

Why Employees Are Leaving - HR Attrition Story

"Overview of the project, tools used, and the objective of this attrition analysis dashboard. Start scrolling right ➡ to explore key insights."..

📊 Department & Demographics Trends
..

📊 HR Attrition Analysis - Leavers Only A Story of Why Employees Leave the Organization

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Tools Used: Python (Pandas), Excel, Tableau Public

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Department & Demographics Trends
..

Role, Income, and Commute Impact on Attrition..

HR Attrition Analysis Dashboard Insights into Why Employees Leave the Company

- Department**
- Human Resources
 - Research & Develop..
 - Sales
- Gender_OverTime**
- Female - No
 - Female - Yes
 - Male - No
 - Male - Yes
- Gender**
- Female
 - Male
- Monthly Income**
- 38,791
 - 426,873

Chart 1: Attrition County by Department

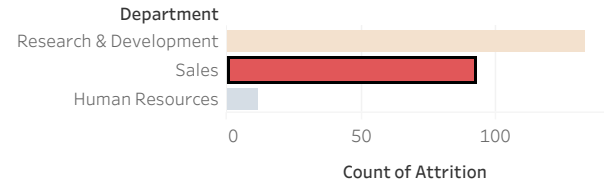


Chart 3 : Attrition by Age Group and Gender

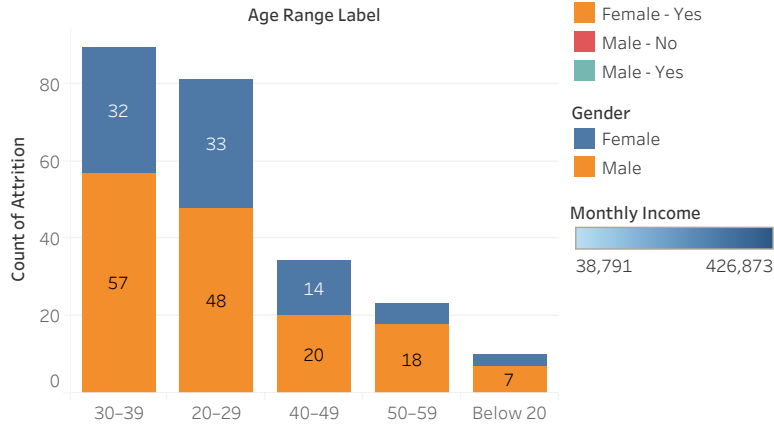


Chart 2 : Gender vs OverTime (Leavers Only)

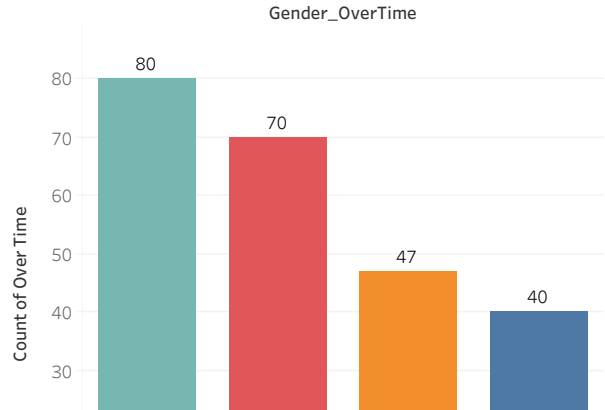
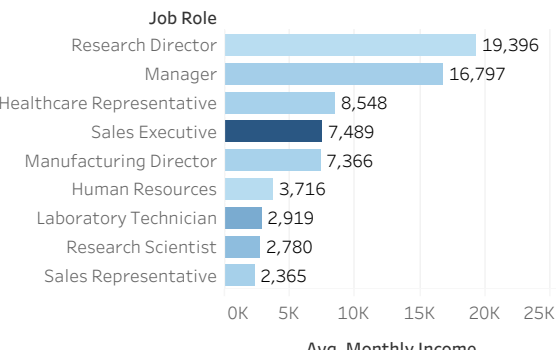


Chart 4 : Job Role vs Monthly Income (Leavers Only)



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Final Summary - Insights and Strategic Actions to Reduce Attrition

