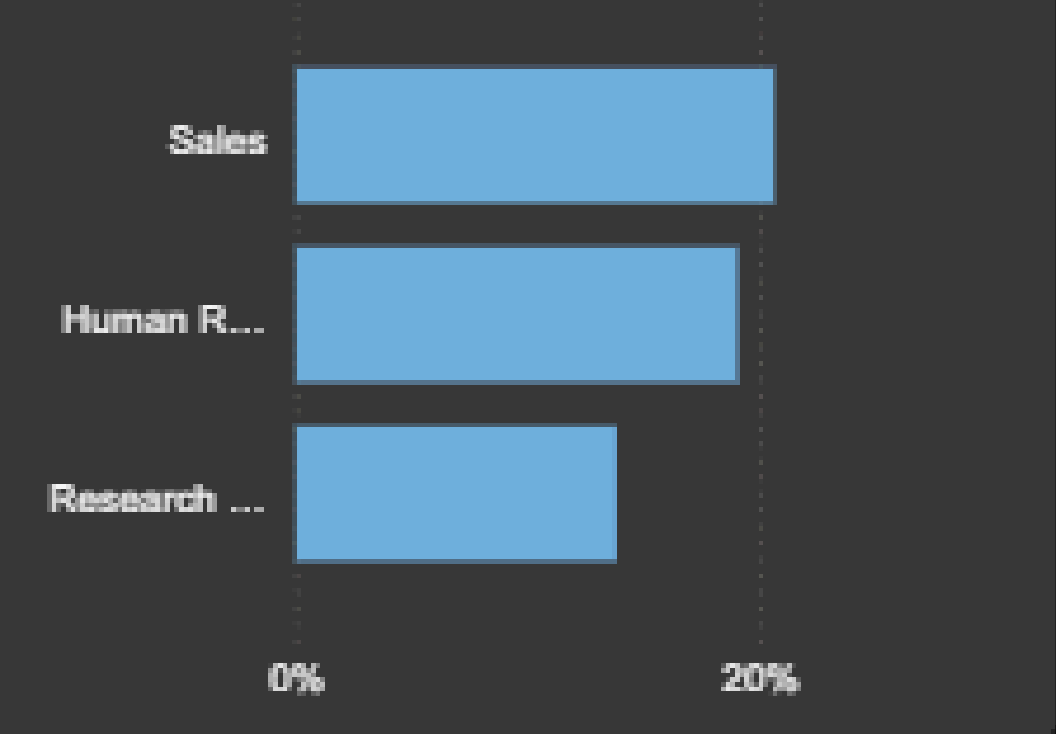
All

Attrition Rate by Job Role

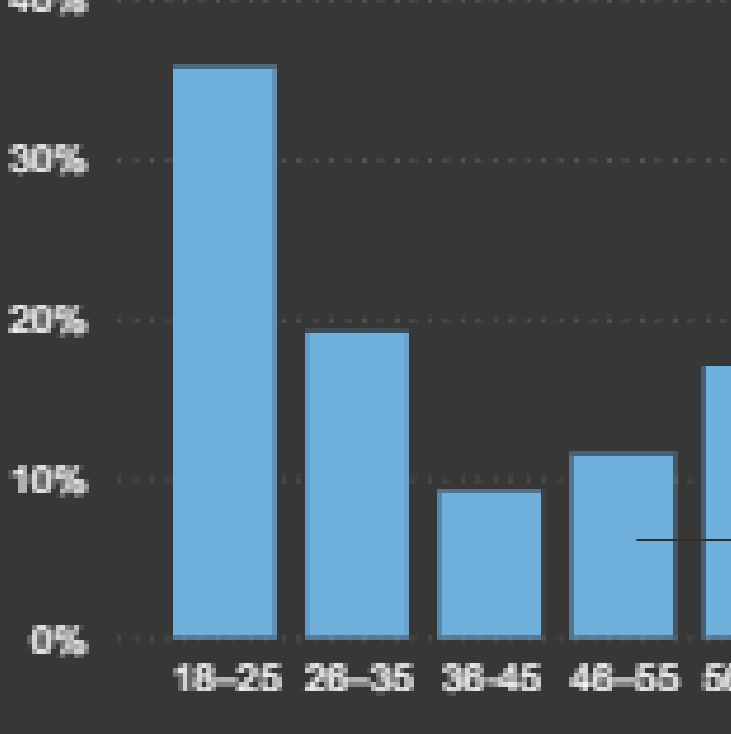


Attrition Analysis

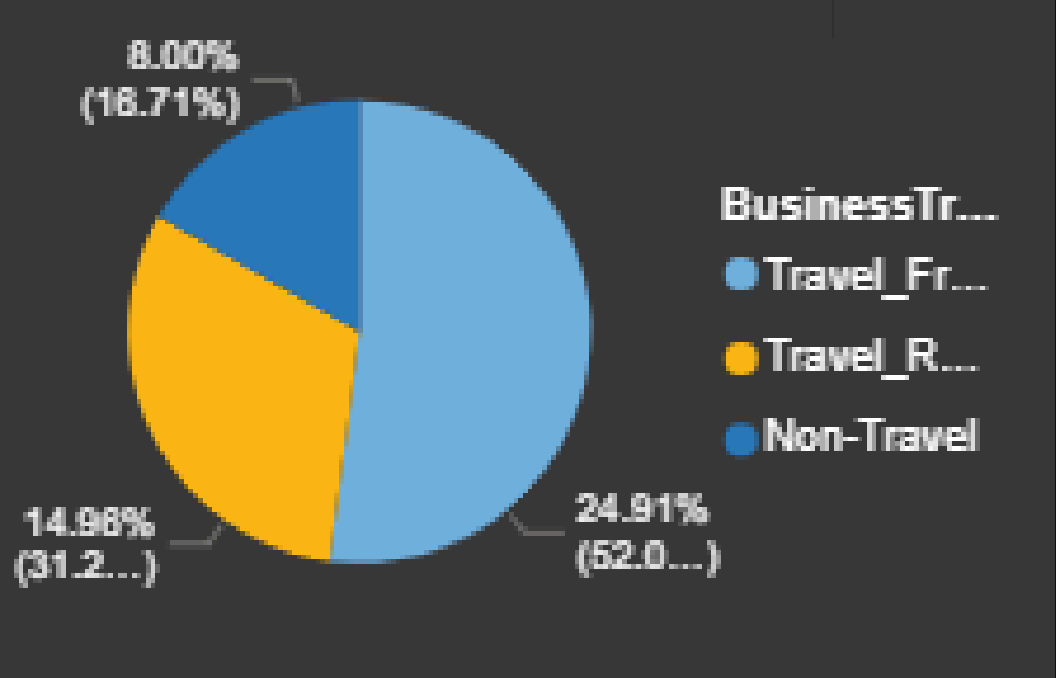
Attrition Rate by Department



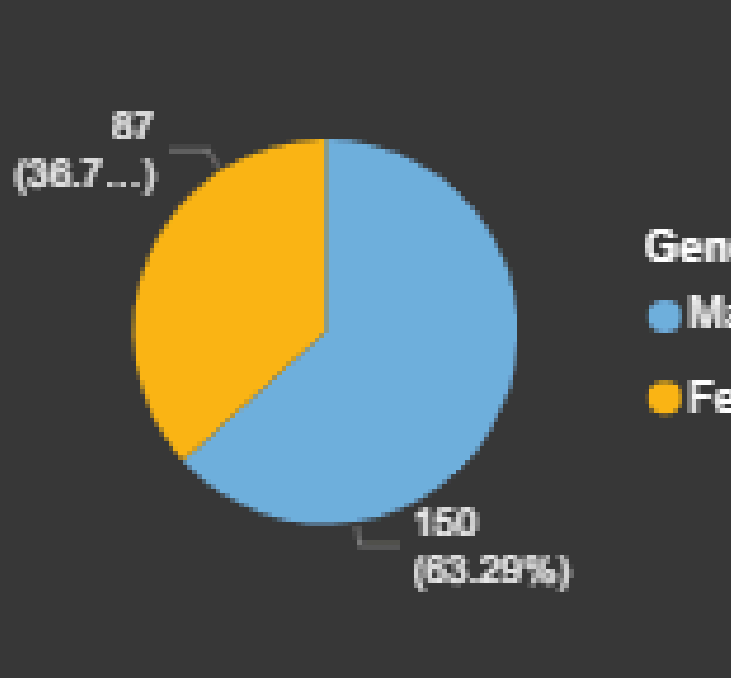
