

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?

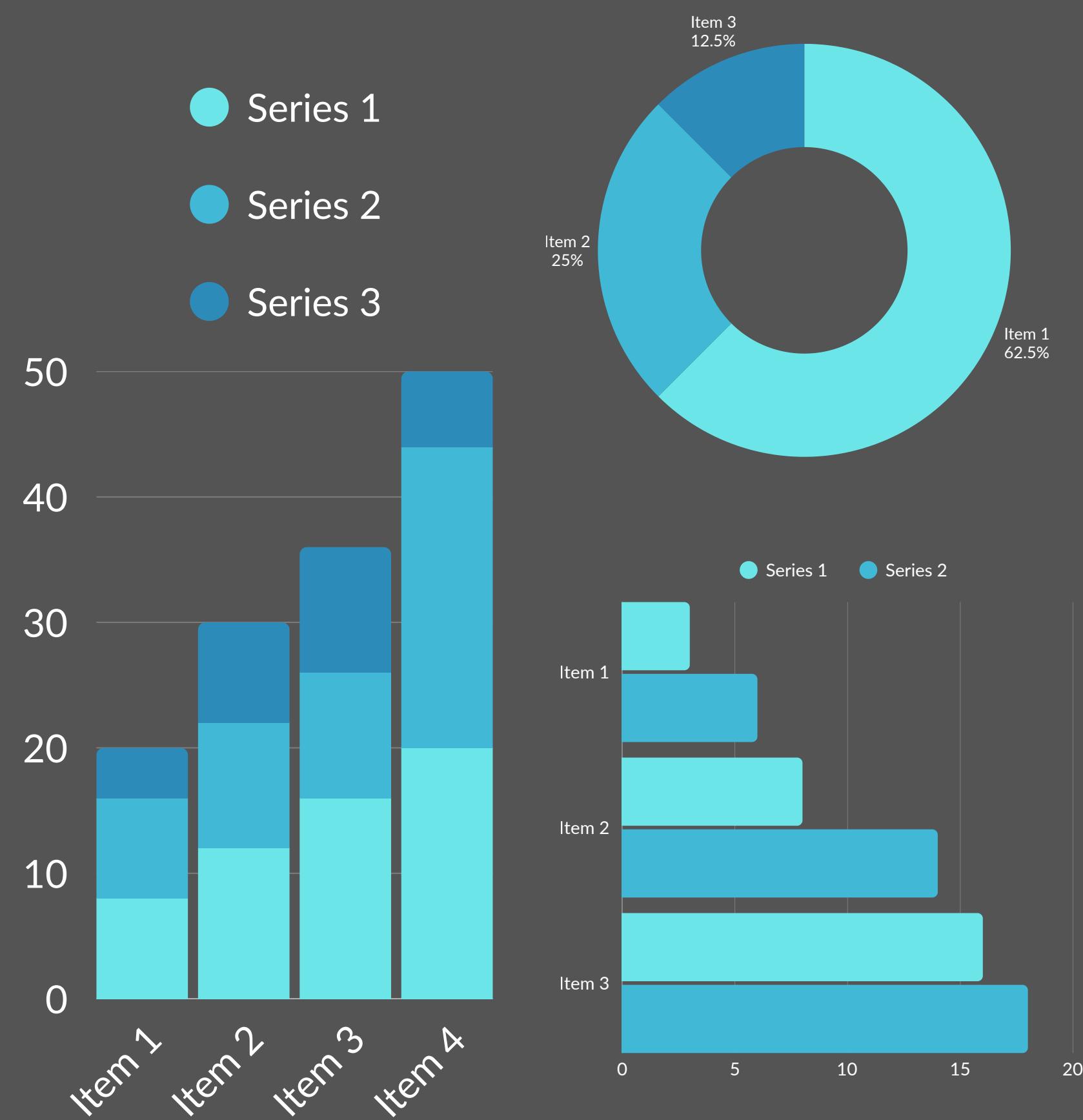
Teams lose experience, productivity drops, and companies spend more replacing talent.

