



GREEN



DESTINATIONS

HR DASHBOARD

PRIYA BORDE

1. PROBLEM STATEMENT:

- GREEN DESTINATION IS A WELL KNOWN TRAVEL AGENCY. THE HR DIRECTOR HAS RECENTLY NOTICED AN INCREASE IN EMPLOYEES LEAVING(ATTRITION). SHE WOULD FIGURE OUT ANY TRENDS OR PATTERNS. SHE HAS SURVEYED THE STAFF OF GREEN DESTINATIONS AND PROVIDED THE DATA.
- SHE WOULD LIKE TO KNOW THE ATTRITION RATE (% OF PEOPLE WHO LEFT THE COMPANY).
- SHE WOULD ALSO KNOW IF FACTORS LIKE AGE, YEARS AT THE COMPANY AND INCOME PLAY A PART IN DETERMINING IF PEOPLE WILL LEAVE OR NOT.

2.OBJECTIVE

- PROVIDE INSIGHTS TO HR. DIRECTOR FOR EMPLOYEE ATTRITION.
- THE STAFF OF GREEN DESTINATIONS PROVIDED THE DATA.
- CREATE THE KPI'S ACCORDINGLY.
- CREATE A DASHBOARD

3. BENEFITS

- COST SAVINGS: REDUCED REVENUE MEANS LOWER RECRUITMENT AND TRAINING COSTS.
- CULTURAL IMPROVEMENTS: A BETTER UNDERSTANDING OF THE REASONS FOR LEAVING WILL HELP FOSTER A POSITIVE WORK CULTURE.
- ENHANCED PRODUCTIVITY: LOWER TURNOVER RATES LEAD TO A MORE STABLE AND PRODUCTIVE WORKFORCE.

4. DATA ATTRIBUTES

Age	Attrition	BusinessTravel	DailyRate
Department	DistanceFromHome	Education	EducationField
EmployeeCount	EmployeeNumber	Environment Satisfaction	Gender
HourlyRate	JobInvolvement	Job Level	JobRole
JobSatisfaction	MaritalStatus	MonthlyIncome	MonthlyRate
NumCompaniesWorked	Over18	OverTime	PercentSalaryHike
PerformanceRating	RelationshipSatisfaction	StandardHours	StockOptionLevel
TotalWorkingYears	TrainingTimesLastYear	WorkLifeBalance	YearsAtCompany
YearsInCurrentRole	YearsSinceLastPromotion	YearsWithCurrManager	

5. ARCHITECTURE

- **1. COLLECT RAW DATA** - THIS STEP INVOLVES EXTRACTING THE DATA FROM DIFFERENT SOURCES RELEVANT TO THE PROBLEM STATEMENT OR OBTAINING DATA FROM THE CLIENT.
- **2. DATA WRANGLING** – CONTAINS FOLLOWING STEPS GATHERING DATA, ASSESSING DATA, HANDLING MISSING DATA AND ADDING COLUMNS.
- **3. EXPLORING DATA** – ONCE THE DATA IS LOADED AND PRE-PROCESSED, WE PERFORM DATA ANALYSIS USING PYTHON LIBRARIES AND BUSINESS INTELLIGENCE TOOLS LIKE TABLEAU PUBLIC.
- **4. DEPLOYMENT** - THE PREPARED VISUALIZATIONS ARE DEPLOYED ON THE PUBLIC.TABLEAU.COM SITE. WHERE THEY WILL BE AVAILABLE PUBLICLY.

6. INSIGHTS



HR Dashboard

Attrition
No
Yes

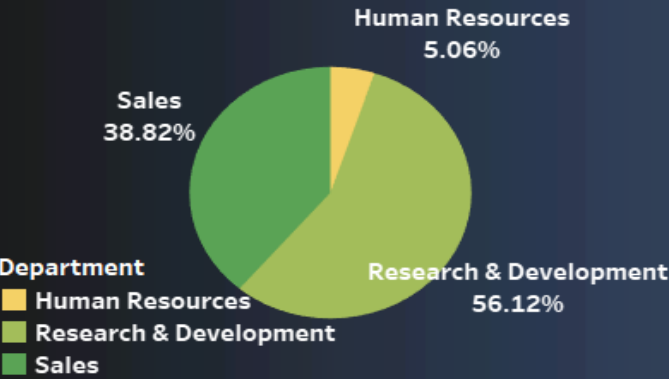
KPI

Employee Count	Active Employee Count	Attrition count	Attrition %	Avg. Monthly Income	Avg Salary Hike%
1,470	1,233	237	16.12%	6,503	15

Attrition by Gender



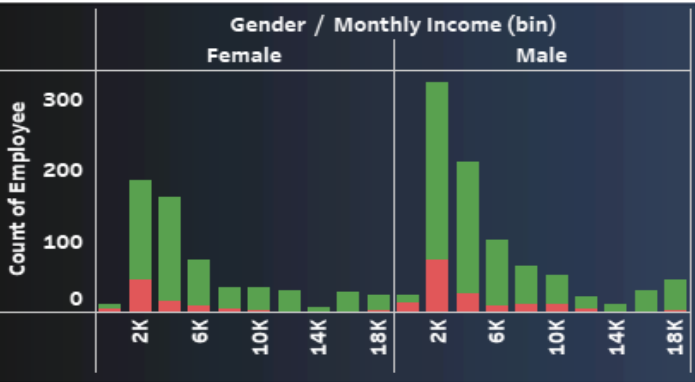
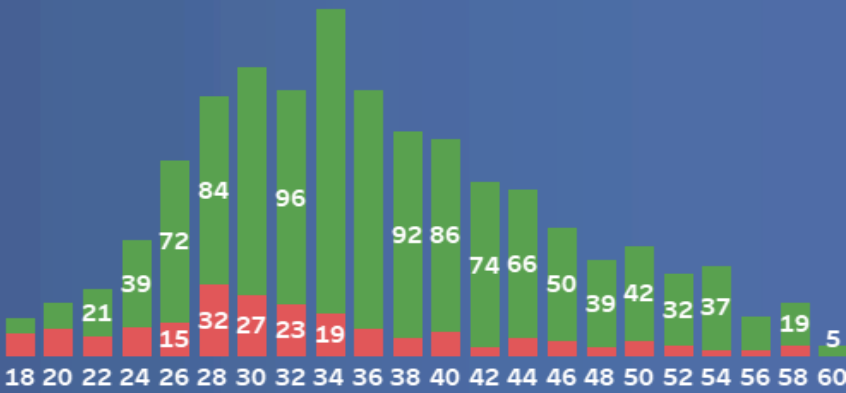
Department wise Attrition %



