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

Part 1 of the HR Analytics Series

In today's workforce, attrition isn't just an HR metric; it's a symptom. A signal that something deeper is broken in the employee experience. This project investigates *why* employees leave, and more importantly, *who* is most at risk.

Using data from 1470 employee records, I built an Excel-powered dashboard to visualize patterns in turnover, segmenting by demographics, roles, and work conditions. The goal? Spot the red flags before they turn into resignations.

Key Findings

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 Uncovered:

- Onboarding Breakdown: Fresh hires are leaving at *twice* the rate of experienced employees. That early churn suggests poor onboarding, mismatched expectations, or unclear role fit.

- Sales = Stress? Sales Representatives have the highest attrition at nearly *40%.* It's the biggest red flag in the dataset, and likely tied to high pressure, low support, or burnout.

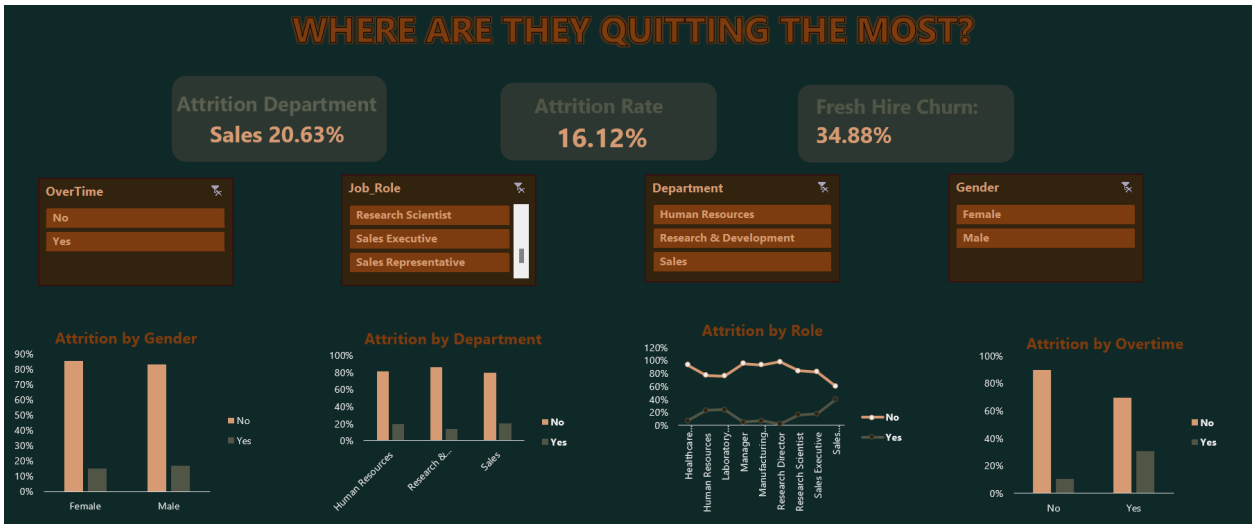
- Gender Trends: While male employees showed slightly higher attrition, the gap isn't stark, but could reflect role distributions across departments.

- Overtime = Exit Risk: Employees clocking overtime were *3x* more likely to leave. But attrition also happened without overtime, hinting that burnout isn't just about hours, it's cultural.

Tools Used

- Excel: Used for data segmentation, pivot analysis, cleaning, and interactive dashboard creation.

Dashboard Screenshot



Why This Project Matters

This isn't just about counting exits, it's about *understanding* them. Attrition eats into revenue, disrupts culture, and signals deeper flaws in management or support systems. By diagnosing patterns behind employee exits, HR teams can *act early*, not react late.
This project blends behavioral insight with data precision, and sets the stage for [Part 2: The Loyalty Blueprint], where we flip the script and uncover *why* employees stay.

Explore The Project

- [GitHub]
- [Portfolio]