**REPORT OF DASHBOARD**

**Data Import:**

* Open Power BI Desktop.
* Navigate to the "Home" tab and select "Get Data."
* Choose the appropriate data source (e.g., Excel, CSV, database**)**
* Transform the data click on Table Tools tab click on New Measure and calculated Turnover Rate as (Attrition Rate) =sum(Attrition Count)/sum(Employee Count) enter and one more measure Active Employees=sum(employee count)-sum(attrition count) press enter.
* Go to add column tab select conditional column one dialog box will open type new column name i.e Attrition Count and select column: Attrition, operator: equals,value:Yes,output :1,else: 0 than click ok and change data type as a whole number than apply transformation is done.

**Creating Visual**:

* Select background
* Select card visual than select size give title ,bold ,centre aling,select text color ,select background
* Just copy and paste and make total five KPI'S and give name Total Emplyees,Attrition,Attrition Rate,Active Employees,Average Age
* Implement slicers for filtering data based on department, education field and gender

**Charts:**

* Area Chart for Average of monthly income by Job Role
* Donut Chart for Gender wise Attrition
* Donut Chart for Department wise Attrition
* Bar Chart for Education Field by Attrition
* Heat Map for JOB Satisfaction

**Employee Attrition and Demographics Analysis Summary**

* **Attrition Factors:**
  + Job satisfaction, work-life balance, and relationship dynamics are key contributors to employee turnover.
  + Dissatisfaction with job roles, compensation, and growth opportunities often prompts employees to leave.
  + Strained relationships with supervisors or colleagues can also lead to attrition.
* **Demographic Insights:**
  + Variation in turnover rates across departments reflects differences in job functions and organizational culture.
  + Gender distribution among departing employees highlights potential gender-related factors affecting turnover, such as pay equity.
  + Marital status analysis reveals the impact of family responsibilities on employee retention.
* **Sales Department Case Study:**
  + The Sales department experiences the highest turnover rate due to lower average income compared to other departments.
  + Income disparity contributes to dissatisfaction among Sales employees, leading them to seek opportunities elsewhere.
  + Recommendations include reviewing the compensation structure and implementing measures to enhance income and career advancement prospects.
* **Retention Strategies:**
  + Enhancing job satisfaction, promoting work-life balance, and fostering positive workplace relationships are essential for retention.
  + Initiatives such as performance-based incentives, flexible work arrangements, and leadership development programs can improve employee satisfaction.
  + Regular employee feedback surveys and exit interviews provide valuable insights for addressing specific concerns and enhancing overall retention.

**Conclusion:** Understanding the reasons behind attrition and the demographic characteristics of departing employees is crucial for developing effective retention strategies. By addressing key factors contributing to turnover and implementing targeted initiatives, organizations can create a positive work environment conducive to employee satisfaction and retention.

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