Employee turnover analysis

Problem Statement: Management wants to understand how to reduce employee turnover

Goal : HR wants to create an employee retention program

Task: Analysis, hypothesis, and data story on reasons for churn

Data: -15K employee records.

Questions from Management:

* What is the main cause for turnover?
* Is there something surprising in the data?
* What segment should we focus on?
* Which department has the highest turnover?
* Do we need to increase X or decrease X?
* Where should we put our pilot program?

Tools and Techniques:

Tools: Excel and PowerPoint

Techniques: Pivot table, Power Query, DAX

Statistics: Mean, Median, Sum, Count, Percentile

Visuals: Stacked Bar, Boxplot, Funnels, Pie charts

Observations made from the Excel funnel chart: The most churn is HR and accounting and technical departments

Pie chart is based on highest churn by department

Statistical chart: to calculate what percentage of employees are working long hours

Median calculation using formula in excel chart, percentile formula