**Summery**

**Define the problem**:

This HR Analyst Project looked at employee data to find out which age groups, job roles, and companies have higher turnover rates. The analysis showed that younger employees, especially those under 25, and entry-level positions tend to leave their jobs more often. Some companies also have higher turnover, possibly due to workplace issues. To fix this, the project suggests creating mentoring programs for young employees, developing specific retention strategies for certain job roles, and addressing company-specific problems to reduce turnover.

**Gather and clean the data**: I started by collecting data in a CSV file format. Then, I cleaned the data by filling in any missing information and removing incorrect details. This process ensured the data was accurate and reliable, making it ready for further analysis and use in identifying patterns related to employee attribution.

**Analysed the data using Python**: I used Python tools like Pandas, Matplotlib, and Seaborn to explore the data. By calculating summary statistics, creating bar graphs and scatter plots, and performing regression analysis, I identified patterns and connections between different variables. This helped me gain a better understanding of the data.

**Export the data to Power BI**: Exported the cleaned data to Power BI, which is a Business analytics visualization tool that allows you to create dashboards and reports. Used Power BI to create visualizations such as matrix, Donut chart, and clustered column chart that helped me tell a story with the data.

**Refining the visualizations**: I utilized Power BI visualization tools to improve and refine data representations. By incorporating features like interactive cards and sliders, the visuals were made more appealing and easier to understand, enhancing the overall analysis experience.

**Presenting my findings**: I used a Power BI dashboard to show my findings. It had interactive graphs to analyze age groups, Attrition by job roles, Attrition by salary, and company turnover rates. Filters let us focus on specific data, and tooltips gave extra details, making the presentation clear and helpful.

**Iterate and refine**: I made the analysis and visuals better by listening to feedback from stakeholders. I adjusted things to make sure the insights were clear and had a big effect, so everyone could understand them easily.