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

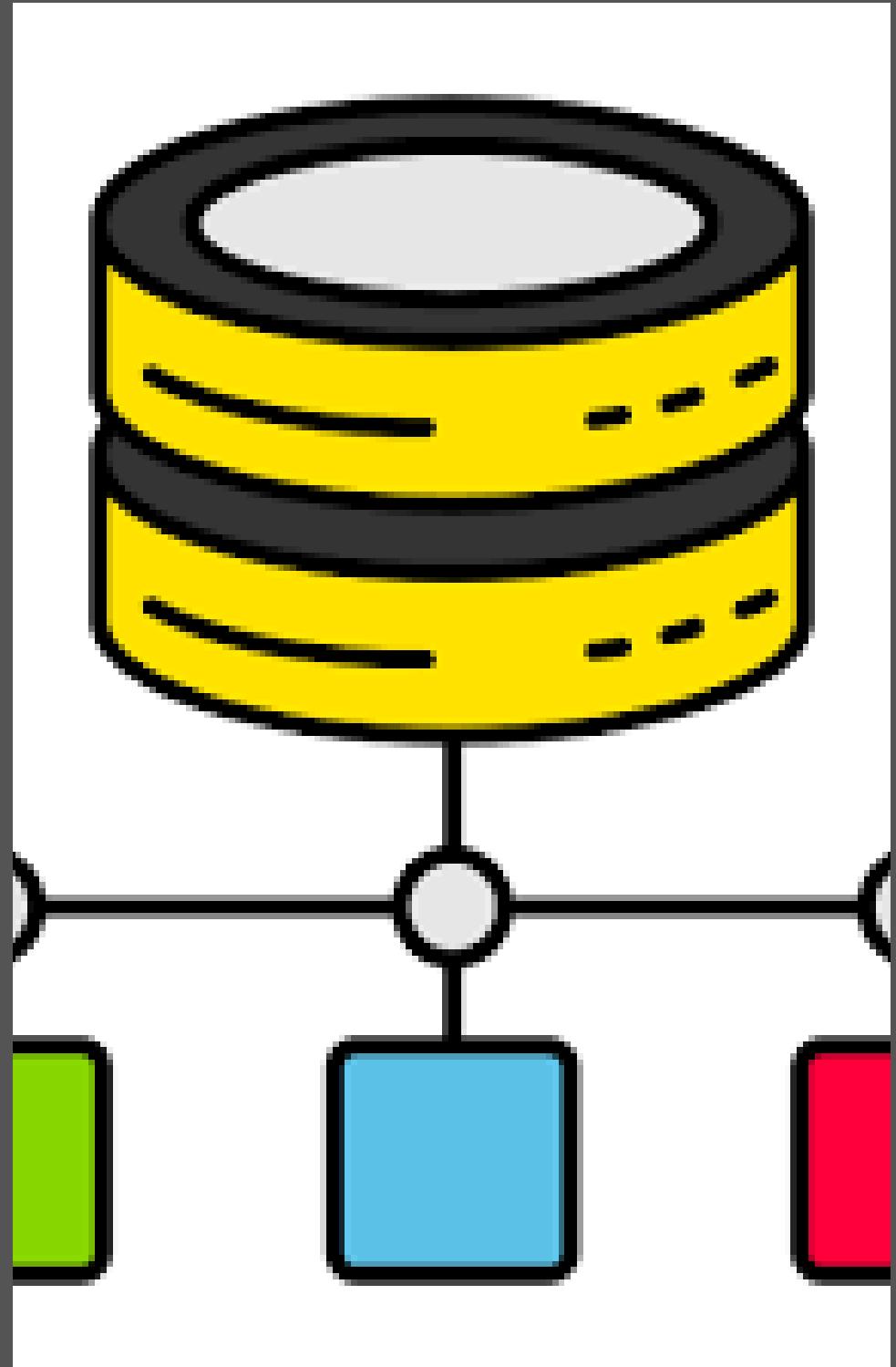
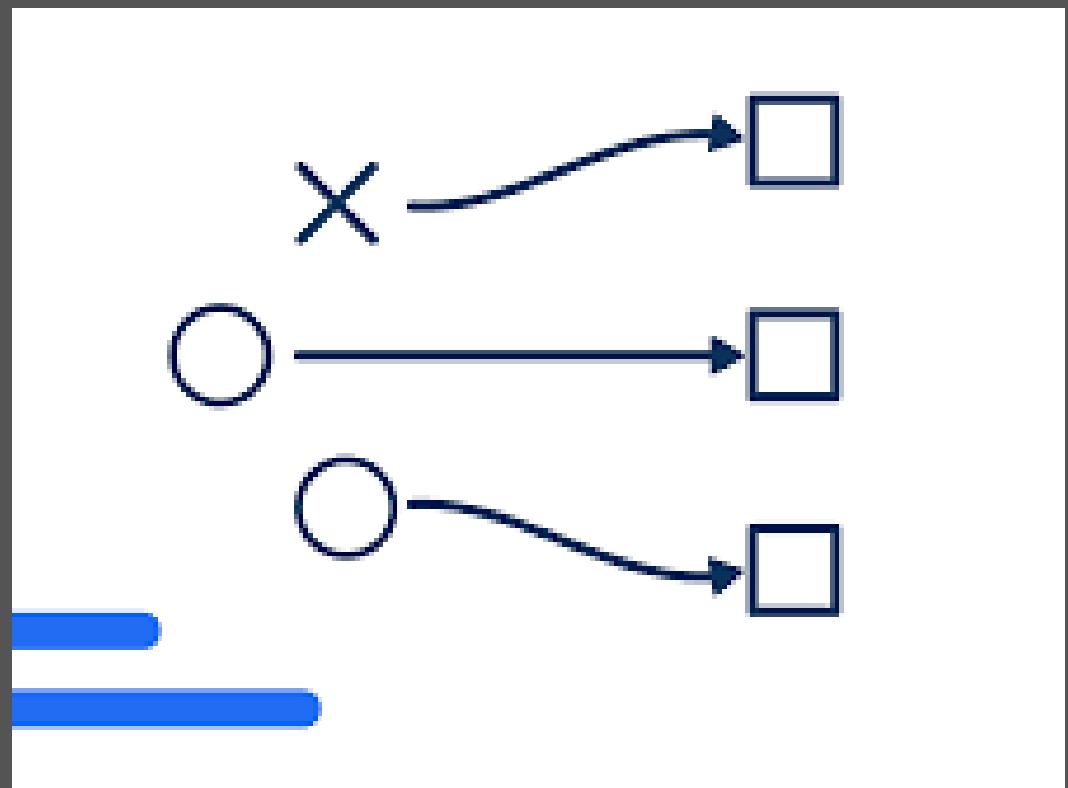
- 1470 employee records
- 35 variables covering demographics, job details, performance, and separation status

