

# HR ATTRITION ANALYTICS

Analyzing employee turnover based on job roles, departments, experience, and other job-related factors to identify high-risk areas and patterns using interactive Power BI dashboards.



PRESENTED BY  
ROHINI KOIDELA



# INTRODUCTION

TechIT Solutions is a service-based company that provides IT and business support services across various industries such as finance, healthcare, and retail. With a workforce of around 10,000 employees, the company noticed increasing employee turnover affecting project delivery and team stability.





# PROBLEM STATEMENT



- The company is facing challenges in identifying the root causes of workforce issues due to limited insights.
- This lack of clarity is contributing to an increasing employee attrition rate.
- Understanding and addressing these underlying problems is critical to improving workforce retention and overall organizational performance.

# BUSINESS PROBLEM

1. What is the overall attrition rate?
2. Which departments are facing the highest attrition and why?
3. How does job role influence attrition rates?
4. Is there a correlation between distance from home and attrition rate?
5. Is overtime contributing to higher attrition?



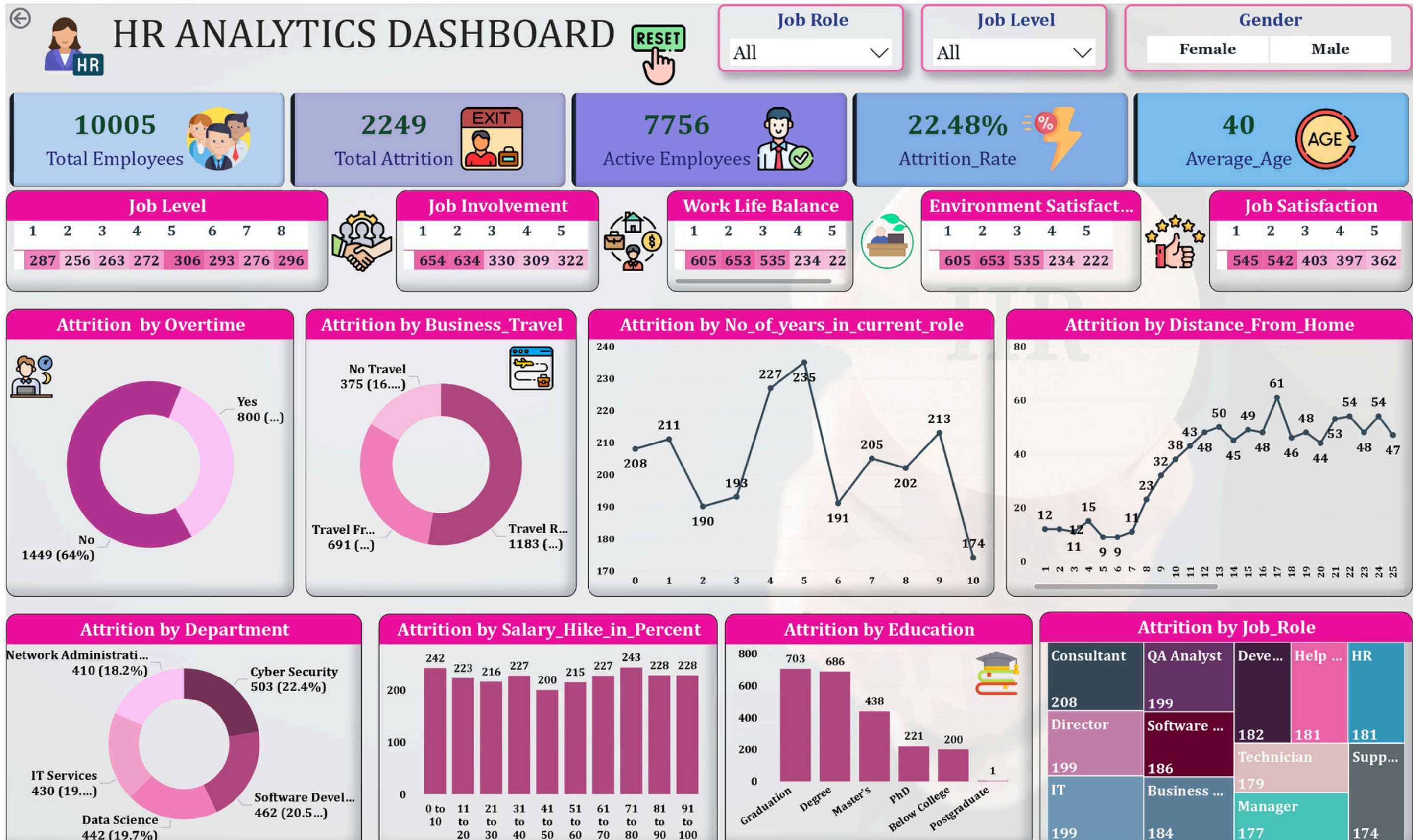
# BUSINESS PROBLEM



6. How do job satisfaction and environment satisfaction affect employee retention?
7. Are employees with low work-life balance scores more likely to quit?
8. Are employees with frequent business travel more likely to leave?
9. Does the number of years in the same role correlate with the likelihood of leaving?
10. Are salary hikes influencing employee retention effectively?



# DASHBOARD



**THANK YOU**