Attrition Rate by Age Group



Attrition Rate by Business Travel



Attrition Rate(yes) by Gender



1470

Total Employee

JobRole

All

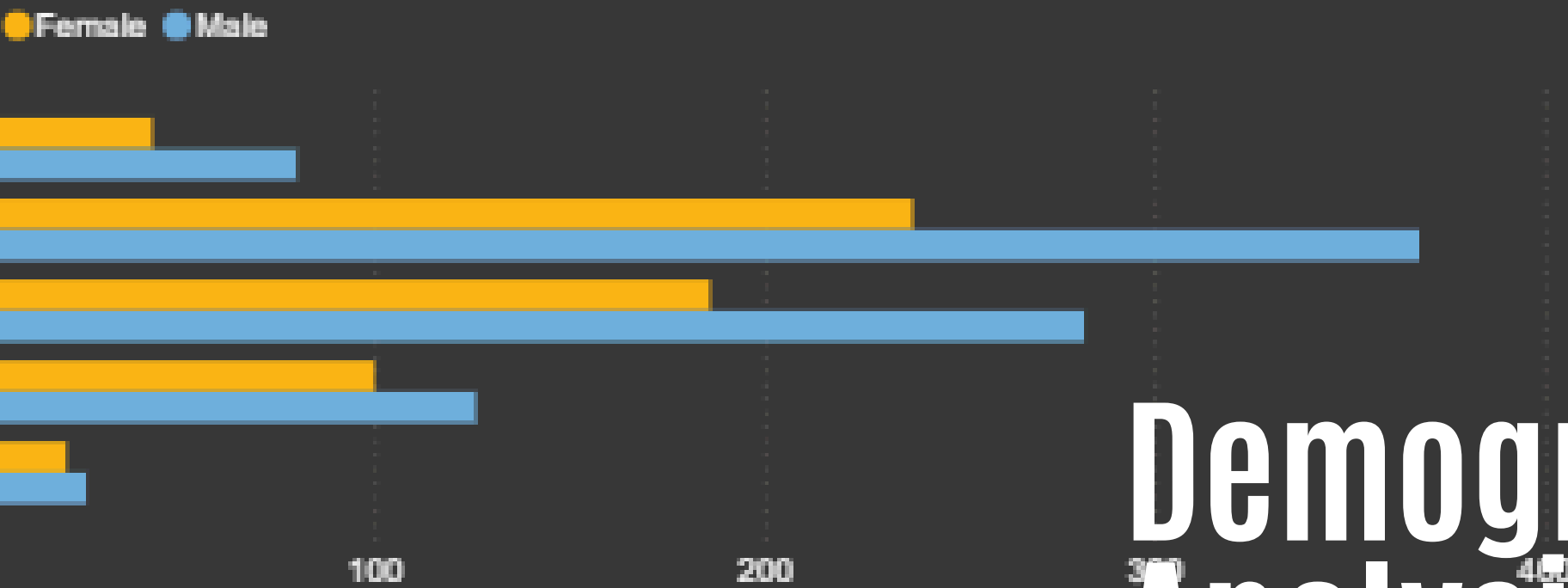
BusinessTravel

All

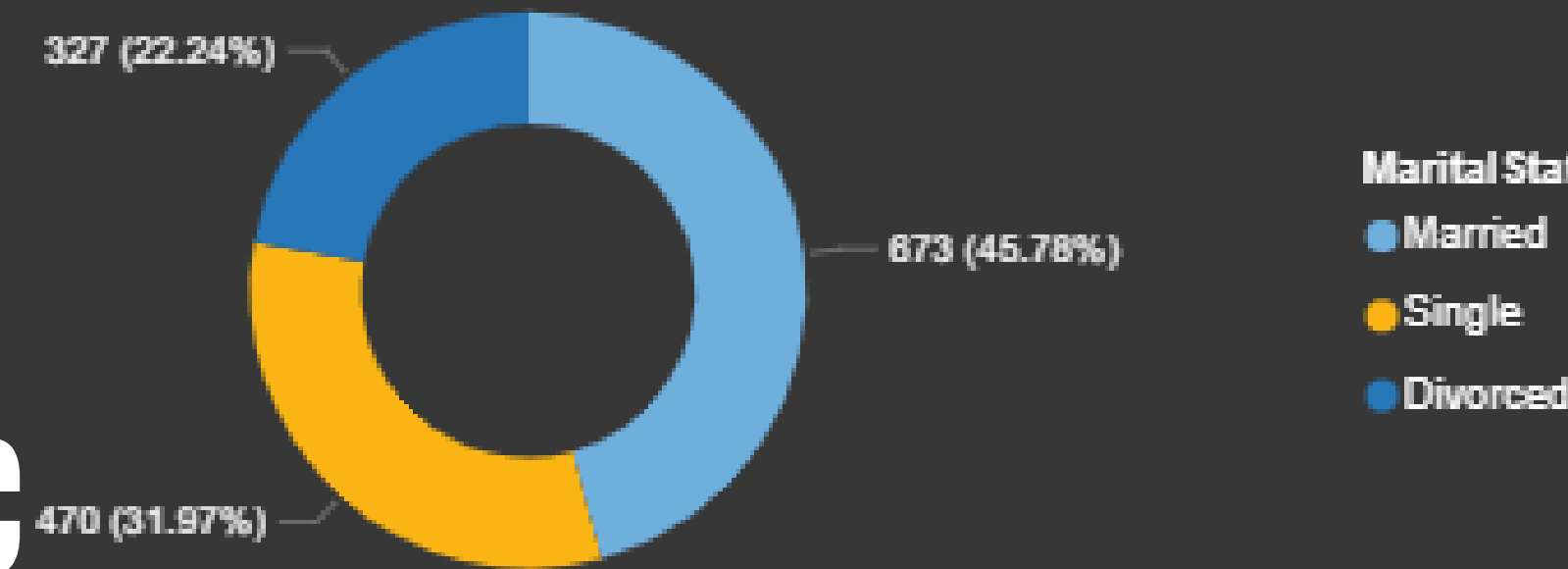
Distance from Home GroupDistance from...