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

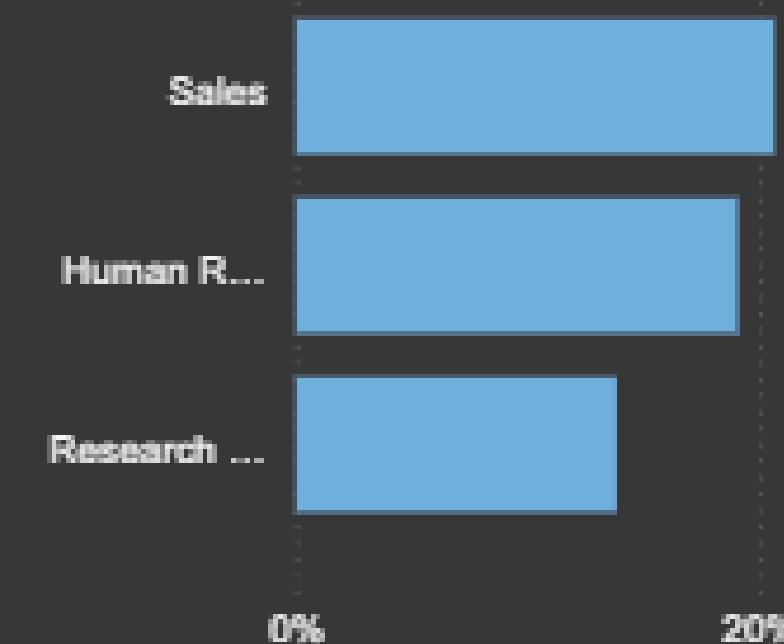
All

Attrition Rate by Job Role

