# Employee Attrition Analysis

# Problem Statement

XYZ company which was established a few years back is facing around a 15% attrition rate for a couple of years. And it's majorly affecting the company in many aspects. In order to understand why employees are leaving the company and reduce the attrition rate XYZ company has approached an HR analytics consultancy for analyzing the data they have. You are playing the HR analyst role in this project and building a dashboard which can help the organization in making data-driven decisions.

# Overview of Dashboard

**KPI's**

**Count of Employees:** Contains how many employees are present in each department

**Attrition:** Shows how many employees have left their job

**Attrition rate:** refers to the rate at which employees leave an organization over a specific period of time.

Dax Query used

```
Attrition rate = SUM(HR_Analytics[Attritioncount])/SUM(HR_Analytics[EmployeeCount])
```

**Average Age:**  Average age in which maximum employees are leaving company

**Average Salary:** Average Salary in which maximum employees are leaving company

**Average Years:** Average Years  after which maximum employees are leaving company

# Other Charts

**Attrition by education:** Donut Chart showing employees attrition based on their education background.

**Attrition by age:** Column chart showing which age group has left company the most.

**Job Role:** Matrix showing Employee leaving in 1st ,2$^{nd}$ ,third and fourth year based on their job roles.

**Attrition by Salary Slab:** Bar chart showing which salary group has left company the most.

**Attrition by Years in company:** Area chart showing attrition count of Employees with years spent in Company

**Attrition by Job Role:** Bar chart showing topmost 4 Job role with highest Attrition

# Slicers

**Department wise Slicers:** Human resource, Research & development ,Sales

**Gender wise Slicers:** To see attrition by gender male and female

# Insights

Sales Department have highest attrition rate ,males with age from 26-35 job roles as sales executive and salary upto 5k are leaving company after 1 year.

Attrition rate is 2$^{nd}$ highest in Human Resource department females with age 26-35 and salary upto 5k are leaving company after 1 year

In Research & Development, Male Employees having age between 26-35  salary upto 5k and Job role of laboratory Technician are leaving company after 1 year

Age group from 26-35 and salary upto 5k ,Employees are leaving the company from every department

Maximum attrition of Employees is occuring after 1 year
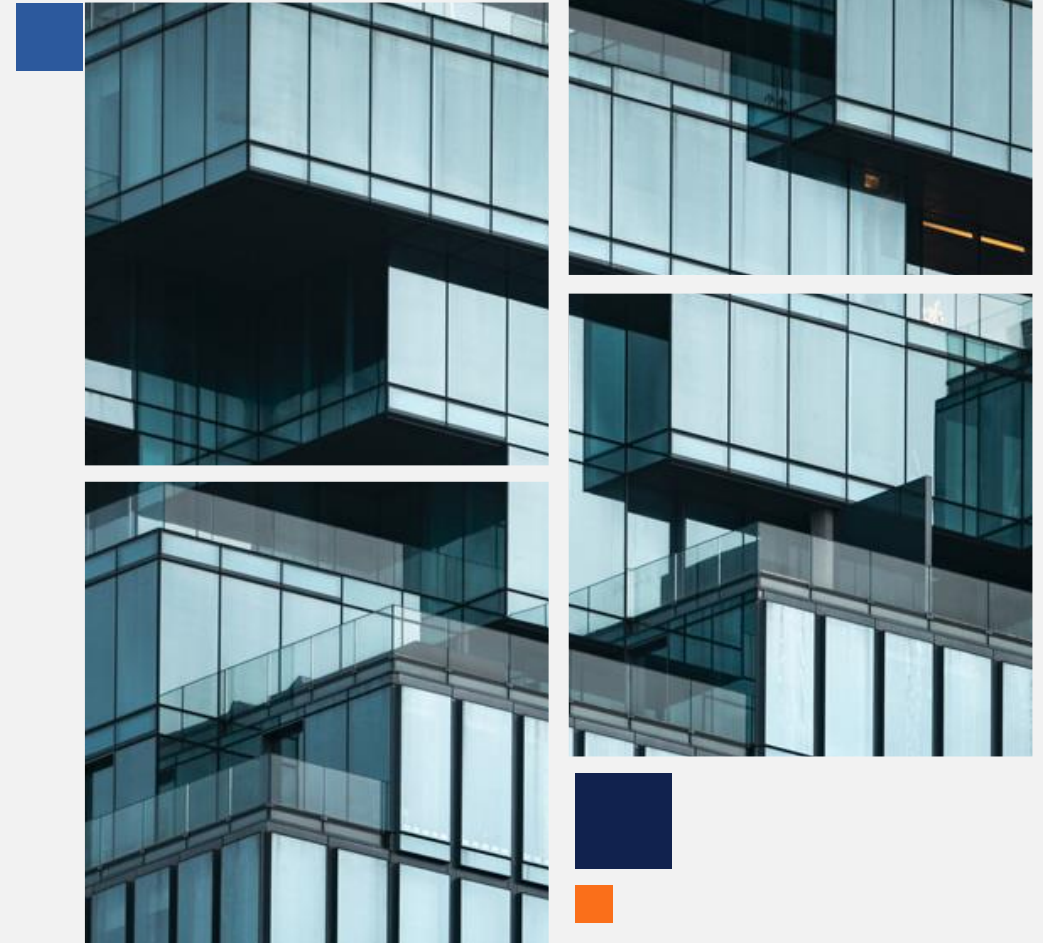
# HR ANALYTICS DASHBOARD