All

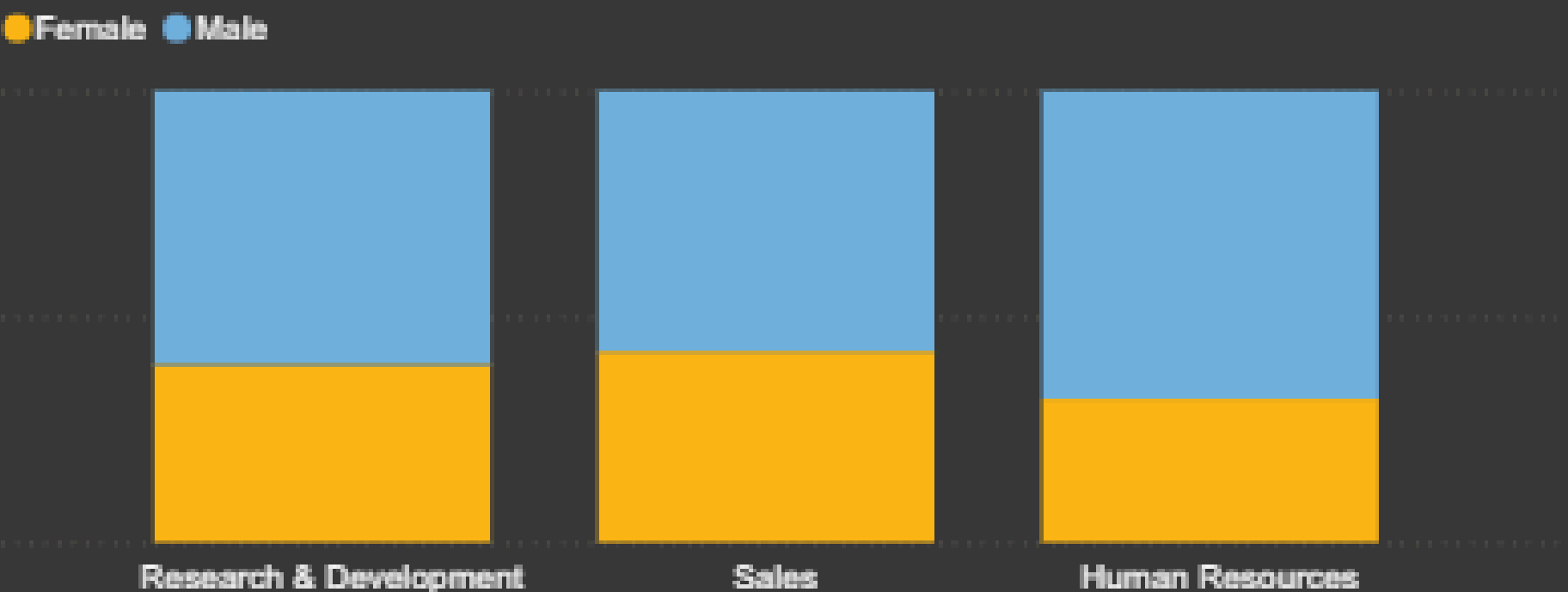
Employee by Age Group and Gender



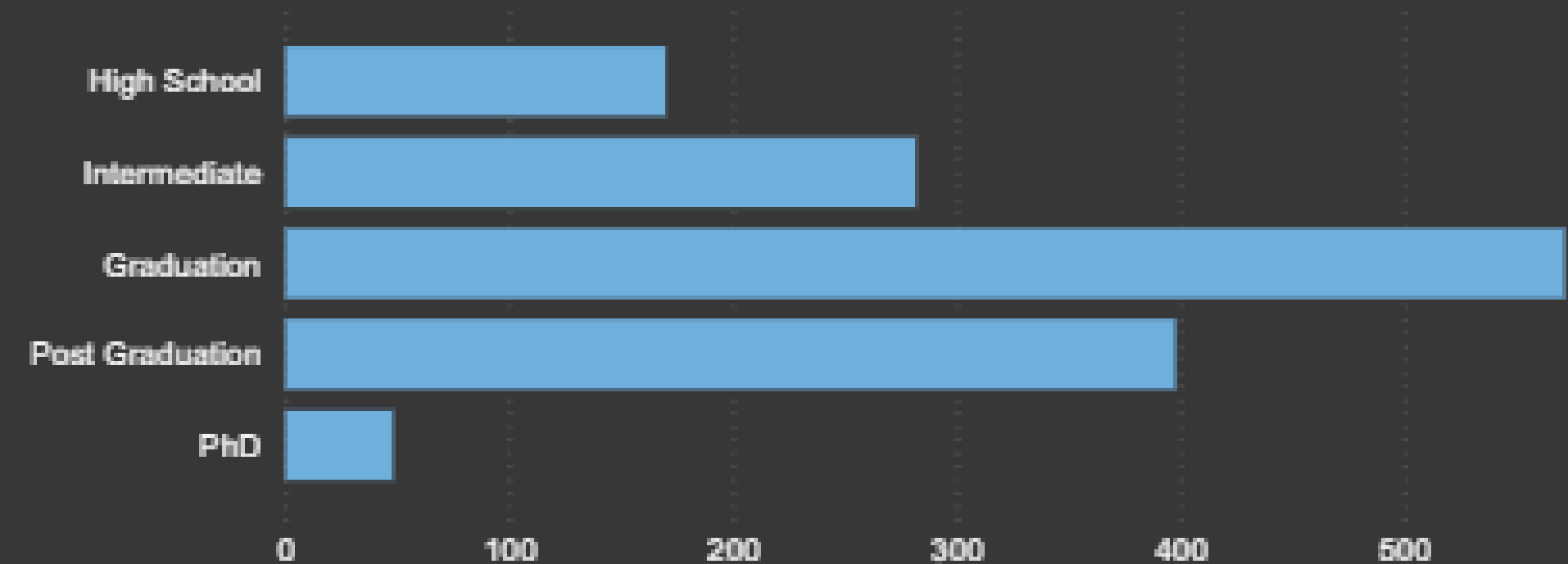
Total Employee by Marital Status



