HR ATTRITION ANALYSIS DASHBOARD

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PROBLEM STATEMENT

Adecco India, a mid-sized software development firm, is experiencing a surge in turnover, particularly among junior sales roles. This trend is impacting productivity and escalating recruitment costs. The company seeks to understand the underlying causes of this attrition to implement strategies that foster employee satisfaction and retention.

OBJECTIVE & APPROACH

To conduct a comprehensive analysis of HR data to identify the root causes of high turnover among junior sales employees. The insights gained will inform strategies to improve employee satisfaction, engagement, and retention.

Our analysis will focus on key HR metrics such as employee tenure, job satisfaction, salary trends, hike % and employee age group. The insights derived will inform data-driven recommendations to improve employee experience and reduce attrition.

Recommended Analysis

What is the overall attrition rate at Adecco India?

Attrition Rate
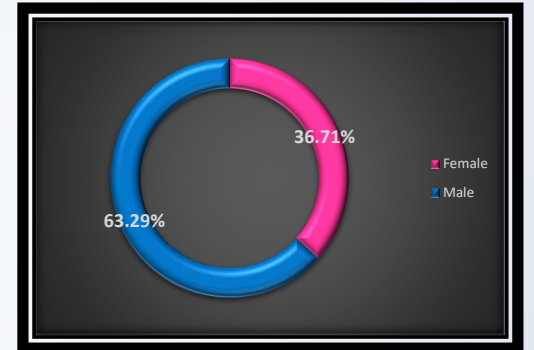16.12%

Which department has the highest attrition rate?

5.06%
38.82%
56.12%

■ Human Resources ■ Research & Development ■ Sales
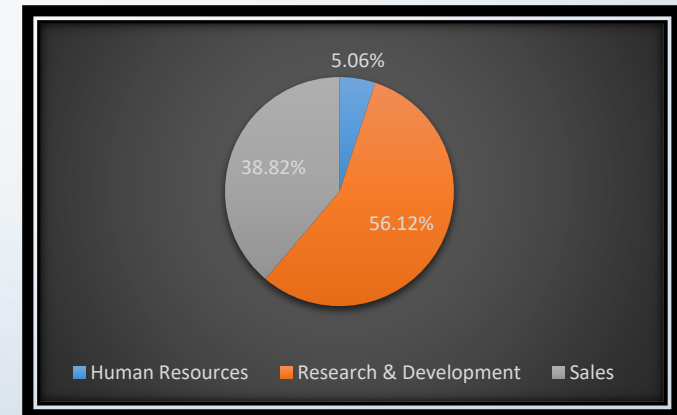
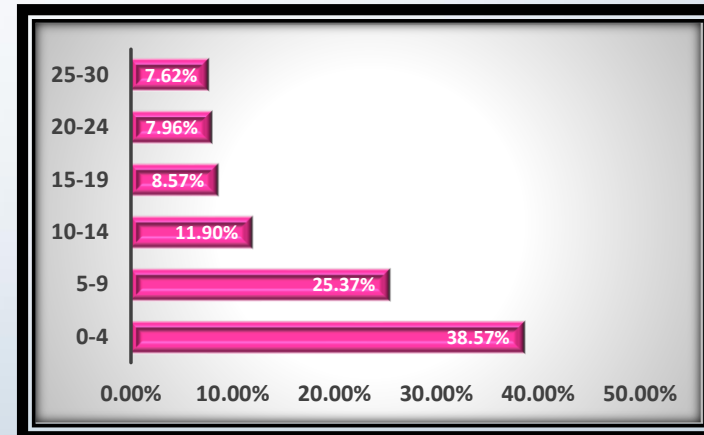What is the average monthly income of employees who have left the company?

Average Monthly Income
4787

Recommended Analysis

Is there a significant difference in attrition rates between male and female employees? ➤

36.71% Female
63.29% Male

How does distance from home impact employee attrition? ➤

25-30	7.62%
20-24	7.96%
15-19	8.57%
10-14	11.90%
5-9	25.37%
0-4	38.57%

0.00%   10.00%   20.00%   30.00%   40.00%   50.00%

What is the average number of years employees have worked at Adecco India? ➤

Average of Years At Company

7

DAX QUARIES

```
AGE GROUP = IF(HR_Attrition[Age]<25,"Under 25",
            IF(HR_Attrition[Age]<35,"25-34",
            IF(HR_Attrition[Age]<45,"35-45",
            IF(HR_Attrition[Age]<55,"46-54","Above 55"))))
```

```
Job distance = IF(HR_Attrition[DistanceFromHome]>=25,"25-30",
               IF(HR_Attrition[DistanceFromHome]>=20,"20-25",
               IF(HR_Attrition[DistanceFromHome]>=15,"15-20",
               IF(HR_Attrition[DistanceFromHome]>=10,"10-15",
               IF(HR_Attrition[DistanceFromHome]>=5,"5-10","0-5")
               ))))
```

```
Attrition Rate =
DIVIDE(SUM(HR_Attrition[Attrition_Count]),SUM(HR_Attrition[EmployeeCount]))
```

DAX QUARIES

Active_Employee = SUM(HR_Attrition[EmployeeCount])-
                     SUM(HR_Attrition[Attrition_Count])

Avg_Age_Left   = CALCULATE(AVERAGE(HR_Attrition[Age]),
            FILTER(HR_Attrition,HR_Attrition[Attrition]="yes"))

Salary Group   = IF(HR_Attrition[MonthlyIncome]<=2000,"1009-2000",
             IF(HR_Attrition[MonthlyIncome]<=3000,"2001-3000",
              IF(HR_Attrition[MonthlyIncome]<=4000,"3001-4000",
              IF(HR_Attrition[MonthlyIncome]<=5000,"4001-5000",
              IF(HR_Attrition[MonthlyIncome]<=6000,"5001-6000",
              IF(HR_Attrition[MonthlyIncome]<=7000,"6001-7000",
              IF(HR_Attrition[MonthlyIncome]<=8000,"7001-8000",
              IF(HR_Attrition[MonthlyIncome]<=9000,"8001-9000",">9000")))))))))

PROJECT INSIGHTS

❖ Total employees in Adecco India - 1470.

❖ Attrition Rate 16.12% .

❖ Currently active employees 1233.

❖ Attrition rate of **Research & Development Department** is Higher than others.

❖ Attrition rate of **Males** is higher than Females.

❖ Employees who worked as **Research directors** and left the company had the lowest satisfaction rate.

❖ The overtime working rate of employees who leave the company is 53.59%.

❖ There were 95 employees who got salary around 2001 to 3000, and they left the company.

❖ Highest employees in the age group 25 – 34 who left the company.

❖ The average age of employees who left the company was 37.

THANK YOU

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