| Human Resources | Research & Development | Sales |

## Attrition by Gender

| | |
|---|---|
| Male | Female |
| 88 | 39 |

| Count of Employees | Attrition | Attrition Rate | Avg Age | Avg Salary | Avg Years |
|---|---|---|---|---|---|
| 961 | 133 | 13.84% | 37 | 6.3K | 6.9 |

## Attrition by Education

Other 5.26%
Technical Degree 15.04%
Life Sciences 44.36%
Medical 35.34%

## Attrition by Age
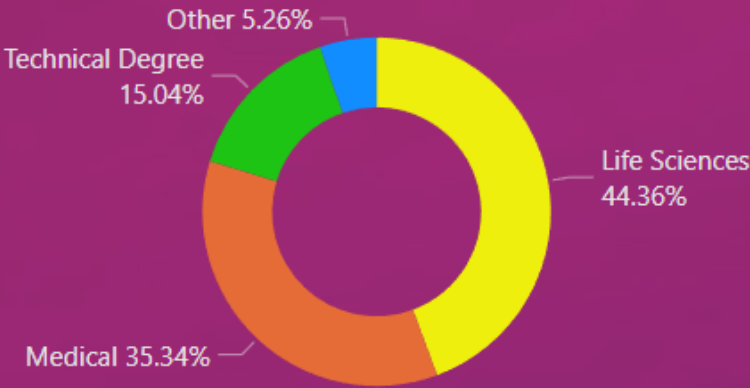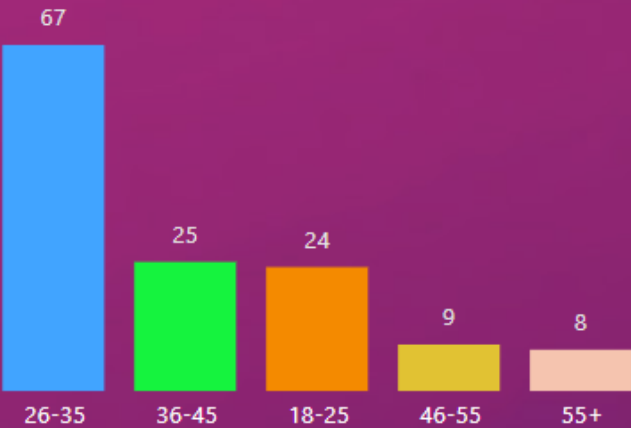
| 26-35 | 36-45 | 18-25 | 46-55 | 55+ |
|---|---|---|---|---|
| 67 | 25 | 24 | 9 | 8 |

| JobRole | 1 | 2 | 3 | 4 | Total |
|---|---|---|---|---|---|
| Research Scientist | 13 | 10 | 15 | 9 | 47 |
| Research Director | 0 | 1 | 1 | 0 | 2 |
| Manufacturing Director | 2 | 2 | 4 | 2 | 10 |
| Manager | 1 | 1 | 1 | 0 | 3 |
| Laboratory Technician | 20 | 8 | 21 | 13 | 62 |
| Healthcare Representative | 2 | 2 | 1 | 4 | 9 |
| Total | 38 | 24 | 43 | 28 | 133 |