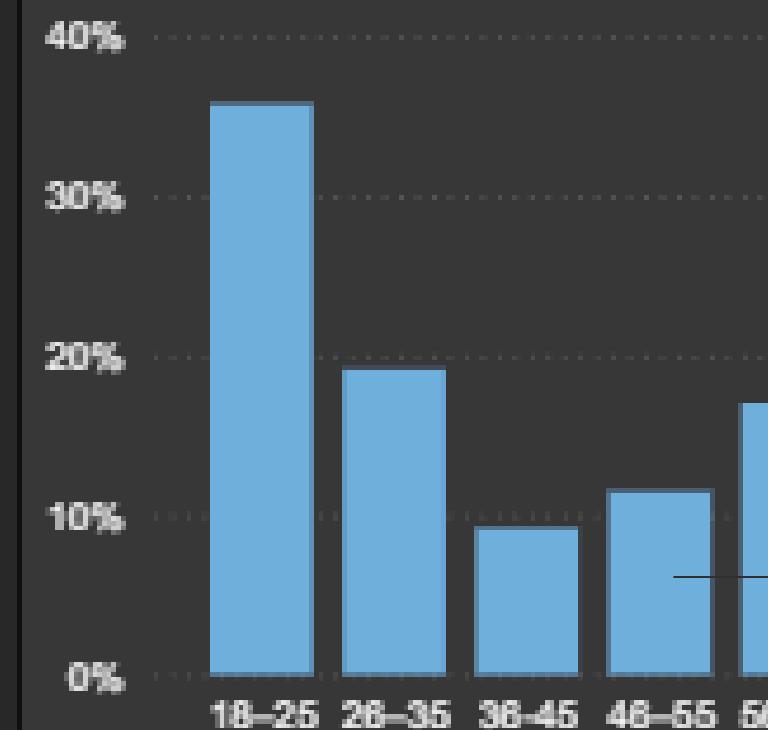


Attrition Analysis

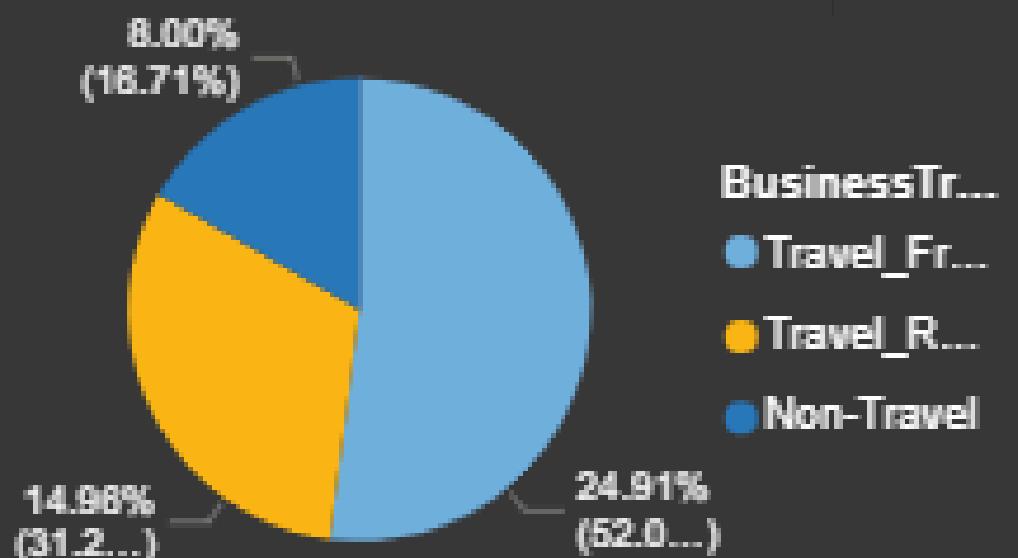
Attrition Rate by Department



