**Acme Corporation – Attrition Analysis**

I took following step while prepare the analysis statement using given data.

1. As a data analyst, calculating and showing the count of attrition by year is crucial for understanding employee turnover trends within a company. This analysis provides valuable insights that can inform strategic HR decisions and improve employee retention.
2. It's important to break down attrition data by various demographic factors such as age, gender, marital status, and years at the company. This granular analysis provides deeper insights into employee turnover and helps the organization develop more targeted and effective retention strategies.
3. Analysing the correlation between job satisfaction and job level can provide valuable insights into the relationship between an employee's perception of their job and their position within the organizational hierarchy.
4. By conducting text analysis to examine the correlation between job satisfaction and job level, organizations can gain deeper insights into the factors influencing employee satisfaction, career development, and organizational effectiveness. These insights enable data-driven decision-making and targeted interventions to enhance employee engagement, retention, and overall performance.
5. Descriptive analysis allows for the examination of the relationship between attrition and job satisfaction. Identifying a correlation between low job satisfaction and higher attrition rates highlights areas where intervention may be needed to reduce turnover.
6. Specifically examining variables like age, attrition, and job satisfaction, distance, environment and education is crucial for understanding the demographics, trends, and correlations within an organization's workforce.
7. Analysing attrition by age groups helps identify potential risk factors associated with different stages of employees' careers. is essential for gaining insights into workforce dynamics, identifying risk factors, and informing HR strategies aimed at improving employee retention, engagement, and organizational performance.
8. Analysing key factors within departments that contribute to turnover risk is crucial for organizations aiming to retain talent and mitigate the negative impacts of high turnover rates.
9. Analysing attrition and job satisfaction by department is essential for understanding the factors influencing employee turnover and satisfaction within different areas of an organization.

**Power BI Analysis Report**

Use the visualization tools in Power BI to create visuals that represent the key factors contributing to turnover risk.

* Common visualizations for this purpose include:
* Attrition over the time
* Bar charts showing average job satisfaction by department.
* Scatter plots showing the relationship between current year at company, sum of year since last year promotion, year with current manager and current role.
* Matrix table showing performance review scores over time. (Drag the categorical variables you want to analyse to the Rows and Columns fields in the visualization.)
* Pie charts or showing the distribution of employees by satisfaction level.

**Turnover Calculation**

Calculate the turnover rate with 237 (Yes Attrition) employees leaving and 1233 (No Attrition) current employees,

We use the formula:

Turnover Rate =Average Number of Employees dived by Number of Employees Who Left ​ × 100

* Number of Employees Who Left = 237
* Average Number of Employees = 1233

Substitute these values into the formula:

Now, perform the calculation: Turnover Rate = (1233 / 237 ​) ×100

So, the turnover rate is approximately **19.21%.**

**Real-time Scenarios and Impact**

1. **Proactive Employee Retention:**
   * **Scenario***:* By connecting Power BI to HR data sources, Acme Corporation can continuously monitor turnover trends and identify employees at high risk of leaving in real-time.

* **Impact***:* This proactive approach enables HR managers to swiftly intervene and implement personalized retention strategies, significantly reducing turnover rates and preserving valuable talent within the organization. As a result, Acme experiences improved employee satisfaction, higher productivity, and reduced recruitment costs.

1. **Predictive Modelling Integration:**

* **Scenario:** Integrating predictive models into Power BI allows Acme to generate real-time turnover predictions, empowering HR managers with foresight into potential attrition risks.
* **Impact*:*** With alerts and notifications set up based on prediction thresholds, HR teams can promptly address emerging turnover risks, mitigating the negative impact on operations and team morale. This proactive intervention fosters a culture of retention and stability within Acme, driving long-term organizational success.

1. **Strategic Planning and Continuous Improvement:**
   * **Scenario***:* Acme leverages Power BI to analyse workforce data and inform strategic planning decisions, ensuring optimal resource allocation and staffing levels.
   * **Impact***:* By monitoring the model's performance over time and incorporating feedback from HR teams, Acme continuously enhances prediction accuracy and effectiveness in retention efforts. This iterative improvement process ensures that Acme remains agile in responding to evolving workforce dynamics, ultimately contributing to sustained growth and competitiveness in the market.

In summary, the integration of Power BI into Acme Corporation's HR processes facilitates real-time decision-making, empowers proactive retention efforts, and drives continuous improvement in workforce management. This not only minimizes turnover risks but also maximizes employee satisfaction and organizational performance, positioning Acme as an employer of choice in the industry.