HR Analytics Report

In this project, I used the 'WA_Fn-UseC_-HR-Employee-Attrition' data set to build a predictive model using logistic regression to analyze and predict employee attrition. The data set contains detailed HR data such as employee demographics, job role, experience, work-life balance, compensation etc,.I also developed an interactive Power BI dashboard to visualize key insights related to attrition trends across different departments, job roles, and employee characteristics.

Insights from Modelling :

The logistic regression model with accuracy 87.41% performs well in general but may underestimate attrition cases. It can be enhance by using alternate modeling techniques to capture more true positives without sacrificing too much precision.

Insights from Dashboard :

The dashboard reveals high attrition among younger, single employees in overtime-heavy roles like Sales and Research. Most left due to poor work-life balance and limited growth. To reduce attrition, improve work-life policies, monitor overtime, support career development, and engage high-risk groups through incentives, mentorship, and flexible work arrangements.