



## HR Analysis – Employee Attrition Dashboard Using Power BI

~ Sayantani Dalui

# Introduction

This project focuses on analyzing employee attrition to identify factors affecting workforce retention. The goal is to help HR understand who is leaving, why they're leaving, and how to reduce turnover. Built using Power BI with interactive visuals and DAX measures.



## Tools & Techniques

- ☐ Power BI
- ☐ Dax Measures
- ☐ KPI cards, charts & slicers
- ☐ Key Measures -

- I. Total Attrition = COUNTROWS(FILTER('WA\_Fn-UseC\_-HR-Employee-Attrition','WA\_Fn-UseC\_-HR-Employee-Attrition'[Attrition]="Yes"))
- II. Total Employee = COUNTROWS('WA\_Fn-UseC\_-HR-Employee-Attrition')
- III. Attrition Rate (%) = DIVIDE([Total Attrition],[Total Employee])\*100

# Key Insights from Employee Attrition Dashboard

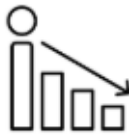


1. Overall attrition rate is **16.12%**, indicating a moderate turnover in the organization.
2. Average job satisfaction score is **2.73** out of 5, showing employees are moderately satisfied, but improvement is needed.
3. Attrition by gender shows **males (63%)** leave more often than females (37%).
4. **Laboratory Technicians** and **Sales Executives** face the highest attrition, suggesting these roles may have more work stress or lower satisfaction.
5. Employees doing **overtime** have a higher attrition rate, implying work-life balance issues.
6. **Research & Development** department shows the highest attrition, followed by **Sales** — these areas need attention from HR.
7. **Single employees** have the highest attrition percentage compared to married or divorced ones.
8. Attrition by age shows higher turnover among **younger employees**, likely due to career shifts or job dissatisfaction.
9. **Work-life balance** seems to play a significant role in retention — employees with poor balance tend to leave more.

