



Employee Attrition Analysis

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Introduction

"The HR Analytics Dashboard is a Power BI-based project that provides insightful visualizations and analysis of human resources data. It offers HR professionals a comprehensive overview of key metrics and trends, enabling data-driven decision-making to optimize HR processes and improve employee engagement.

With this dashboard, HR professionals gain crucial insights into key areas such as Employee Count, Attrition Trends, Demographics, Job satisfaction levels, and more.

HR teams can use its capabilities to make smart decisions and effectively manage the workforce."



Problem Statement

XYZ company, established a few years ago, is facing a 16.12% attrition rate over the past couple of years. This high attrition rate is significantly affecting the company in many aspects. XYZ company has approached an HR analytics consultancy to analyze their data to understand why employees are leaving and reduce the attrition rate. As an HR analyst, you are building a dashboard to help the organization make data-driven decisions.

Steps Overview

- Data subset collected from Unified Mentor Pvt Ltd.
- Understanding the Data.
- Data Cleaning & Finding Missing values.
- Data Visualization

Data Manipulation

Researchers and Analysis:

Understanding the data through exploration and analysis.

Software and Tools:

Thanks to the developers of the software and tools used for data analysis and visualization.

Technologies Used:

-  Power BI
-  Excel

Main KPIs

The analysis focuses on several key performance indicators (KPIs) to understand attrition patterns

- Attrition Rate: The percentage of employees leaving the company.
- Average Tenure: The average number of years employees stay with the company.
- Department-wise Attrition Rate: Attrition rate segmented by departments.
- Age-wise Attrition Rate: Attrition rate segmented by age groups.
- Salary Attrition Rate: Attrition rate segmented by salary .
- Job Satisfaction: Measured through employee surveys or performance reviews

Summary Statistics

- Total Employees: 4410
- Attrition: 711
- Attrition Rate: 16.12%
- Active Employees: 3699
- Average Age: 37 years
- Average Years in Company: 7

Mock – up Dashboard

HR ANALYTICAL DASHBOARD

Human Resources

Research &...