Employee by Department and Gender



Total Employee by Order



Demographic Analysis

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Age Group

▼

JobRole

▼

Gender

▼

▼

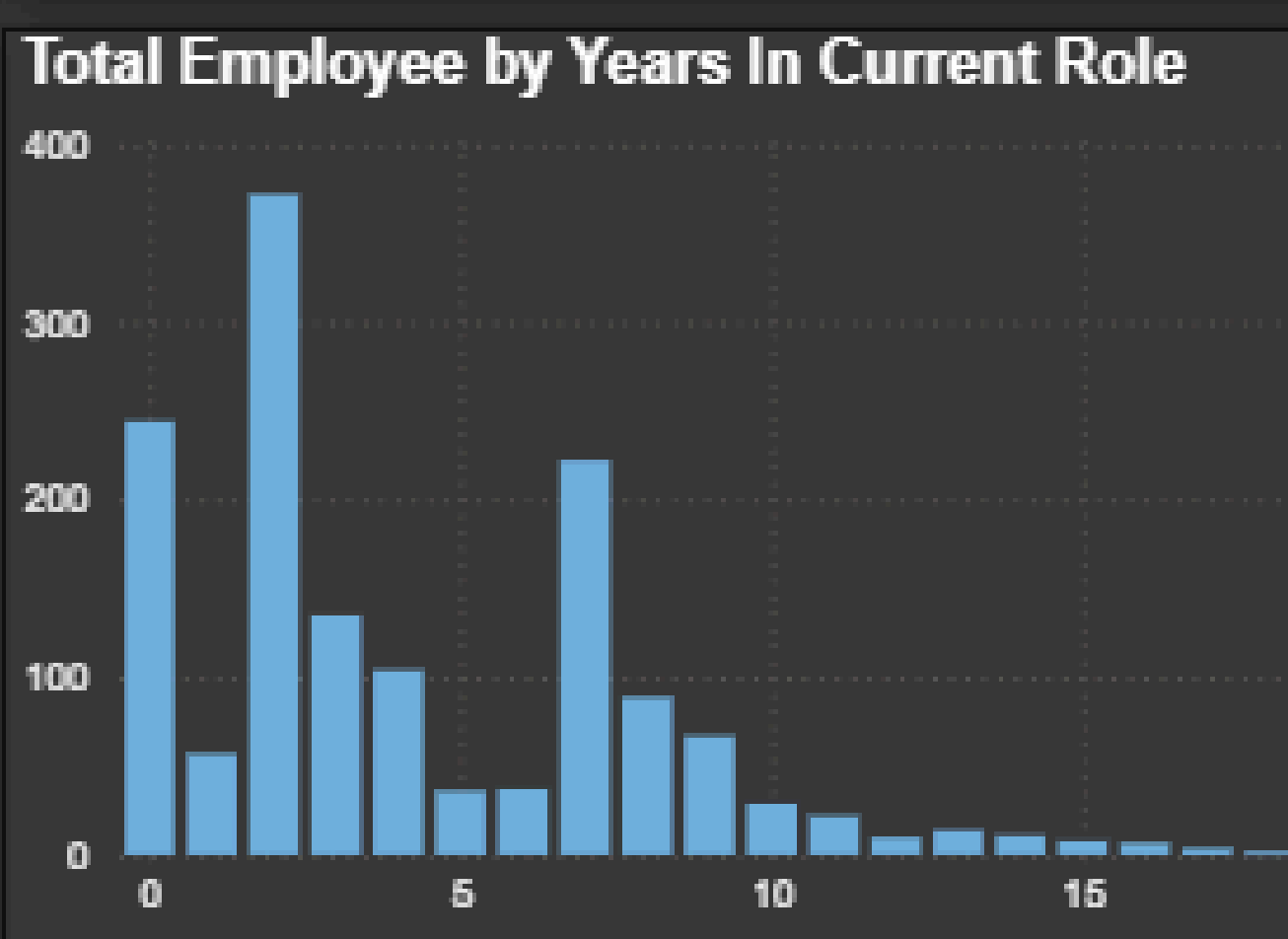
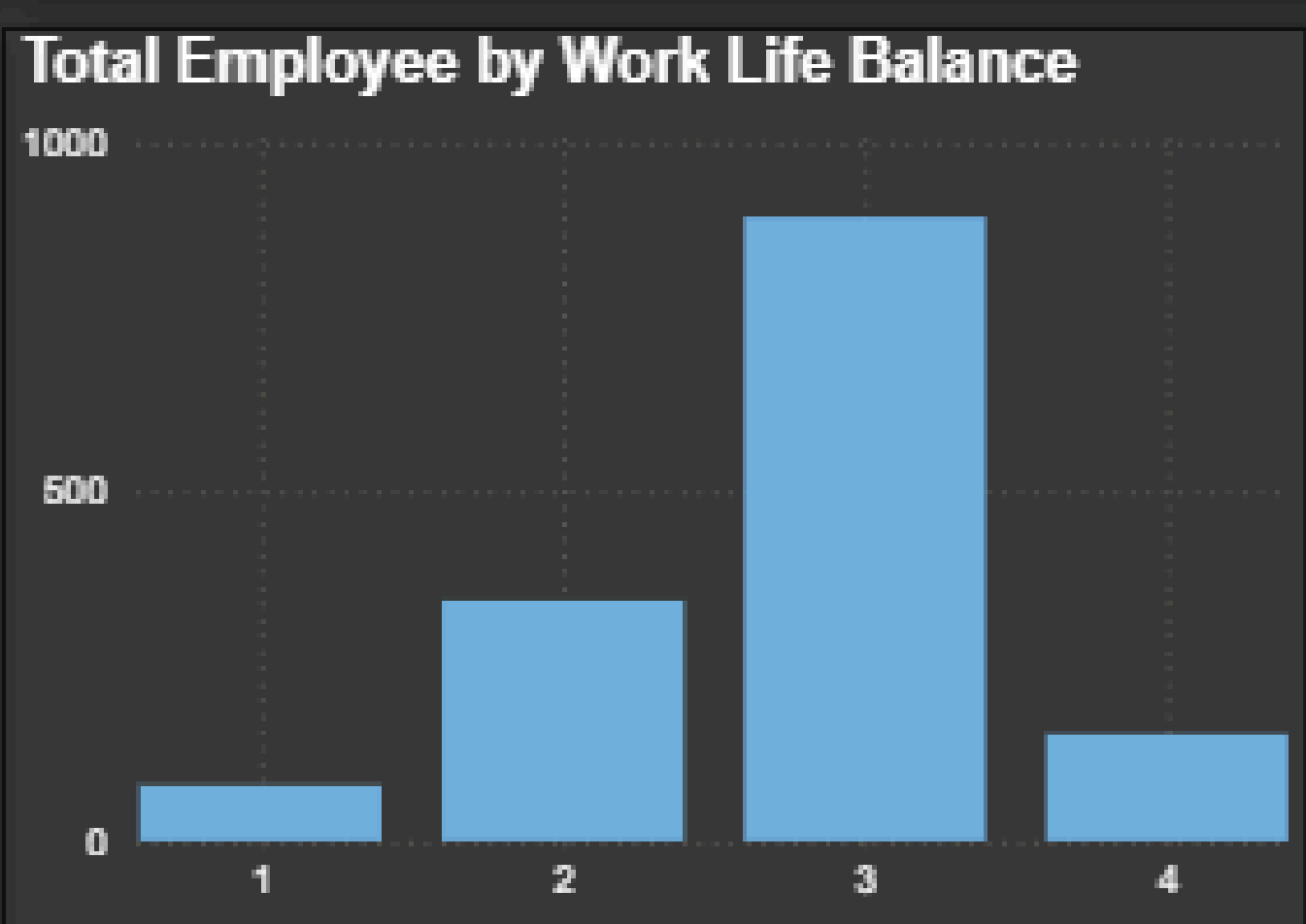
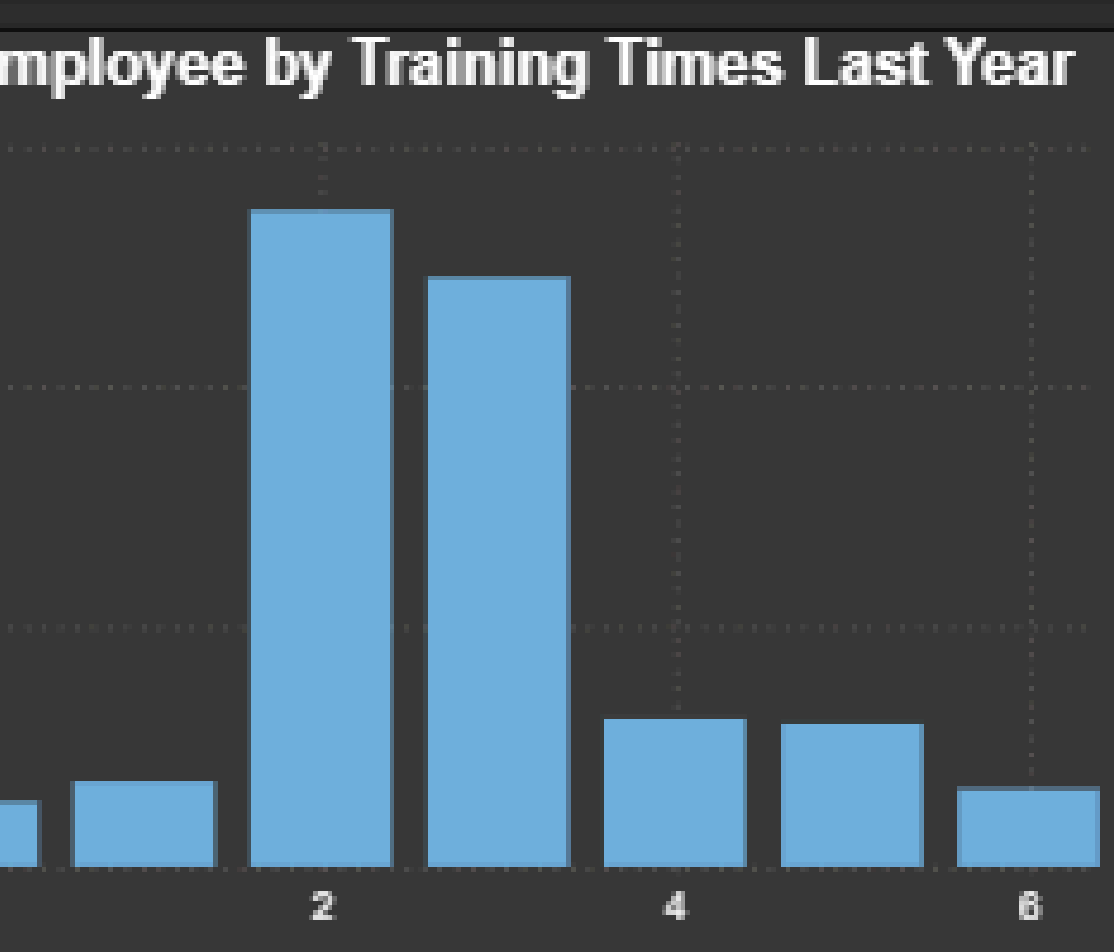