# EMPLOYEE ATTRITION DASHBOARD



1470  
Total Employee



16  
Attrition Rate (%)

Department

All

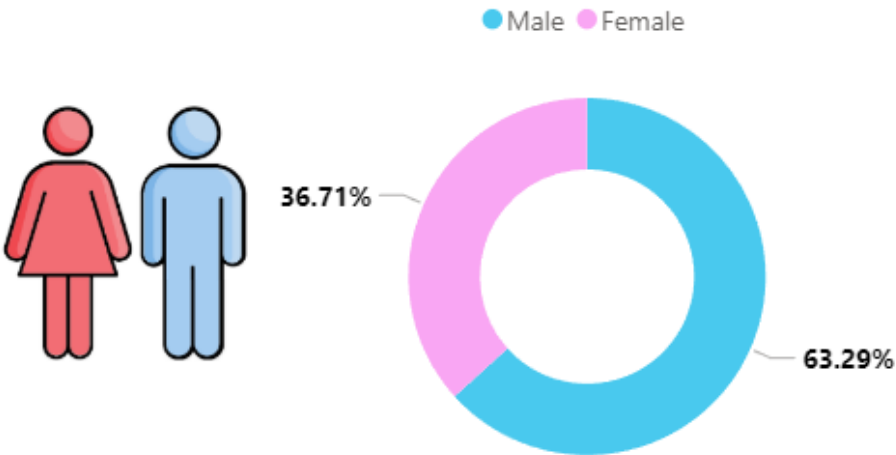
Gender

☐ Female

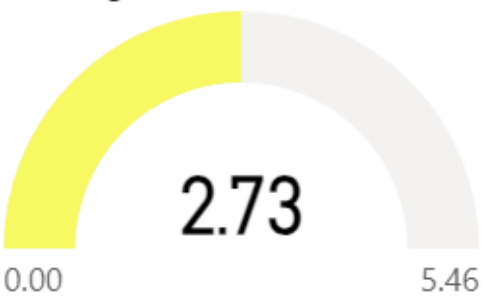
☐ Male



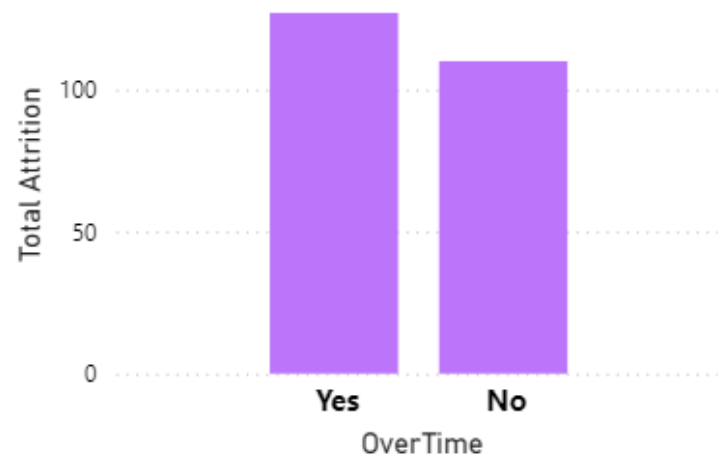
Total Attrition by Gender



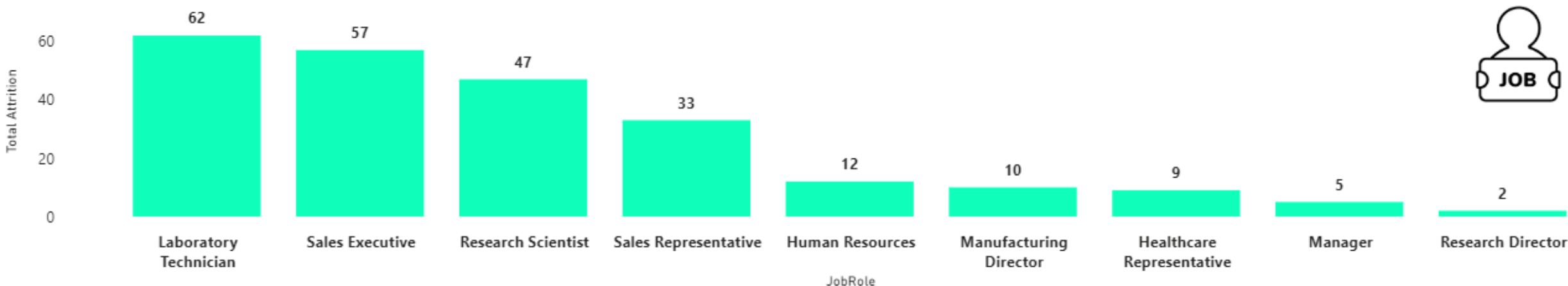
Avg of JobSatisfaction



Total Attrition by OverTime



Total Attrition by JobRole



# EMPLOYEE ATTRITION DASHBOARD

Education

1

5

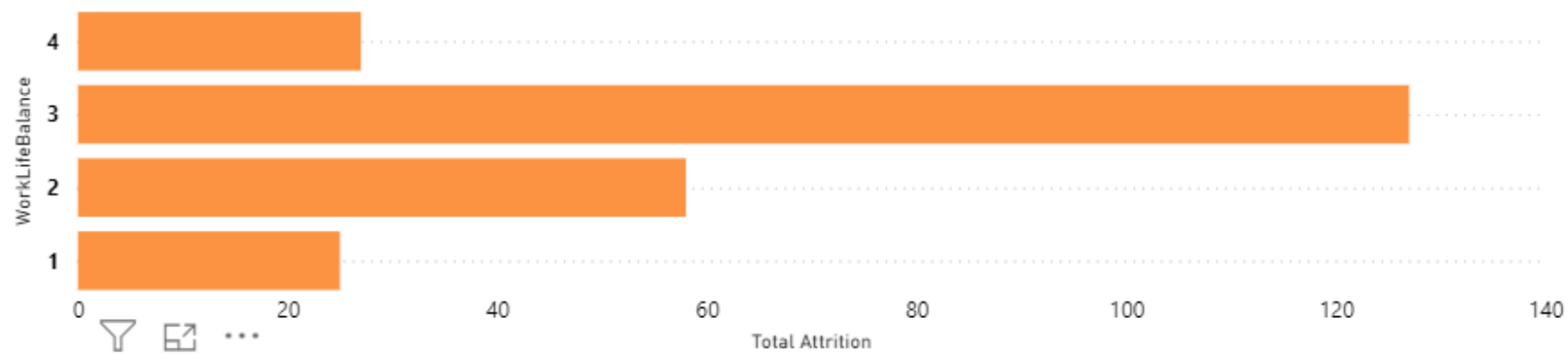


Department

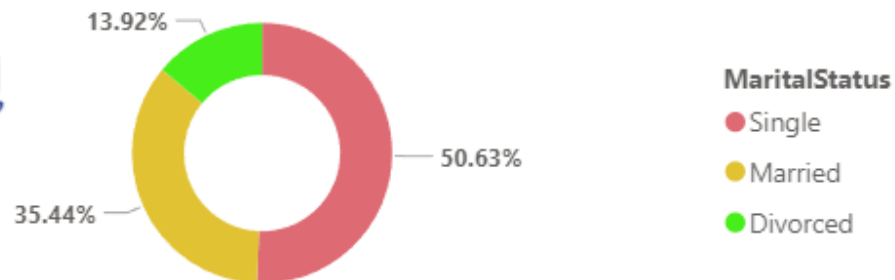
All



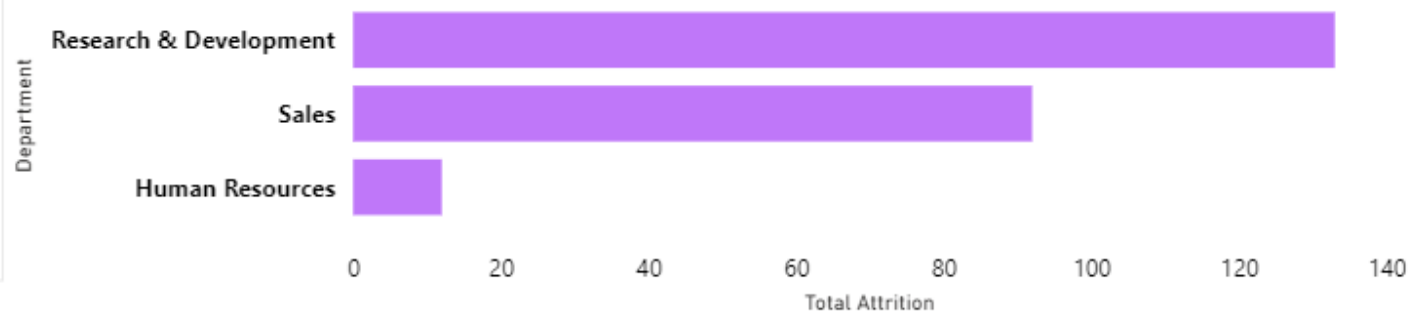
## Total Attrition by WorkLifeBalance



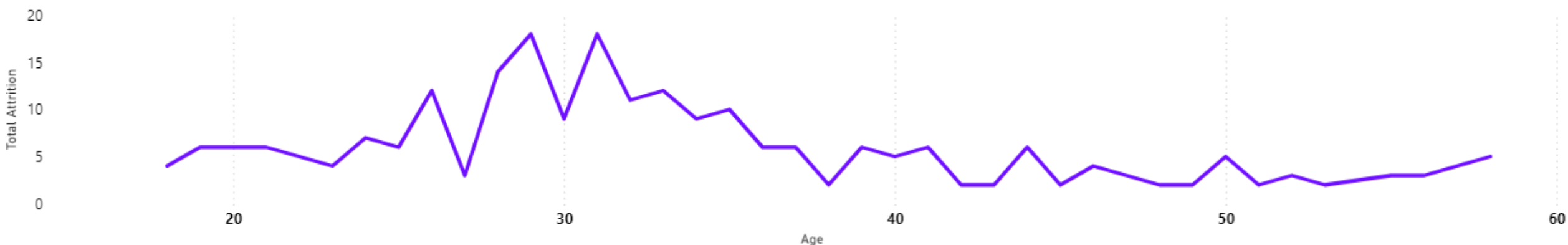
## Total Attrition by MaritalStatus



## Total Attrition by Department



## Total Attrition by Age



## **Insight Story**

- The organization faces moderate turnover, but certain roles and age groups are at higher risk.
- Males and younger employees leave more often, mainly due to work pressure and overtime.
- Employees with moderate work-life balance (2–3) show dissatisfaction.
- Females and employees with higher satisfaction scores tend to stay longer.



## **Recommendations**

1. Improve work-life balance with flexible hours and reduced overtime.
2. Offer growth and training programs for high-attrition roles.
3. Create mentorship plans for younger employees.
4. Engage single employees through workplace inclusion programs.
5. Department-specific retention plans for R&D and Sales.