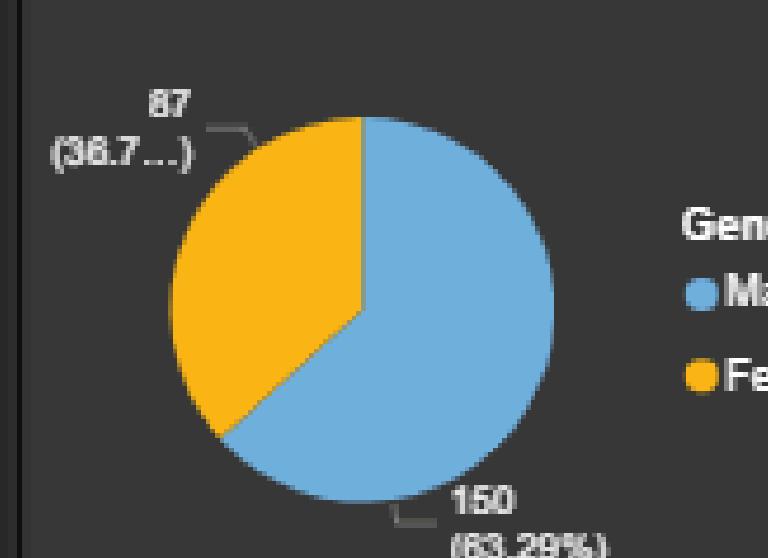
Attrition Rate by Age Group

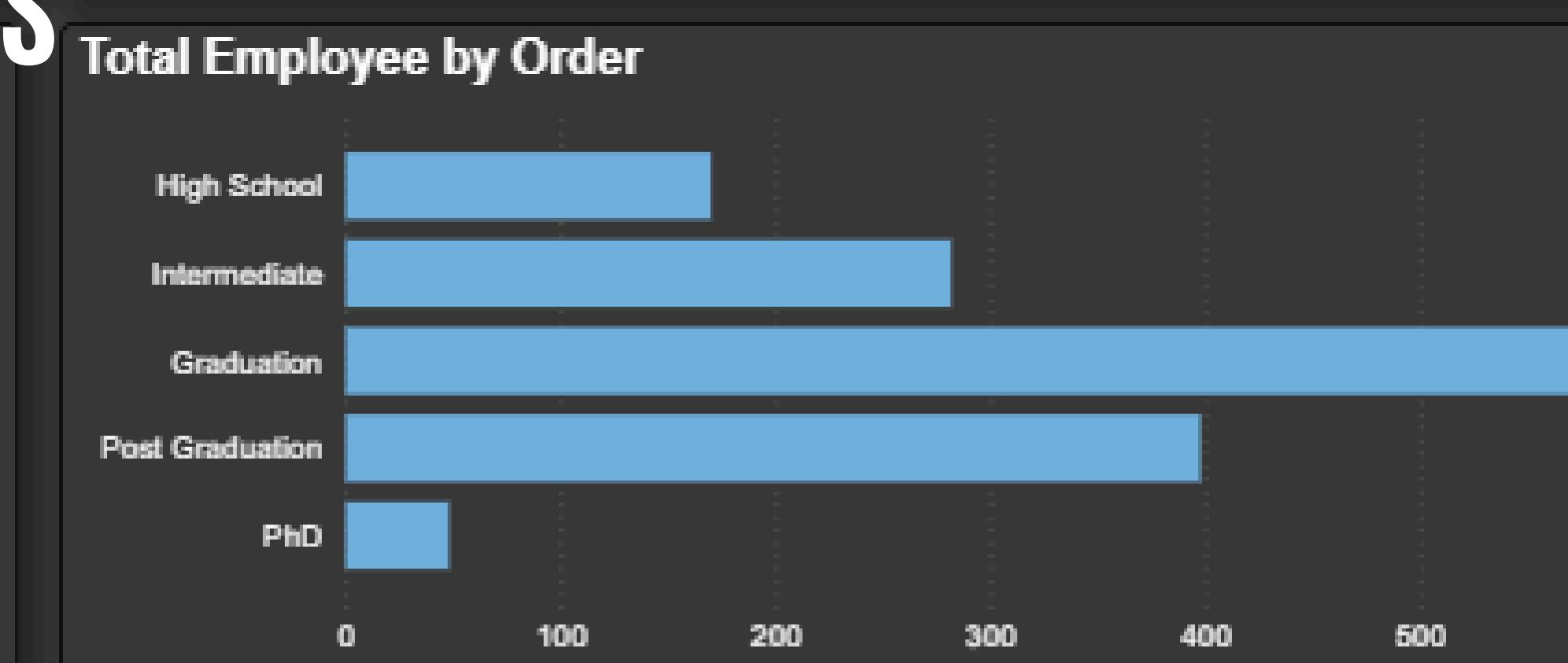