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Chart 5: OverTime vs Job Role (Leavers Only)

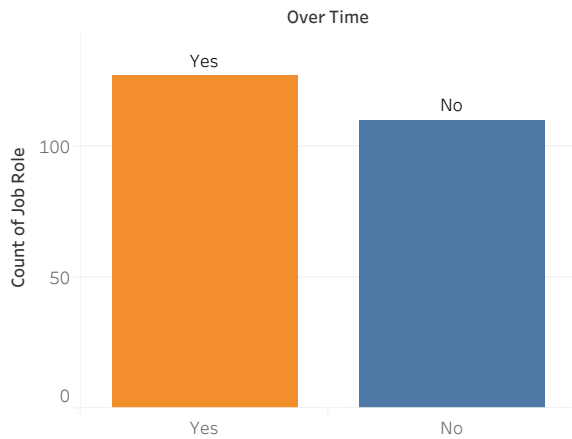


Chart 7: Distance from Home vs Attrition

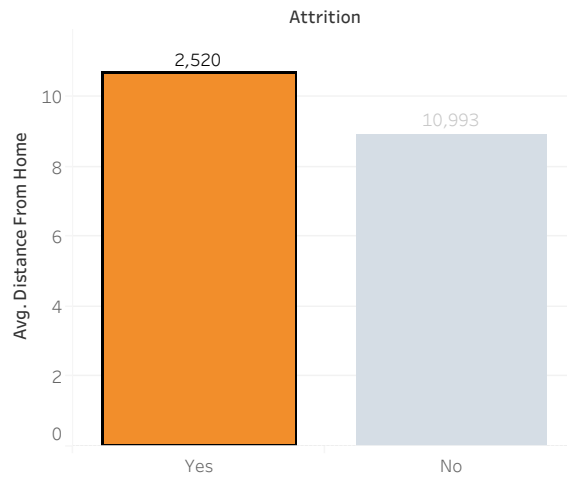


Chart 6: Education Field vs Attrition (Leavers Only)

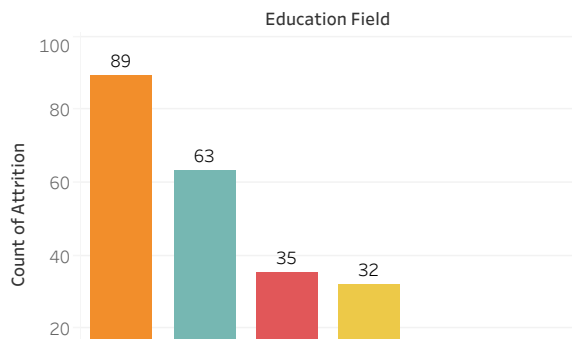
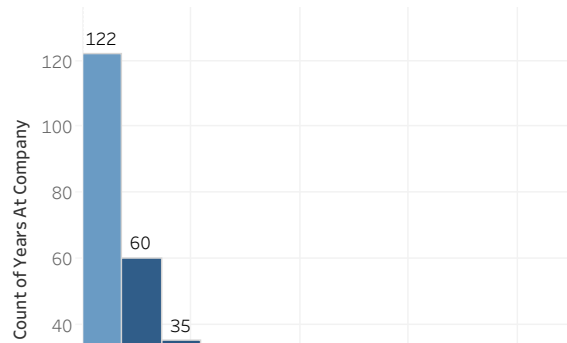


Chart 8: Years at Company vs Attrition (Histogram)



Over Time

No

Yes

Attrition

No

Yes

Education Field

Human Resources

Life Sciences

Marketing

Medical

Other

Technical Degree

Years At Company

33

324

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Executive Summary & Strategic Recommendations

Key Findings:

- Sales and HR have the highest attrition rates
- Younger employees (26-35) and males with OverTime are more likely to resign
- Roles with low income and long commutes face higher turnover
- Majority of resignations occur within the first 3 years

Recommendations:

- Improve retention policies in Sales & HR teams
- Reduce OverTime in high-stress job roles
- Offer flexible work or transport support to long-distance employees
- Create mentorship and career growth plans for younger employees

This Tableau story delivers actionable HR insights, empowering data-driven decision-making to improve employee retention.