

# EMPLOYEE ATTRITION

I used Power BI to do the dash board. I downloaded the data set and I loaded the data into the Power Bi. I explored the data set and I did data cleaning and selected the canvas background.

1. I did the find KPI, I found the sum of Total working Years, Sum of Monthly Income, Sum of age from Box plot.
2. Sum of Total Working Years is 17K, Sum of monthly income is 10M, sum of age is 54K
3. To find overall employees I dragged the sum of employee count and later I changed its title as overall employees
4. I copied the overall employees KPI and changed its title as Attrition and I went back to transform data. I chose the attrition column and to find the number of yes , I wanted to add a column and clicked the conditional coloumn.
5. I named it as attrition count and given if it is yes then the output should be 1 and vice versa.
6. I selected my visual and selected attrition count, there I got the attrition count.
7. Again I copied the KPI and changed the title into attrition rate, to add the calculated data  
Attrition rate=  
$$\frac{\text{SUM('WA_Fn-UseC_-HR-Employee-Attrition'[Attrition])}}{\text{SUM('WA_Fn-UseC_-HR-Employee-Attrition'[Over all employees])}}$$
8. Then I got my attrition rate as 0.16, then I changed the format into percentage then I got 16.1%
9. I used the pie chart for Sum of monthly rate, Sum of hourly rate and Sum of Hourly rate. I changed their colors for differentiation
10. I got sum of monthly rate as 5.29%, sum of hourly rate as 0.43% and sum of yearly rate as 94.28%
11. I changed its text font and its font size
12. I used donut for average job satisfaction and average of performance rating, I got average of job satisfaction is 46.39% and average of performance rating is 53.61%.

13. I Implemented slicers for filtering data based on department, business travel frequency, and education level.
14. I used KPI of Table for gender, Department and marital status.
15. For attrition for job satisfaction I started KPI and choosed attrition in legend text and Job satisfaction in values and choosed donut, same with Relationship satisfaction and Work Life Balance.
16. For predictive analysis I chose the line chart KPI and Total Working Years for X-axis and Sum of attrition count on Y-axis, then I got the graph of it.
17. For prediction I chose analytics and I chose forecast, I arranged the forecast length as 13, confidence interval as 75% and clicked apply.
18. I didn't add any filters to my dashboard, I used effects and changed background to my KPI and also canvas, I added visual border and shadow to some KPIs.