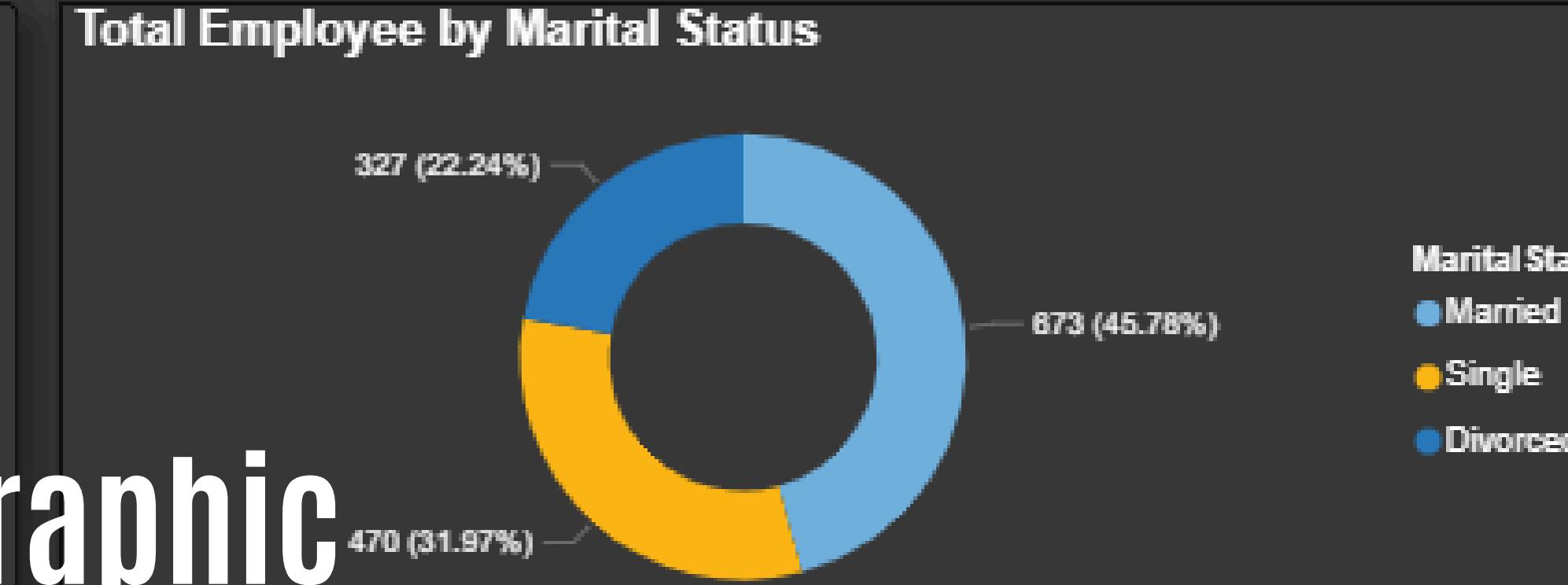
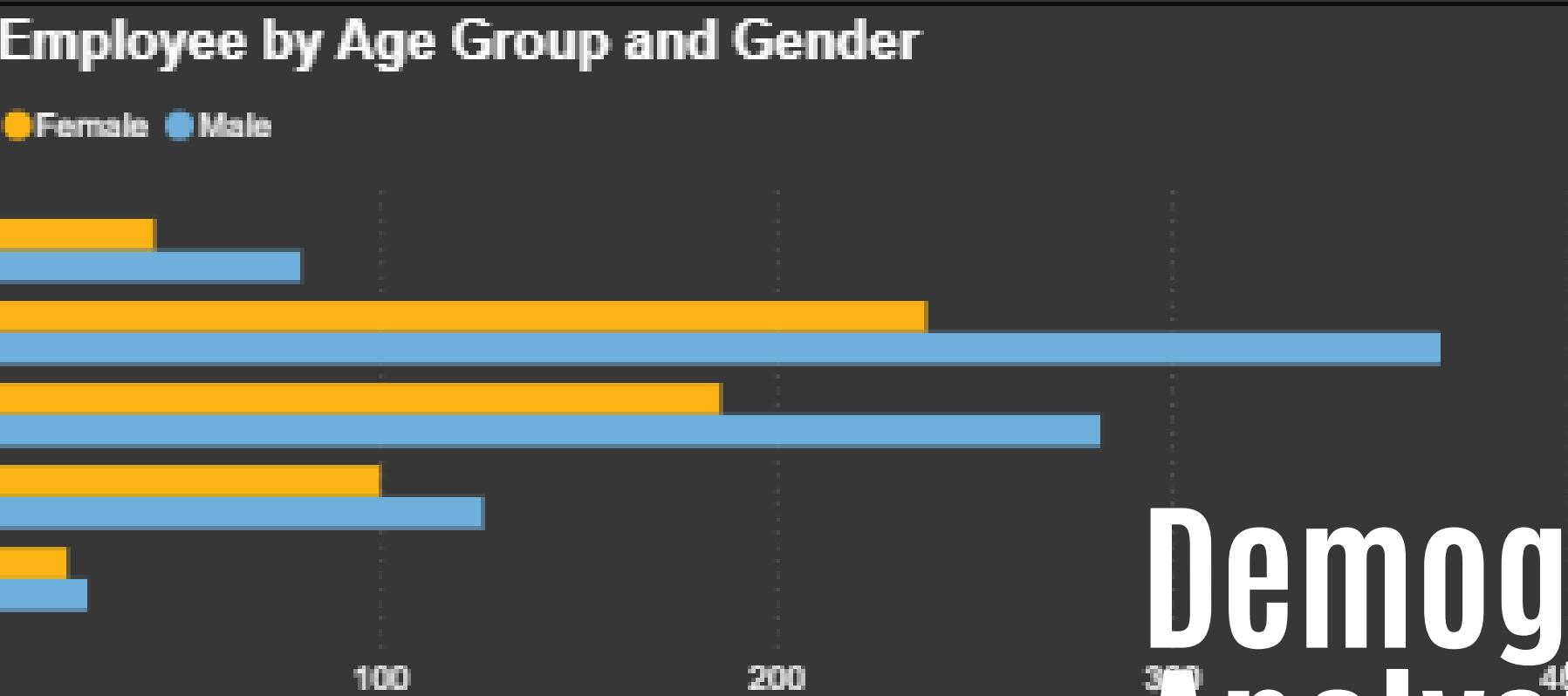
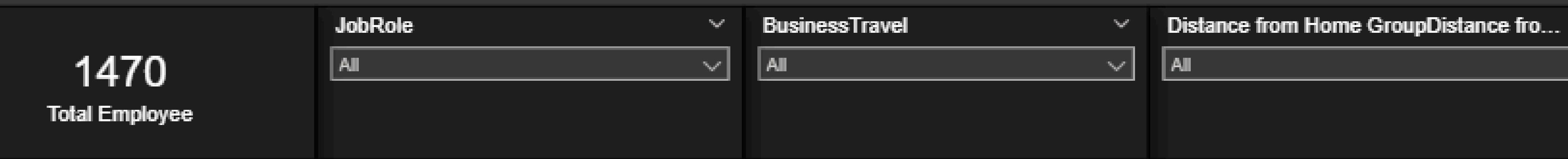


