Employee Attrition Analysis

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Introduction

Employee attrition refers to the gradual reduction of the workforce by employees leaving the company and not being replaced immediately.

Understanding attrition helps identify the reasons behind employee turnover and develop strategies to improve retention.

The Employee Attrition Analysis project aims to identify key patterns and factors contributing to employee attrition within a company. This analysis is conducted using Excel to understand trends, predict future attrition, and provide actionable insights for improving employee retention.

Why Analyze Attrition?



High attrition rates can be costly due to recruitment, training, and lost productivity



Frequent departures can affect the morale of remaining employees.



Helps in workforce planning and identifying areas needing improvement.

Key Objectives of the Analysis



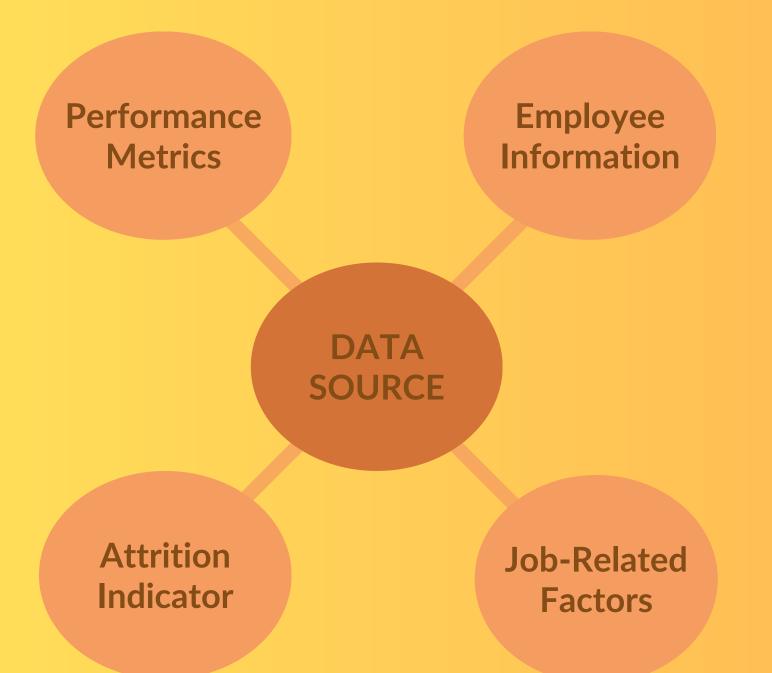
To understand attrition trends across different departments and demographics.

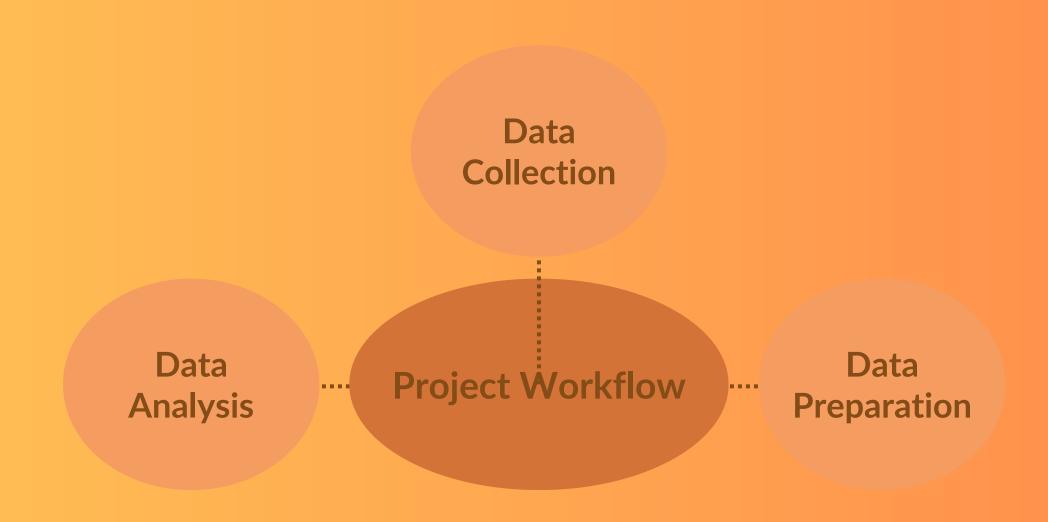


To identify the factors contributing to higher attrition rates.



To make informed decisions on employee retention strategies.





Recommended Analysis

Q1. Which departments have the highest/lowest attrition rates?

Q2. Which age group and Gender of Employees has the highest/lowest attrition rate?

Q3. Which job roles have the highest/lowest attrition rates?

Q4. Is there a correlation between job satisfaction and attrition?

Q5. Is there a correlation between performance and attrition?

Q6. Is there a difference in attrition rates between single and married employees?

Q7. Is there a difference in attrition rates between male and female employees?

