Who's Leaving and Why: A Data-Driven Look at Employee Attrition

In this project, I focused on identifying the key drivers behind employee attrition within an organization. Using a dataset of 1470 employees, I used Excel for analysis and visualization to uncover which employee groups were most likely to leave and why.

This project is Part 1 of a two-part HR analytics series, followed by The Loyalty Blueprint, which explores retention.

Key Insights from the Analysis

Segment	Attrition Rate
Total Attrition	16.12%
Fresh Hires	34.88%
Older Hires	12.91%
Sales Department	20.63%
Sales Representatives	39.76%
Males	17.01%
Females	14.80%
Employees with Overtime	30.53%
Left despite no Overtime	10.44%

What the Data Revealed:
- Fresh hires are leaving at double the rate of older employees, a major red flag for onboarding or expectation setting.
- The Sales department had the highest attrition rate, especially among Sales Representatives, with nearly 4 in 10 leaving, the highest attrition rate in any role, which hints at either role stress, unrealistic targets, or a lack of support.
- Male employees had a slighter higher attrition rate than females, though the gender gap was not dramatic.
- Employees working overtime were 3x more likely to leave compared to those who didn't, highlighting work-life balance as a key risk factor.

Tools & Methods

- Excel was used to calculate attrition rates, segment employee demographics, and define high-risk groups. It was also used for creating visuals, KPIs, and a dashboard.
- Analysis Segments- Age at hire, Gender, Job Title, Department, Overtime Status.

Recommendation

These insights could inform a strategy focused on better onboarding, more realistic sales targets, and addressing overtime culture.

Why This Project Matters

High attrition doesn't just mean a loss of talent, it also reflects deeper workplace challenges. By using data-driven segmentation, this project helps identify who is most at risk of leaving and why, giving HR leaders a chance to act before they lose valuable people.

This project was about more than just numbers; it was about deciphering disengagement patterns to help create a healthier and more stable workplace.