Power BI Dashboard Analysis Report: Employee Attrition Analysis

Overview

- Total Employee Count: 1470

- Male Employees: 882

- Female Employees: 588

- Employees Attrited: 237

- Attrition Percentage: 16.1%

- Average Age: 37 years

- Average Monthly Income: $6.5K

- Average Years at Company: 7 years

Key Visualizations & Insights

1. Donut Chart: Attrition by Education

- Technical Degree: 14% (Male: 9%, Female: 4%)

- Life Science: 38% (Male: 22%, Female: 16%)

- Marketing: 15% (Male: 8%, Female: 6%)

- Medical: 27% (Male: 19%, Female: 8%)

Insights:

- Employees with Life Science degrees have the highest attrition (38%), indicating possible dissatisfaction in this field.

- Medical degree holders also show high attrition (27%), potentially due to job stress or better opportunities elsewhere.

- Technical degree holders have the lowest attrition (14%), suggesting better job satisfaction or career stability.

2. Bar Chart: Attrition by Age

- 18-25 years: 44 (Male: 26, Female: 18)

- 26-35 years: 116 (Male: 70, Female: 46)

- 36-45 years: 43 (Male: 30, Female: 13)

- 46-55 years: 26 (Male: 19, Female: 7)

- 55+ years: 8 (Male: 5, Female: 3)

Insights:

- The highest attrition is in the 26-35 age group (116 employees, 49%), indicating mid-career employees seeking better opportunities.

- Younger employees (18-25) also show a considerable attrition rate (44 employees), possibly due to career exploration.

- Older employees (46+) have lower attrition, likely due to stability in roles and experience.

3. Bar Chart: Attrition by Salary

- Up to $5K: 163 (Male: 102, Female: 61)

- $5K - $10K: 49 (Male: 30, Female: 19)

- $10K - $15K: 20 (Male: 16, Female: 4)

- $15K+: 5 (Male: 2, Female: 3)

Insights:

- Low-income employees (earning up to $5K) have the highest attrition (163 employees, ~69%), suggesting dissatisfaction with pay.

- Higher salaries correlate with lower attrition, indicating that better compensation helps retain employees.

4. Bar Chart: Attrition by Job Role

- Laboratory Technician: 62 (Male: 46, Female: 16)

- Sales Executive: 57 (Male: 37, Female: 20)

- Research Scientist: 47 (Male: 30, Female: 17)

- Sales Representative: 33 (Male: 17, Female: 16)

Insights:

- Laboratory Technicians have the highest attrition (62 employees, ~26%), possibly due to job monotony or limited growth opportunities.
- Sales Executives also show high attrition (57 employees), which could be due to performance pressure or competitive pay in other firms.
- Research Scientists and Sales Representatives have lower attrition but still show signs of workforce movement.

Final Observations & Recommendations

1. Salary Adjustments: Most employees leaving are in the lower salary bracket. Offering competitive pay can improve retention.

2. Career Growth Opportunities: High attrition in the 26-35 age group suggests employees seek better career growth. Implementing mentorship programs or internal promotions could help.

3. Job Satisfaction Improvement: High attrition in specific job roles (Laboratory Technicians, Sales Executives) suggests a need for better work conditions and incentives.

4. Retention Strategies for Younger Employees: Implementing engagement programs for employees under 35 could reduce high attrition in this age group.

This Power BI dashboard highlights critical trends and areas of concern for employee retention, enabling data-driven decisions to enhance workforce stability.