**HR Attrition Report**

**Purpose:**  
This dashboard is designed to help HR teams and management analyze employee attrition trends, identify underlying causes, and make data-driven decisions to improve retention rates.

**Components:**

**Key Insights:**

1. **Overview of attrition:** Analyze attrition overview by Attrition Rate, Total Attrition, total current employees
2. **Demographic Insights:** Analyze attrition by age, gender, education level
3. **Departmental Attrition:** Compare turnover rates across departments to identify high-risk areas.
4. **Job Role Attrition:** Job role wise compared to identify which areas are risky.
5. **Attrition Trends:** Monthly, Quarterly and yearly attrition rates provide a comprehensive view of employee turnover.
6. **Job Satisfaction Impact:** Visualizations showing how job satisfaction scores correlate with attrition.
7. **Detail of Attrition:** Table showing details to understand which type of employees are leaving the company.

**Tools and Techniques**

**Visuals Used:**

* **Toggle Button:** This button helps to get two views. Only attrition will see when it is active. When it is inactive then we will get attrition & Current employee both together.
* **Slicer:** There are some filters used in attrition trend, education/education field and recent attrition to get more specific whichever we want to see.
* **Cards:** To express overview of attrition.
* **Donut Charts:** To get departmental attrition and gender wise attrition.
* **Bar Charts:** to understand job role and education/education field wise attrition.
* **Column Charts:** To express attrition trends over the periods and age group wise attrition.
* **Tables:** To show details view of employee satisfaction survey and to understand which types of employees leaving.

**Insights**

* Attrition rate in percentage, Total count of attrition & Current employees counts are presented in overview section.
* Attrition rate is high in Sales Department (approx. 20%) among 3 departments.
* Job role wise attrition high in Sales Executive post.
* Year, Quarter, Month, Day these 4 types of visualisations are available in same column chart. If we notice attrition trends by year, 2022 is higher than other year. By quarterly we have got the highest attrition in 2nd quarter over the period. In month view is showing April month is high time for attrition and this month is also belonging to 2nd quarter. If we follow day wise, then 1st week of month or day 1 to day 5 is high time to leave the company.
* Demographic section is reflecting gender wise Male employee’s attrition rate is higher than female employee’s attrition.
* Attrition is high nearly age 30 group.
* Education /field bar chart is showing bachelor’s degree holders attrition trends high form other qualifications.
* The survey score table reflects employee satisfaction level through scoring which is not so good.
* Recent attrition details table is expressing that mostly high performing employees are left job with healthy hike.

**Conclusion**

This HR Attrition Dashboard effectively highlights high time in April, May, June that means 2nd Quarter is high time for attrition. Another alarming cause is employee satisfaction which is not so well. With its interactive features and detailed insights, it empowers stakeholders to make informed decisions, optimize strategies, and drive to reduce attrition on the company.