Analysis Breakdown

1. Which departments have the highest/lowest attrition rates?

Answering Approach:

Findings:

Highest Attrition Rate: Finance Department - 30%

Lowest Attrition Rate: HR Department - 10%

Created Pivot Table

Rows: Department Values: Employee ID

Filter: Attrition

Visualization: Bar Chart And Slicer for Department

Q2. Which age group and Gender of Employees has the highest/lowest attrition rate?

Answering Approach:

Findings:

Highest Attrition Rate: 30-39 - Male 25%, Female 25% Lowest Attrition Rate: 40-49 : Male 10%, Female 0%

Employees aged between 30-39 may be seeking more growth opportunities, contributing to higher attrition.

Created Pivot Table

Rows: Age Group Values: Employee ID Column: Gender

Filter: Attrition

Visualization: Combine Chart Slicer: Age Group And Gender

Q3. Which job roles have the highest/lowest attrition rates?

Answering Approach:

Findings:

Highest Attrition Rate: Analyst: 40%

Lowest Attrition Rate: Accountant, Assistant & Tester: 5%

Created Pivot Table

Rows: Job Role

Values: Employee ID

Filter: Attrition

Visualization: Bar Chart

Q4. Is there a correlation between job satisfaction and attrition?

Answering Approach:

Findings:

Average Job Satisfaction Rating Based On Attrition: 2.5

The analysis shows a correlation (2.5) between job satisfaction and attrition, indicating that employees with lower satisfaction rating are more likely to leave.

Created Pivot Table

Values: Job Satisfaction Rating

Created Measure: Average Job Satisfaction Rating

Visualization: Pie Chart

Q5. Is there a correlation between performance and attrition?

Answering Approach:

Findings:

Average Job Satisfaction Rating Based On Attrition: 2.7

The analysis shows a correlation (2.7) between performance and attrition, indicating that employees with lower performance rating are more likely to leave.

Created Pivot Table

Values: Performace Rating

Visualization: Pie Chart

Q6. Is there a difference in attrition rates between single and married employees?

Answering Approach:

Findings:

Single Employees: 65%
Married Employees: 35%

This may be due to different lifestyle and career priorities between the two groups

Created Pivot Table

Rows: Marital Status Values: Employee ID

Filter: Attrition

Visualization: Pie Chart Slicer: Marital Status

Q7. Is there a difference in attrition rates between male and female employees?

Answering Approach:

Findings:

Male Employees: 55% Female Employees: 45%

The slightly lower rate among females may indicate better job satisfaction or work-life balance accommodations, although the gap is not highly significant.

Created Pivot Table

Rows: Gender

Values: Employee ID

Filter: Attrition

Visualization: Pie Chart

Slicer: Gender

Created Measures with Formulas

Attrition Rate

=DIVIDE(CALCULATE(COUNT(Sheet1[Employee ID]), Sheet1[Attrition] = "Left"), COUNT(Sheet1[Employee ID]), 0) **ATTRITION RATE**

39%

Total Employees

=COUNT(Sheet1[Employee ID])

TOTAL EMPLOYEES

51

Active Employees

=CALCULATE(COUNT(Sheet1[Employee ID]), Sheet1[Attrition] = "Active") **ACTIVE EMPLOYEES**

31

Created Measures with Formulas

Retention Rate

=DIVIDE(CALCULATE(COUNT(Sheet1[Employee
ID]),Sheet1[Attrition] = "Active"),COUNT(Sheet1[Employee
ID]),0)

RETENTION RATE

39%

Avg Age Of Employees

=AVERAGEX('Sheet1','Sheet1'[Age])

AVG AGE OF EMPLOYEES

36

Avg Monthly Income

=AVERAGEX('Sheet1','Sheet1'[Monthly Income])