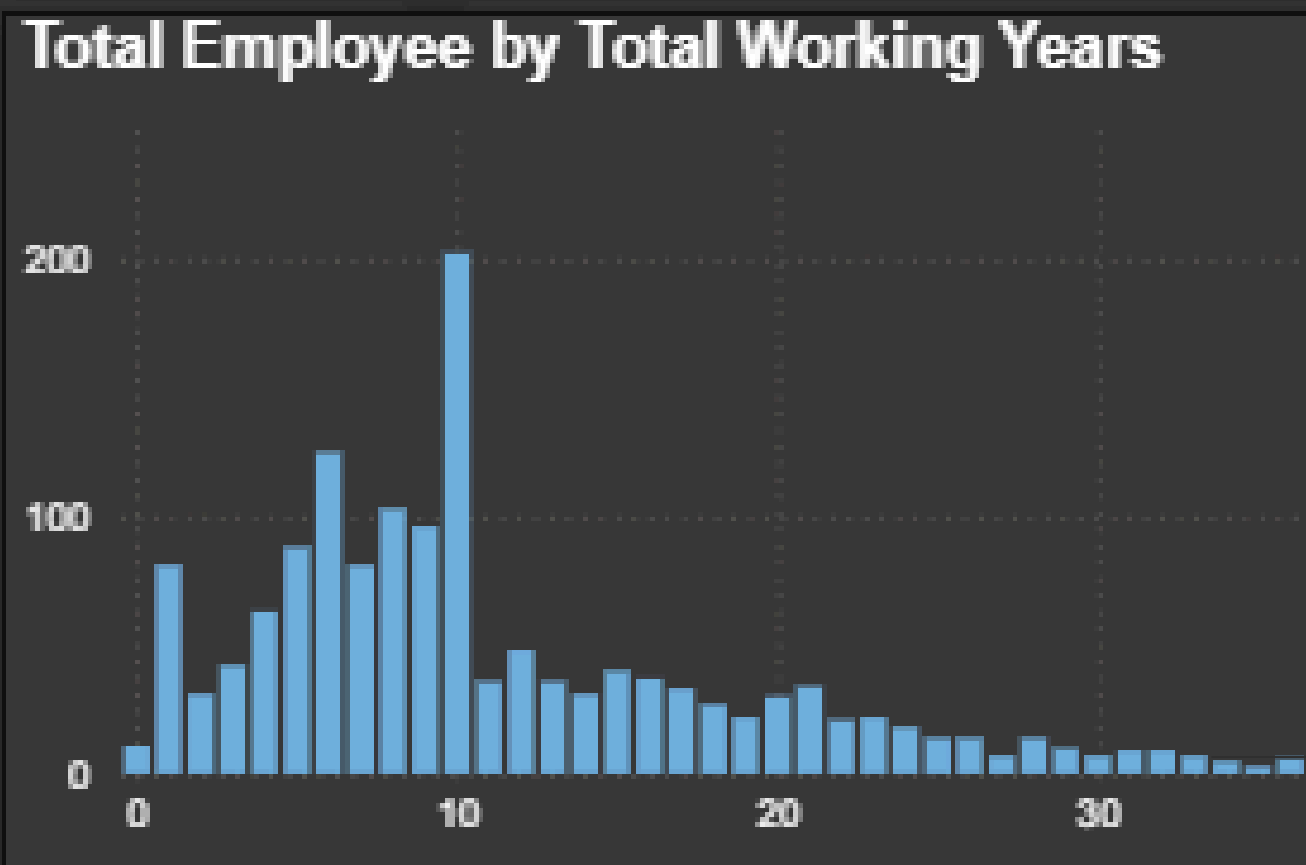
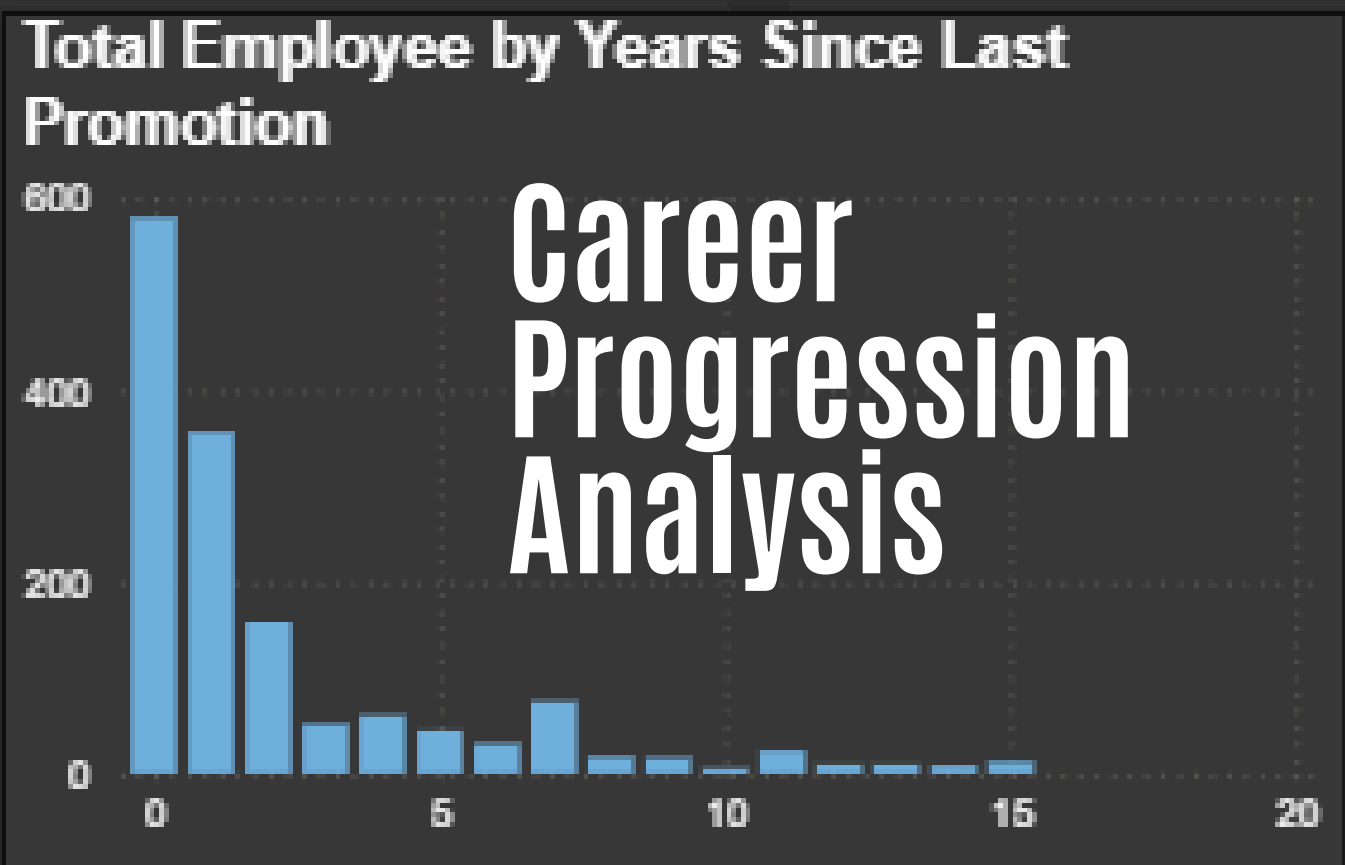
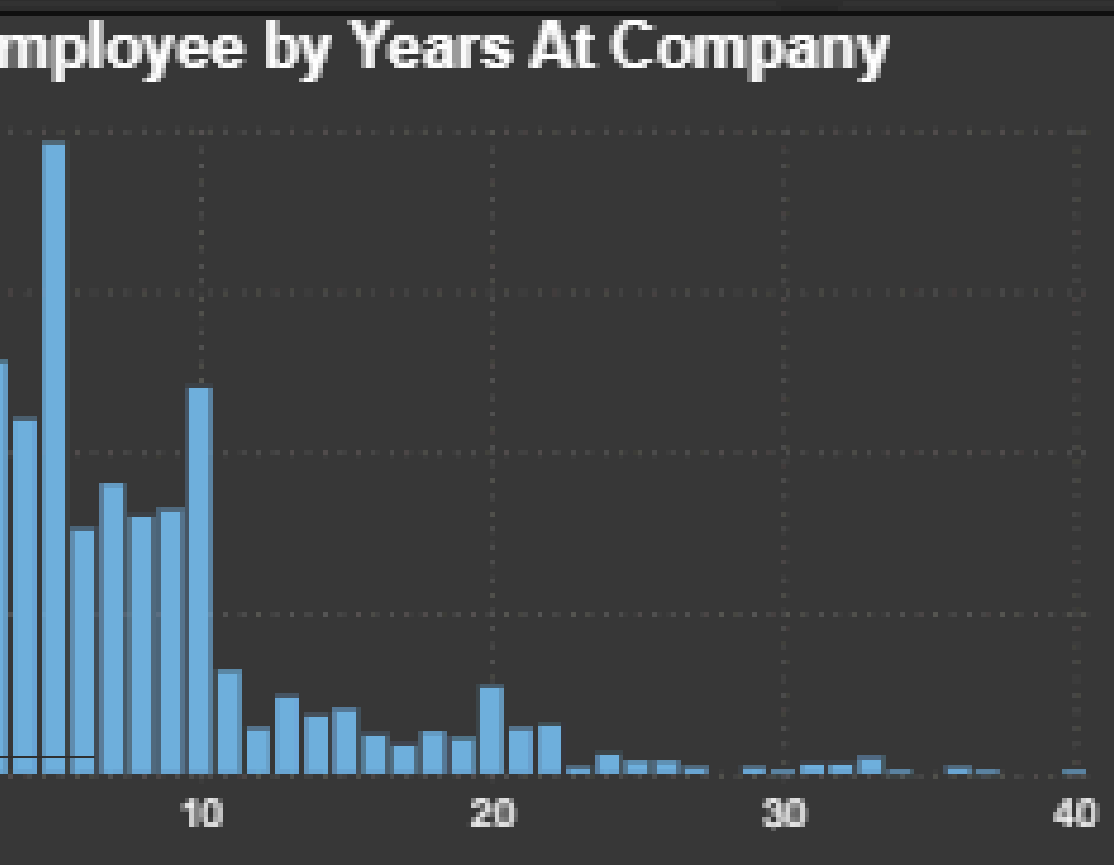
All