## Attrition by Salary Slab
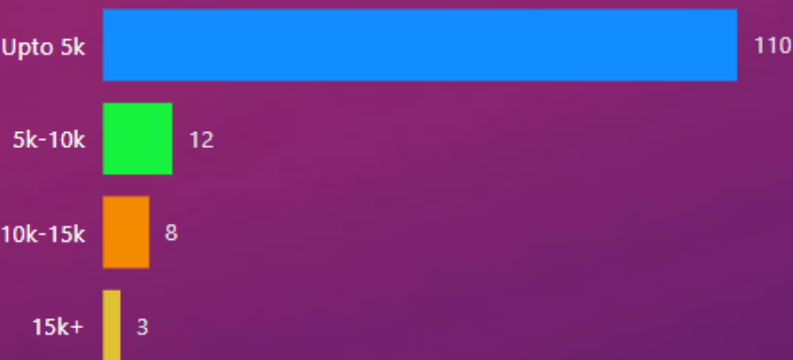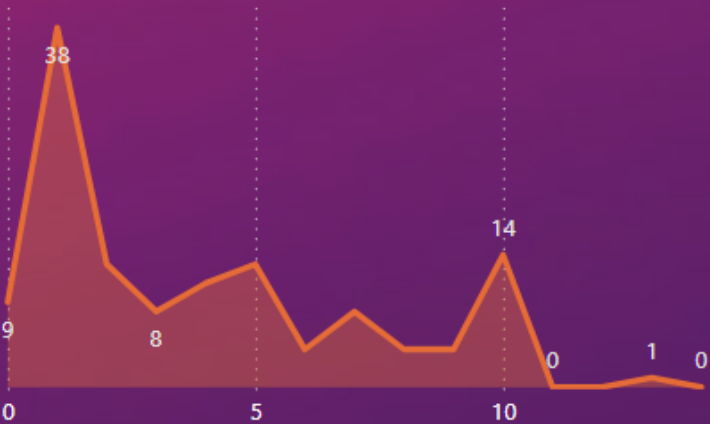
| Upto 5k | 110 |
| 5k-10k | 12 |
| 10k-15k | 8 |
| 15k+ | 3 |

## Attrition by Years in Company

38
9
8
14
0
1
0

0    5    10

## Attrition by Job Role

| Laboratory Technician | 62 |
| Research Scientist | 47 |
| Manufacturing Director | 10 |
| Healthcare Representative | 9 |

# HR ANALYTICS DASHBOARD

| Human Resources | Research & Development | Sales |
|---|---|---|

## Attrition by Gender

| Male | Female |
|---|---|
| 50 | 35 |

| Count of Employees | Attrition | Attrition Rate | Avg Age | Avg Salary | Avg Years |
|---|---|---|---|---|---|
| 446 | 92 | 20.63% | 37 | 7.0K | 7.3 |

## Attrition by Education

Other 4.35%

Technical Degree 10.87%

Marketing 38.04%

Medical 15.22%

Life Sciences 31.52%

## Attrition by Age

| Age | Count |
|---|---|
| 26-35 | 41 |
| 18-25 | 18 |
| 46-55 | 17 |
| 36-45 | 16 |
| 55+ | 0 |

| JobRole | 1 | 2 | 3 | 4 | Total |
|---|---|---|---|---|---|
| Sales Representative | 7 | 10 | 9 | 7 | 33 |
| Sales Executive | 16 | 9 | 18 | 14 | 57 |
| Manager | 0 | 1 | 0 | 1 | 2 |
| **Total** | **23** | **20** | **27** | **22** | **92** |