Sales

Total Employees

4410

Attrition

711

Attrition Rate

16.12%

Active Employees

3699

Average Age

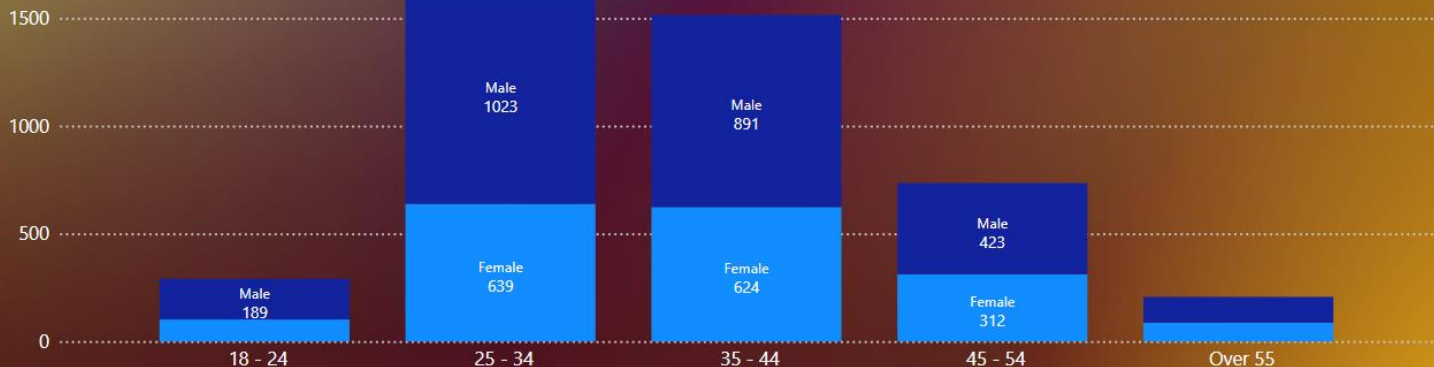
37

Average Years

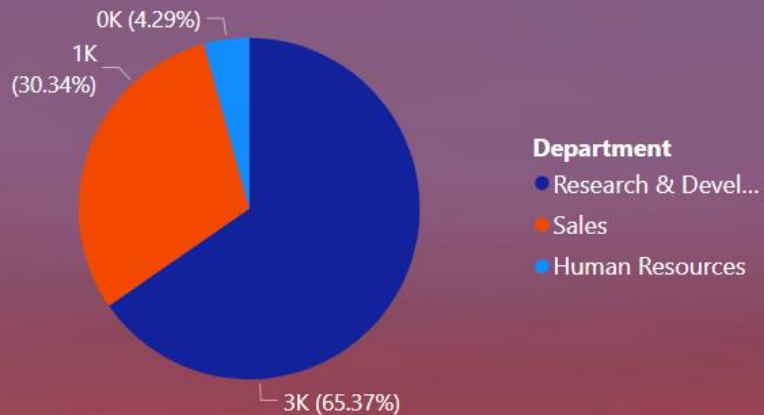
7

No.of Employees by Age Group

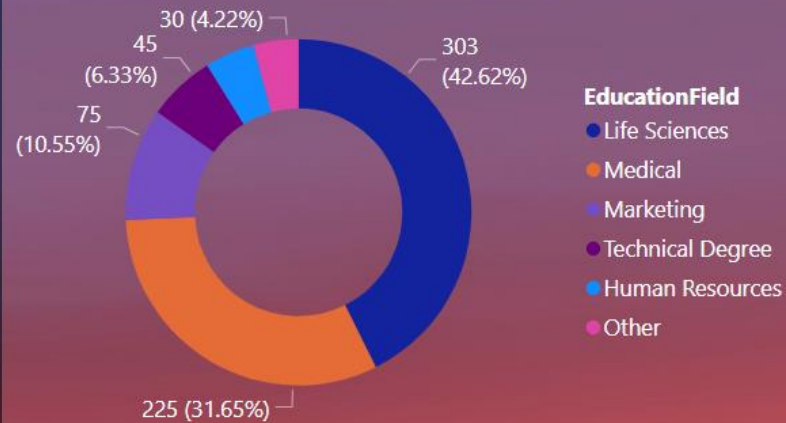
Female Male



Department Wise Attrition



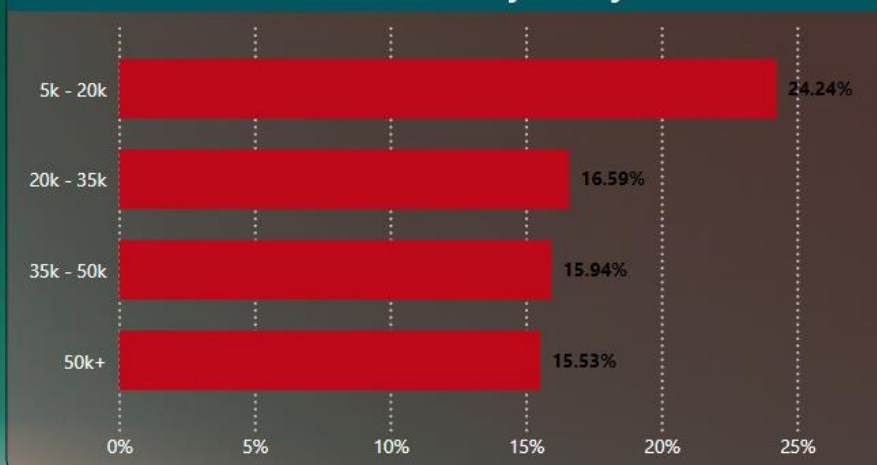
Education Field Wise Attrition



Job Satisfaction Rating

| JobRole | 0 | 1 | 2 | 3 | 4 | Total |
|---------------------------|-----------|------------|------------|-------------|-------------|-------------|
| Sales Executive | 4 | 186 | 198 | 285 | 305 | 978 |
| Research Scientist | 3 | 176 | 189 | 252 | 256 | 876 |
| Laboratory Technician | 2 | 158 | 147 | 246 | 224 | 777 |
| Manufacturing Director | 4 | 72 | 87 | 133 | 139 | 435 |
| Healthcare Representative | 3 | 84 | 66 | 114 | 126 | 393 |
| Manager | 1 | 59 | 54 | 99 | 93 | 306 |
| Sales Representative | 1 | 69 | 30 | 72 | 77 | 249 |
| Research Director | 1 | 32 | 51 | 75 | 81 | 240 |
| Human Resources | 1 | 24 | 18 | 47 | 66 | 156 |
| Total | 20 | 860 | 840 | 1323 | 1367 | 4410 |

Attrition Rate by Salary



Attrition by YearsAtCompany





Thank You!