Employee Attrition Dashboard in Power BI

❖ Project Objective :-

Employee attrition is a significant concern for many organization as it impact productivity, morale and costs. This project aims to analyze historical employee data to identify key factors influencing attrition and to build predictive models that can help forecast future attrition rates.

1. <u>Data Loading and Preparation</u>
a) Import Dataset
- Open Power BI Desktop.
- Go to Home > Get Data > Excel (or appropriate data source) and import your dataset.

b) Data Cleaning
- Review the dataset for any missing or inconsistent data.
   Go to view > Column Quality
   Then it will show Valid, Error and Empty percentage.

2. <u>Data Transformation</u>
- Add conditional column using equal to operator.
   Convert Yes →1 , No →0
   New Column → "Attrition Value"

3. <u>Data Modeling</u>
   The dataset used in this project includes various features such as employee demographics, job roles, compensation, performance, and other relevant attributes. This project aims to provide insights into the factors influencing employee attrition and predict which employees are likely to leave the company.

a) Data Exploration And Visualisation
- Create interactive dashboards using BI tools to visualize trends and patterns in employee turnover.
- Identify departments, roles, and specific projects with the highest turnover rates.

b) Descriptive Analytics
- Generate reports that highlight the primary reasons for attrition based on job satisfaction, career Growth on employee turnover.

c) Predictive Analytics
- Build predictive models within the BI tools to estimate the likelihood of turnover of employee.
- Implement scenario analysis to understand the potential impact of changes in satisfaction levels, Compensation and management practices.

4. Dashboard Design
- Add a Slicer visual for Gender.
- Drag the Department, Martial Status, Travel Status, Education field to the Values area of the slicer.
- Create a Histogram or Bar Chart to determine Attrition by Job Role.
- Use a Stacked Column Bar Chart to determine Attrition by Age.
- Create a Line Chart to determine Attrition by working year.
- Create a Matrix Table to determine Job Satisfaction by Job Role.

5. Final Touches
a) Formatting
- Apply consistent colors, fonts, and styles across visuals.
- Add titles, axis labels, and legends to enhance readability.

b) Tooltips and Interactivity
- Add tooltips to provide additional information on hover.
- Ensure slicers and filters interact with all related visuals for a dynamic dashboard.

c) Testing
- Test the dashboard with different filter selections to ensure accurate data representation.