## Attrition by Salary Slab
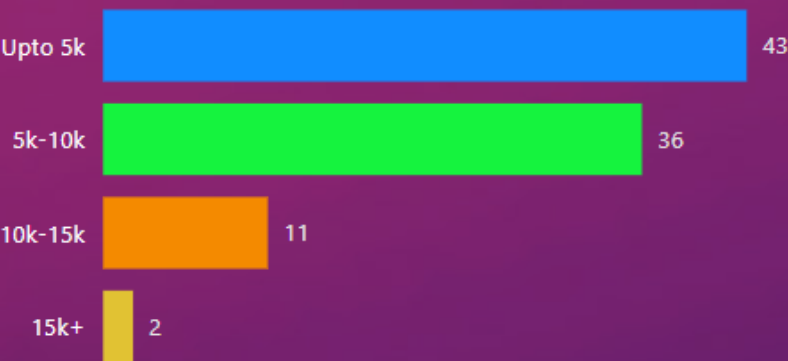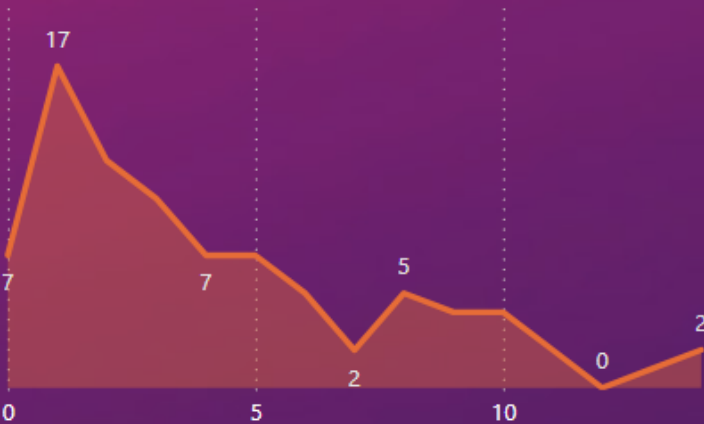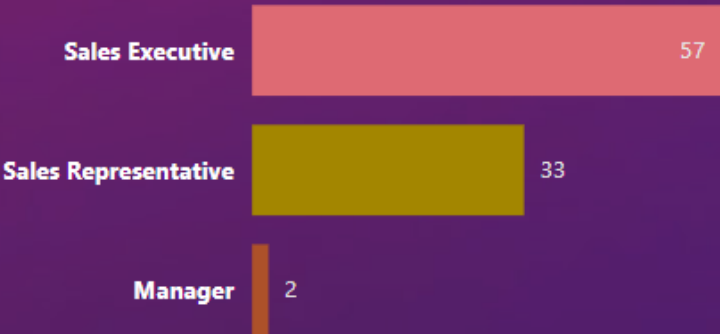
| Salary Slab | Count |
|---|---|
| Upto 5k | 43 |
| 5k-10k | 36 |
| 10k-15k | 11 |
| 15k+ | 2 |

## Attrition by Years in Company

17, 7, 7, 2, 5, 0, 2

0, 5, 10

## Attrition by Job Role

| Job Role | Count |
|---|---|
| Sales Executive | 57 |
| Sales Representative | 33 |
| Manager | 2 |

# HR ANALYTICS DASHBOARD

**Human Resources** | **Research & Development** | **Sales**

## Attrition by Gender

| Female | Male |
|--------|------|
| 6 | 5 |

| Count of Employees | Attrition | Attrition Rate | Avg Age | Avg Salary | Avg Years |
|--------------------|-----------|----------------|---------|------------|-----------|
| 63 | 12 | 19.05% | 38 | 6.7K | 7.2 |

## Attrition by Education

- Life Sciences 8.33%
- Technical Degree 16.67%
- Medical 16.67%
- Human Resources 58.33%

