

Employee Attrition Analysis



Done By: SM ZEYAUDDIN

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**Project Details**

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| --- | --- |
| Title | Employee Attrition Analysis |
| Technologies | Analysis Data Science |
| Domain | Human Resource |
| Project Difficulties Level | Intermediate |
| Tools Used | MS Excel, Power BI |

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**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 analysing 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.

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**Data Description**

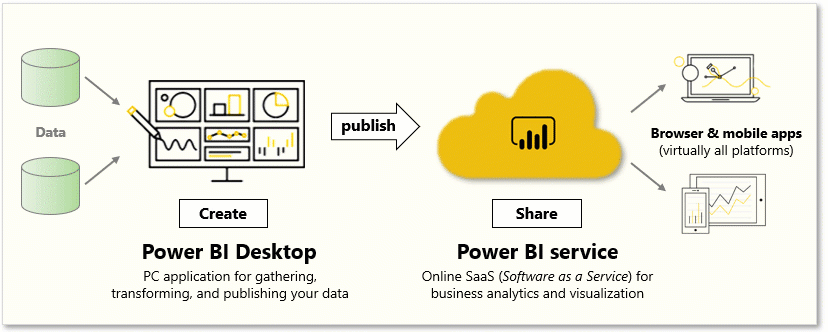
* Data was given in one part and file named as

Attrition data.csv

* Employee ID
* Age
* Attrition
* Business Travel
* Department
* Distance From Home
* Education
* Education Field
* Employee Count
* Gender
* Job Level
* Job Role
* Marital Status
* Monthly Income
* Num Companies Worked
* Over 18
* Percent Salary Hike
* Standard Hours
* Stock Optional Level
* Total Working Years
* Training Times Last Year
* Years At Company
* Years Since Last Promotion
* Years with Cur Manager
* Environment Satisfaction
* Job Satisfaction
* Work Life Balance
* Job Involvement
* Performance Rating

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**Architecture**



Power Bi is a business suite that includes several technologies that work together. To deliver outstanding business intelligence solutions, Microsoft Power Bi technology consists of a group of such components such as:

* Power Query (for data mash-up and transformation)
* Power BI Desktop (a companion development tool)
* Power BI Mobile (for Android, iOS, Windows phones)
* Power BI Pivot (for in-memory tabular data modelling)
* Power BI View (for viewing data visualisation)
* Power BI Map (for visualizing 3D geo-spatial data)
* Power BI Q&A (for natural language Q&A)
* Our entire data source is our excel file. This excel file is connected to the Power Bi server. From the server, data can be shown and accessed.
* Power Bi server has various architectural components regarding to solve the query.
* The functionalities show the result according to query entered by the end user or client.
* Client entered the query to show the graph, after selecting the data in form of rows and columns it will go inside the Power Bi server. In Power Bi server, it understands the query and generates the best recommended charts based on selected data and return it into the Power Bi screen.
* Based on recommended charts, client can make the visual aspect of the same.
* If client is not satisfied with the result, he/she has to select data accordingly otherwise make required changes to show the expected result

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Visuals

