**Case Study: Employee Attrition Analysis at XYZ Organization**

**Background:**

XYZ, a company experiencing high turnover rates, is particularly concerned about new hires who leave within the first 6 months ("Quick Quits"). The management seeks insights into the factors contributing to these Quick Quits and strategies to improve retention.

**Objective:**

Analyze the employee turnover data to identify patterns and trends related to Quick Quits. Provide actionable insights and recommendations for reducing turnover.

**Tasks:**

1. **Data Cleaning and Preparation:**

* Handle any missing or inconsistent data.
* Import the data into Power BI/Excel.

1. **Exploratory Data Analysis (EDA):**

* Calculate Quick Quit rates.
* Analyze turnover rates by position, gender, age, education level, and recruitment source, career graph, promotions etc.

1. **Data Visualization/Trend & Pattern Analysis**:

* Develop comprehensive visualizations/analysis to illustrate trends and patterns in turnover and Quick Quits, including comparisons across departments and positions, impact analysis using histograms and charts, and exploration of correlations among employee data variables related to Quick Quits.

1. **Predictive Analytics:**

* Using BI Tools/Excel prepare a predictive model to estimate the likelihood of an employee being a Quick Quit based on the provided features.

1. Provide actionable recommendations to reduce Quick Quits and improve employee retention, including suggestions for enhancing recruitment, onboarding, and support processes, and present your findings through a Power BI/Excel dashboard and a summary report with key insights.
2. **Sample data is attached in the excel sheet.**
3. **Prepare graph where it is required.**