## Attrition by Age
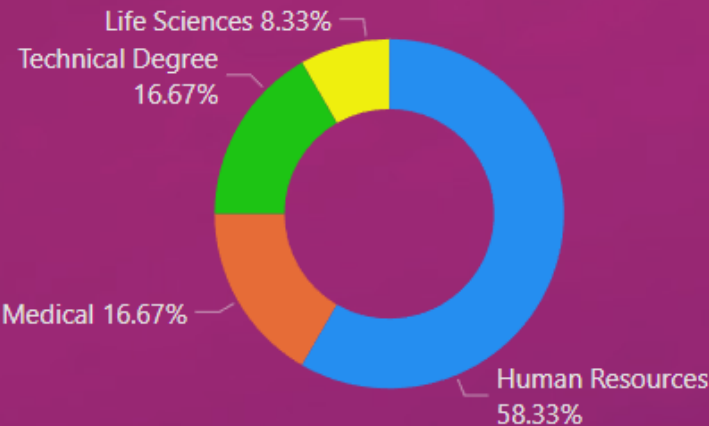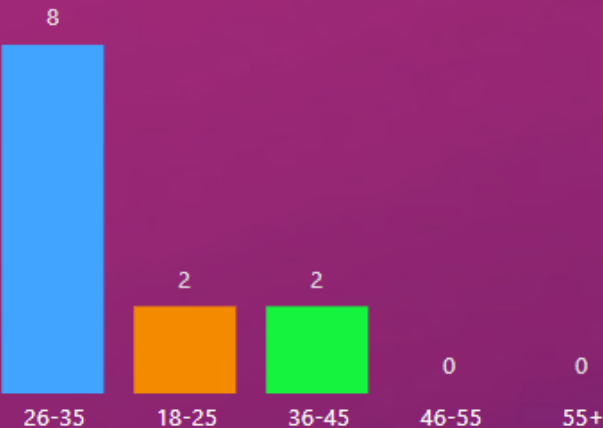
| Age Range | Count |
|-----------|-------|
| 26-35 | 8 |
| 18-25 | 2 |
| 36-45 | 2 |
| 46-55 | 0 |
| 55+ | 0 |

| JobRole | 1 | 2 | 3 | 4 | Total |
|---------|---|---|---|---|-------|
| Manager | 0 | 0 | 0 | 0 | 0 |
| Human Resources | 5 | 2 | 3 | 2 | 12 |
| **Total** | **5** | **2** | **3** | **2** | **12** |

## Attrition by Salary Slab

| Salary Slab | Count |
|-------------|-------|
| Upto 5k | 10 |
| 10k-15k | 1 |
| 5k-10k | 1 |
| 15k+ | 0 |

## Attrition by Years in Company

Values along curve: 4, 2, 1, 0, 1, 0, 0 (x-axis: 0, 5, 10)

## Attrition by Job Role

| Job Role | Count |
|----------|-------|
| Human Resources | 12 |
| Manager | 0 |
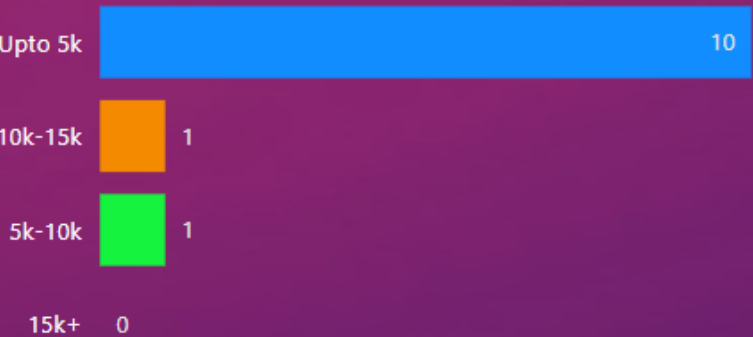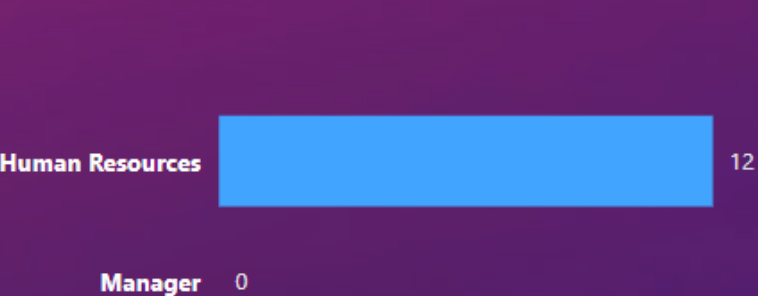
# Thanks

Sagar

sagarchauhan2952@gmail.com