Attrition Rate by BusinessTravel



Attrition Rate(yes) by Gender





Demographic Analysis



JobRole

All

Overtime

All

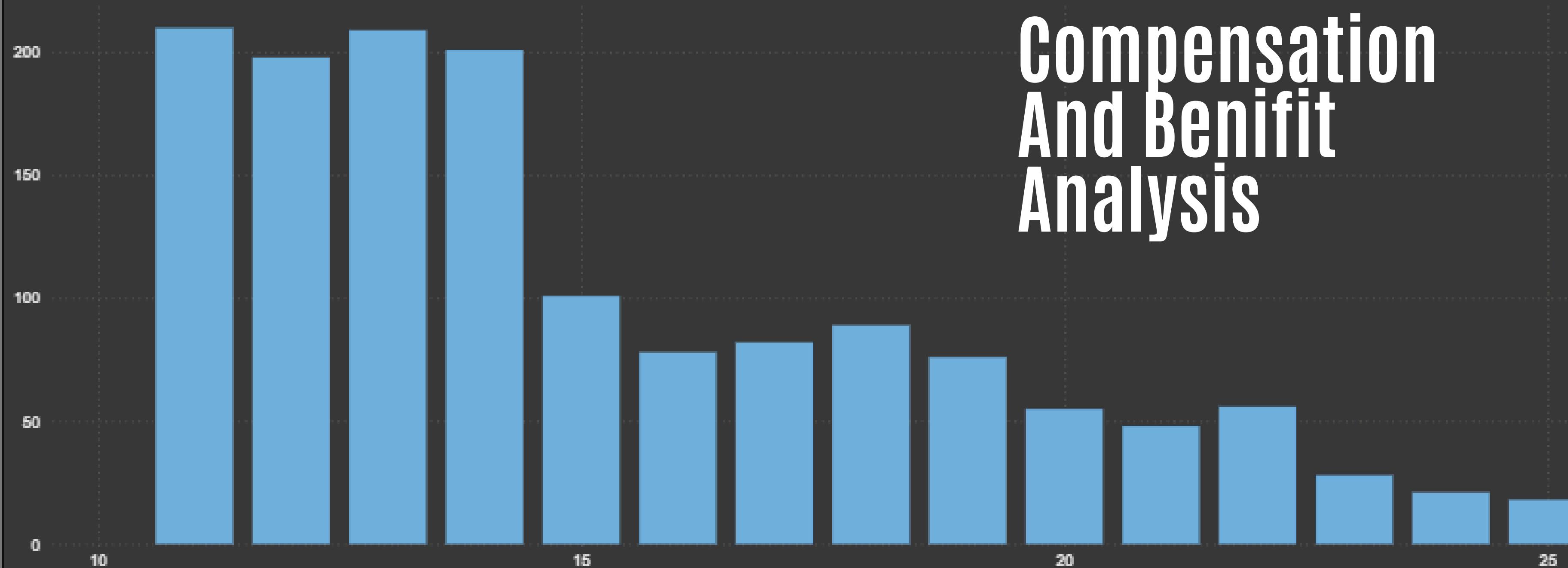
EducationField

All

Gender

All

Total Employee by Percent Salary Hike



Compensation
And Benifit
Analysis

Geographical Analysis

Job Satisfaction

Attrition

Gender

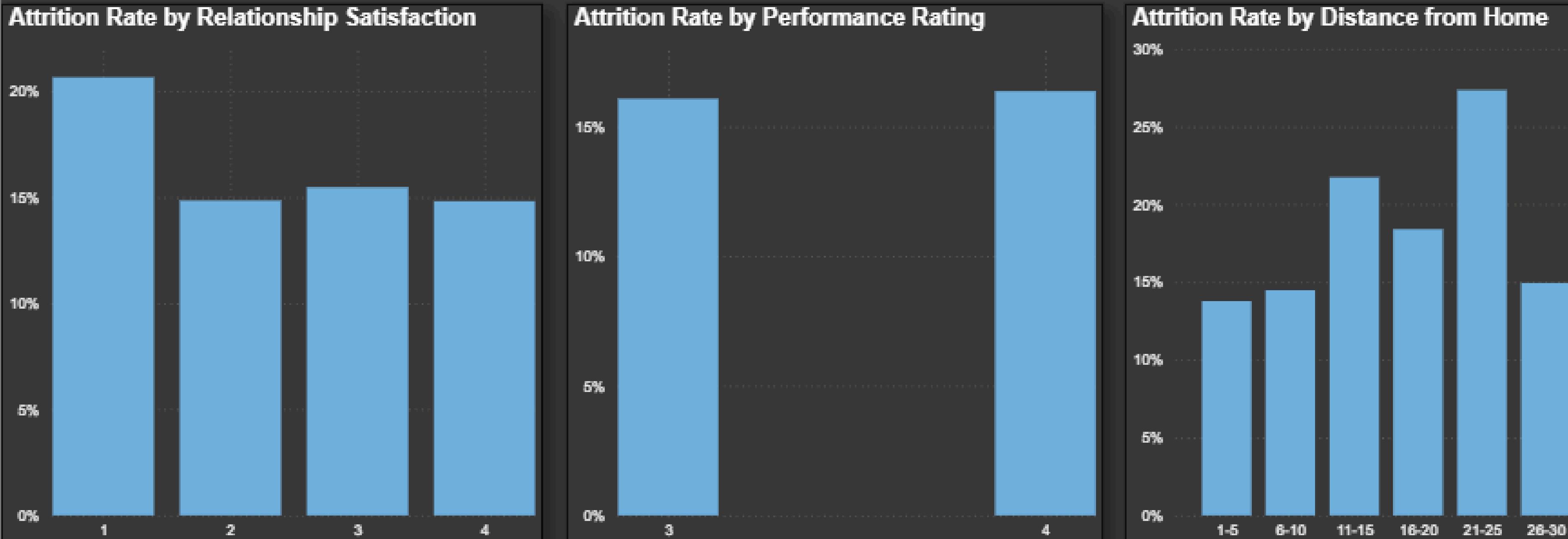
1 4

No

Yes

Female

Male



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.
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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!**