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All

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All



JobRole

All

OverTime

All

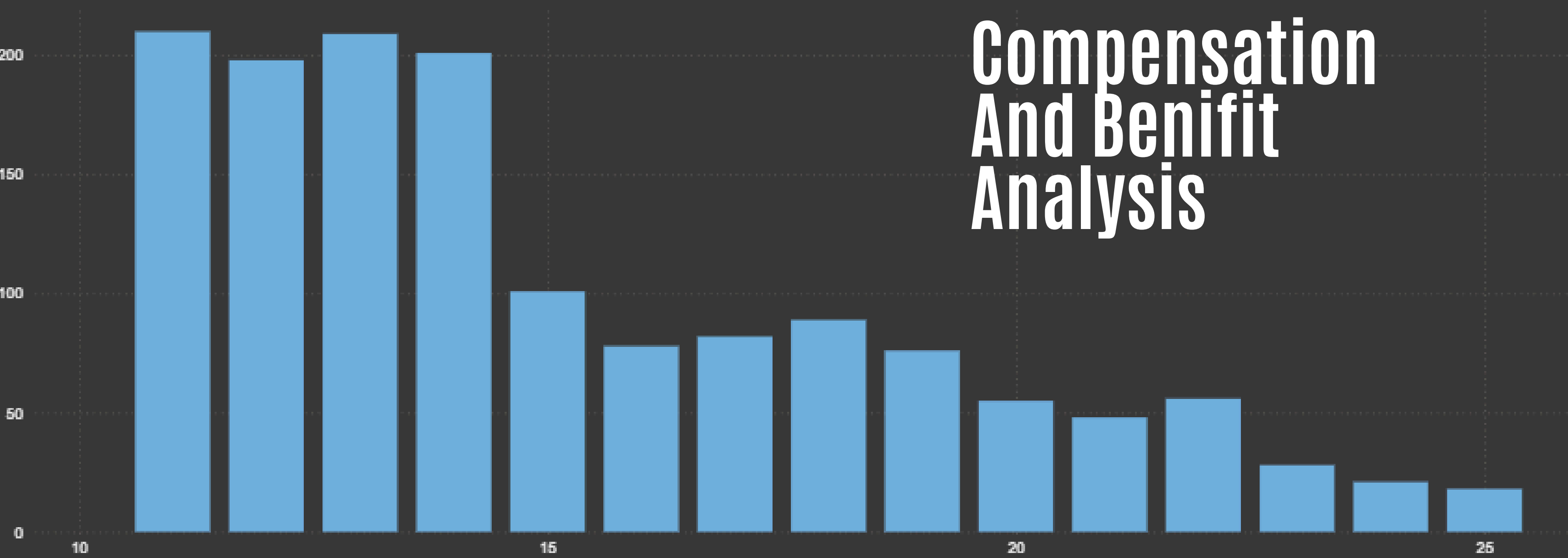
EducationField

All

Gender

All

Total Employee by Percent Salary Hike



Compensation
And Benefit
Analysis

Geographical Analysis

JobSatisfaction

1

4

Attrition

☐ No

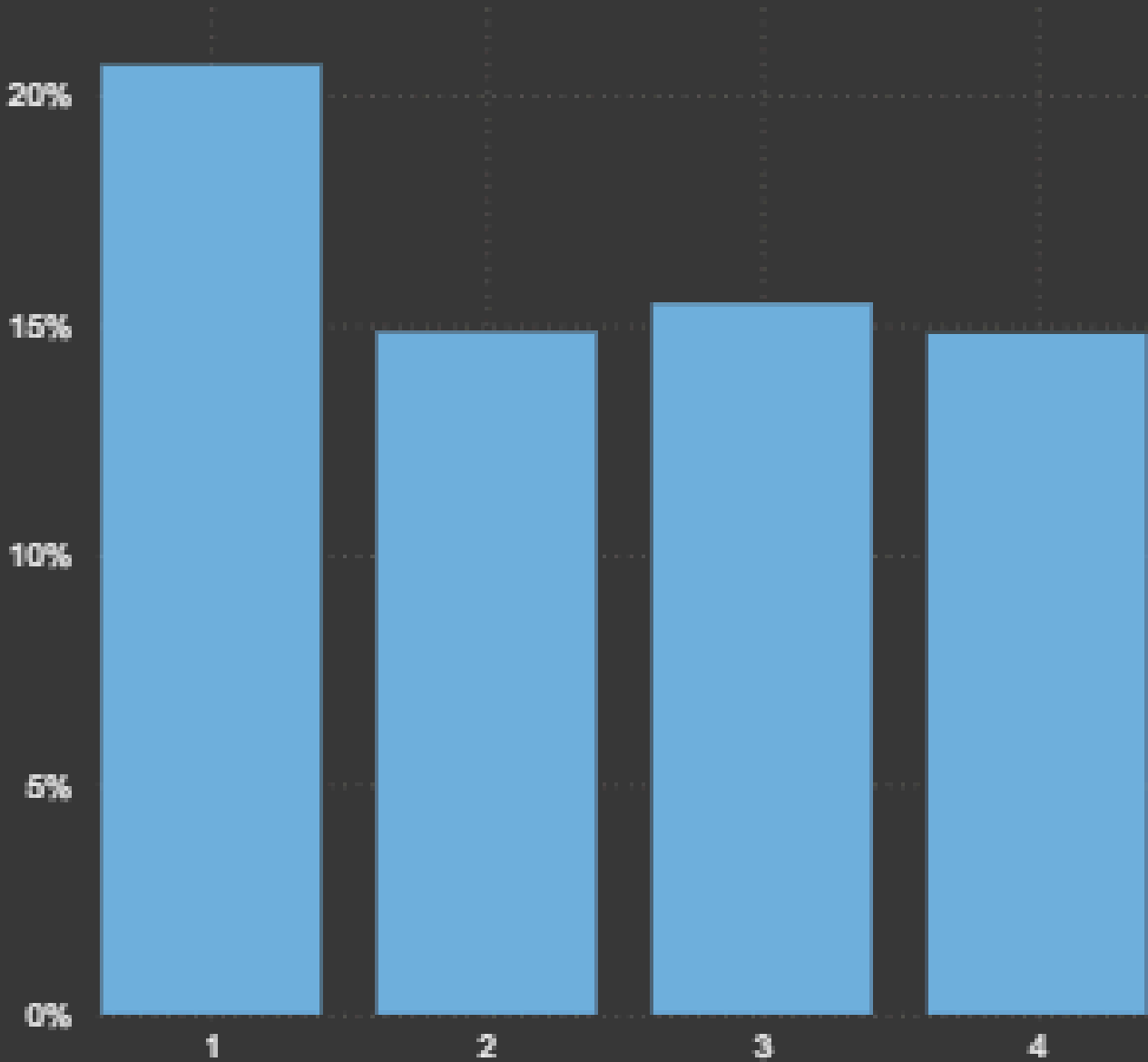
☐ Yes

Gender

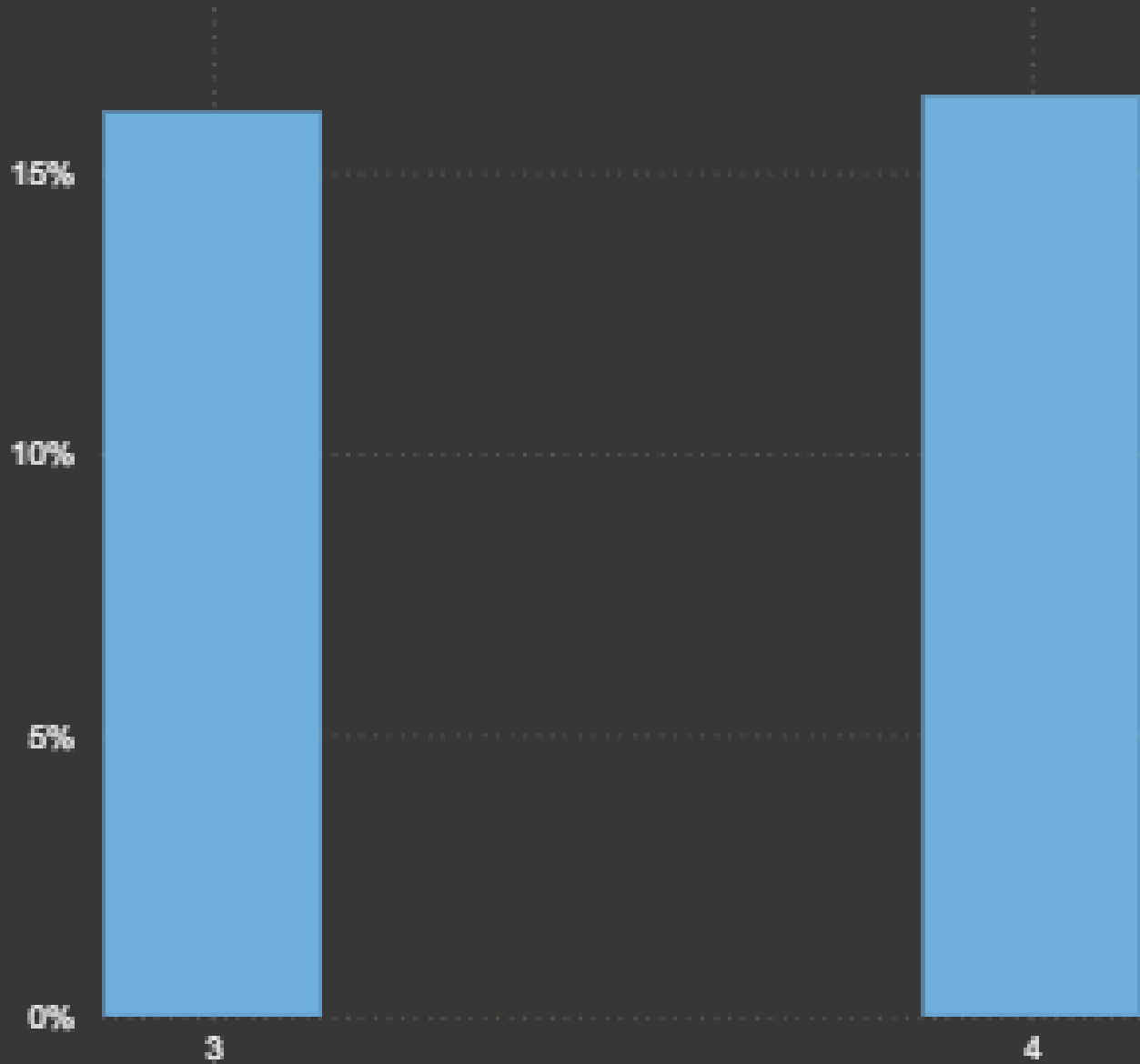
☐ Female

☐ Male

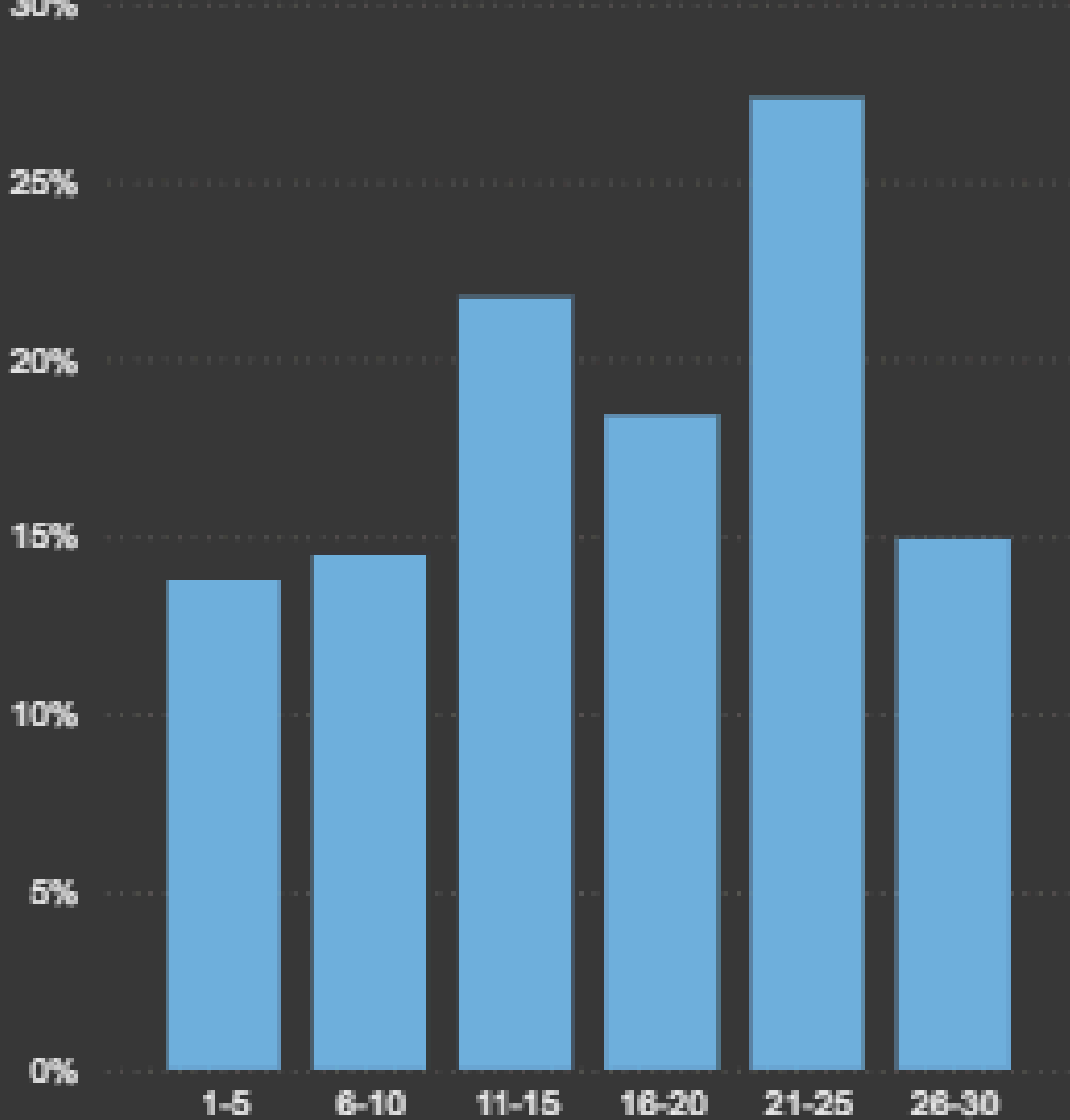
Attrition Rate by Relationship Satisfaction



Attrition Rate by Performance Rating



Attrition Rate by Distance from Home



Insights

- Sales roles exhibit the highest attrition, driven by heavy workloads and lower job satisfaction.
- Mid-career employees (36–45) are most likely to leave due to limited promotion opportunities and stagnation.
- Employees with <5 years at the company are more vulnerable to quitting, confirming early-tenure risk.
- Low relationship and environment satisfaction strongly predict attrition, highlighting the importance of manager support.
- Long commute distances and overtime hours consistently push employees toward resignation, impacting work-life balance.

Suggestions

- Reduce workload pressure in sales roles through resourcing, automation, or shift balancing.
- Create clear and timely promotion pathways to retain mid-career employees and prevent career stagnation.
- Strengthen onboarding and early employee support to improve retention within the first 2–3 years.
- Improve workplace culture and manager training to boost relationship satisfaction and employee engagement.
- Introduce flexibility options—hybrid work, remote days, or commute allowances—to support work-life balance.

THANK

YOU!