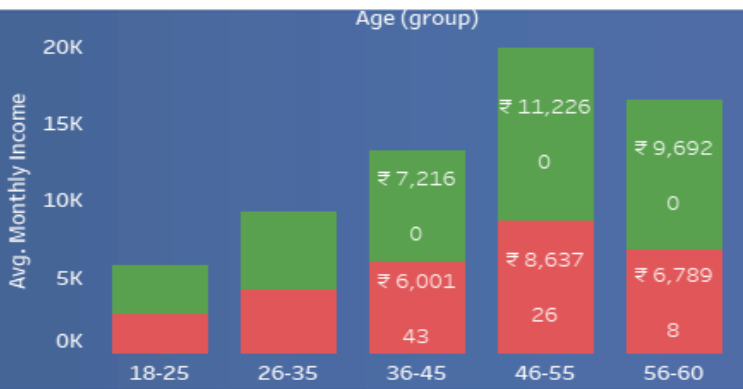
Attrition by Job Satisfaction Rating

Job Role	1	2	3	4	Grand Total
Healthcare Rep	24 2	17 2	42 1	39 4	122 9
Human Resources	5 5	14 2	10 3	11 2	40 12
Lab Tech	36 20	40 8	54 21	67 13	197 62
Manager	20 1	19 2	26 1	32 1	97 5
Manufacturing Dir..	24 2	30 2	45 4	36 2	135 10
Research Director	15	15 1	26 1	22	78 2
Research Scientist	41 13	43 10	75 15	86 9	245 47
Sales Executive	53 16	45 9	73 18	98 14	269 57
Sales Rep	5 7	11 10	18 9	16 7	50 33
Grand Total	223 66	234 46	369 73	407 52	1,233 ...

Employee Attrition by Age



Count of Employee Vs Years at Company



7. KEY PERFORMANCE INDICATOR

- TOTAL EMPLOYEES.
- ACTIVE EMPLOYEES.
- ATTRITION COUNT.
- ATTRITION RATE %.
- AVERAGE MONTHLY INCOME.
- AVERAGE SALARY HIKE %.

8.RECOMMENDATIONS AND IMPROVEMENT TECHNIQUES:

THE DASHBOARD PROVIDES HELPFUL SUGGESTIONS TO REDUCE ATTRITION, SUCH AS:

- **EMPLOYEE ENGAGEMENT PROGRAM:** IMPLEMENT PROGRAMS TO INCREASE EMPLOYEE ENGAGEMENT AND SATISFACTION.
- **CAREER DEVELOPMENT PLANS:** YIELD ADVANCEMENT OPPORTUNITIES AND A CLEAR CAREER PATH.
- **COMPENSATION AND BENEFITS EVALUATION:** TO REMAIN COMPETITIVE, COMPENSATION AND BENEFITS MUST BE EVALUATED REGULARLY.
- **FLEXIBLE WORKING ARRANGEMENTS:** OFFER FLEXIBLE WORKING ARRANGEMENTS TO IMPROVE WORK-LIFE BALANCE

9. CONCLUSION

- THE HR ATTRITION ANALYTICS DASHBOARD IS A VALUABLE RESOURCE FOR HR PROFESSIONALS AND DECISION-MAKERS SEEKING TO BETTER UNDERSTAND EMPLOYEE ATTRITION. COMPANIES MAY EFFECTIVELY REDUCE TURNOVER AND ESTABLISH A STABLE, ENGAGED, AND PRODUCTIVE WORKFORCE BY STUDYING DEMOGRAPHIC DETERMINANTS, TRACKING KPIS, AND APPLYING IMPROVEMENT MEASURES. MORE EFFICIENT.

Q&A

Q1) WHAT'S THE SOURCE OF DATA?

- ➤ THE DATASET WAS TAKEN FROM UNIFIED MENTOR'S PROVIDED PROJECT DESCRIPTION DOCUMENT.

Q2) WHAT WAS THE TYPE OF DATA?

- ➤ THE DATA WAS THE COMBINATION OF NUMERICAL AND CATEGORICAL VALUES.

Q 3) WHAT'S THE COMPLETE FLOW YOU FOLLOWED IN THIS PROJECT?

- ➤ REFER ARCHITECTURE FOR BETTER UNDERSTANDINGS

Q4) WHAT TECHNIQUES WERE YOU USING FOR DATA?

- ➤ REMOVING UNWANTED ATTRIBUTES
- ➤ VISUALIZING RELATION OF INDEPENDENT VARIABLES WITH EACH OTHER
- ➤ CLEANING DATA BY REMOVING COLUMN WITH MISSING VALUES
- ➤ CONVERTING NUMERICAL DATA INTO CATEGORICAL VALUES