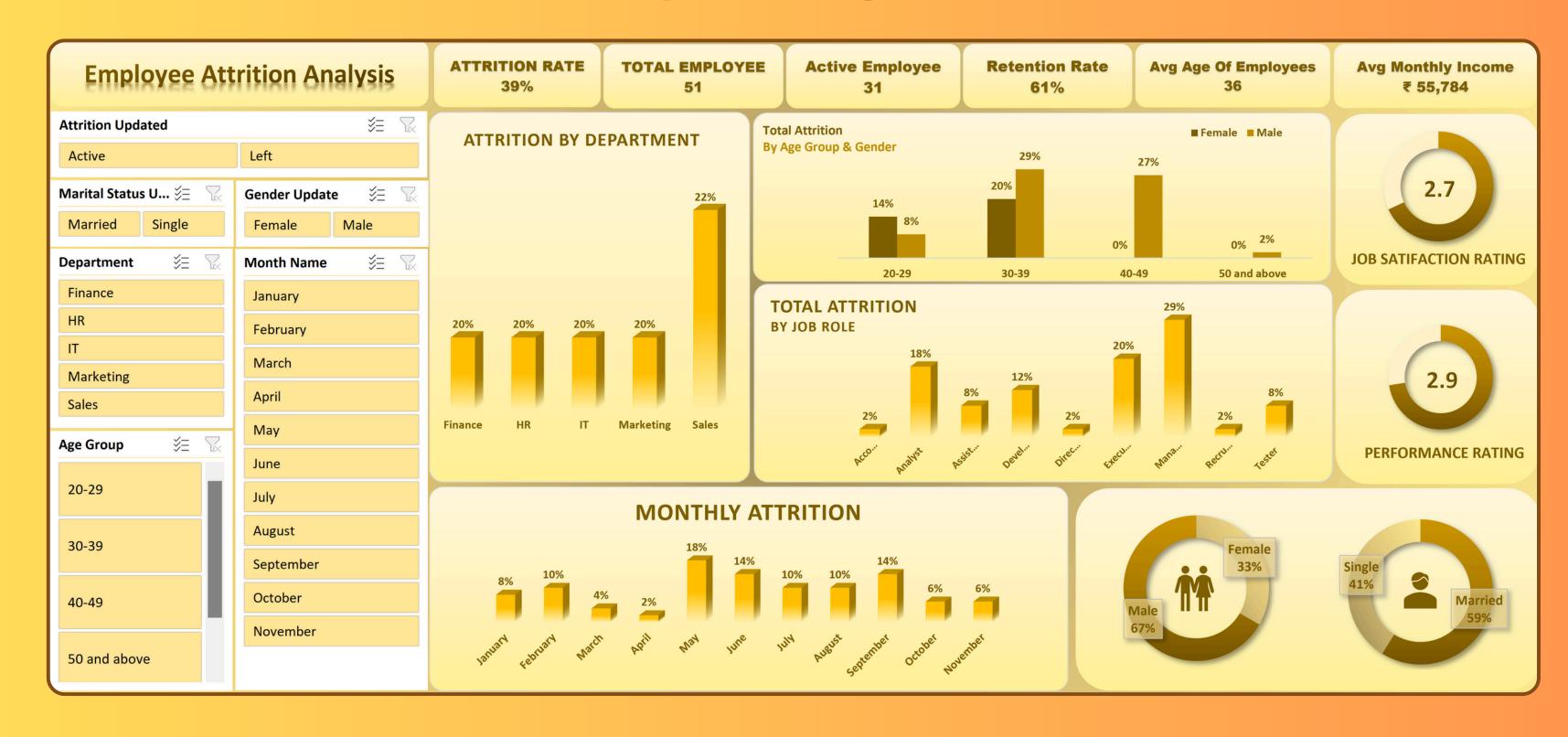
AVG MONTHLY INCOME

₹ 55,784

Sample Data set Snapshot

Employee ID Age	Gender	Department	Job Role	Education Leve Marital Status	Hire Date	Years at Compa	Years in Curren	Job Satisfaction Performance I	a Monthly Incom Ove	ertime Attrition	Reason for Leav Age at Hire	Years Since Last	Average Monthly Income
P001 35	5 M	Sales	Manager	Bachelor's Married	15-06-2010	10	3	4	5 ₹ 5,000 Yes	No	Career Growth 2	5 7	₹ 60,000
P001 35	5 M	IT	Developer	Bachelor's Married	01-06-2015	9	4	4	5 ₹ 50,000 Yes	No	Health Issues 2	6 5	₹ 66,667
P002 28	B F	HR	Manager	Master's Single	15-03-2018	6	2	3	4 ₹ 60,000 No	Yes	Personal Reason 2	2 4	₹1,20,000
P003 40	м	Finance	Analyst	Bachelor's Married	20-11-2010	14	10	5	3 ₹ 70,000 Yes	No	N/A 2	6 4	₹ 60,000
P004 30	D F	Marketing	Executive	Bachelor's Single	10-01-2020	4	4	2	2 ₹45,000 No	Yes	Career Growth 2	6 0	₹1,35,000
P005 50	м	Sales	Director	Master's Married	25-07-2005	19	5	4	5 ₹90,000 Yes	No	Career Growth 3	1 14	₹56,842
P006 32	2 F	IT	Tester	Bachelor's Single	14-08-2017	7	3	3	4 ₹ 48,000 Yes	No	Health Issues 2	5 4	₹82,286
P007 4:	5 M	HR	Recruiter	Master's Married	30-05-2012	12	6	4	3 ₹55,000 No	No	N/A 3	3 6	₹55,000
P008 29	9 F	Finance	Accountant	Bachelor's Single	01-11-2019	5	5	2	2 ₹40,000 No	Yes	Relocation 2	4 0	₹96,000
P009 38	8 M	Marketing	Manager	Master's Married	20-02-2011	13	8	5	4 ₹75,000 Yes	No	Career Growth 2	5 5	₹ 69,231
P010 27	7 F	Sales	Executive	Bachelor's Single	15-06-2021	3	3	3	3 ₹42,000 No	No	Laid Off 2	4 0	₹1,68,000
P011 34	4 M	IT	Developer	Master's Married	10-04-2016	8	4	4	4 ₹52,000 Yes	No	Laid Off 2	6 4	₹ 78,000
P012 3:	1 F	HR	Assistant	Bachelor's Single	22-07-2019	5	2	3	3 ₹35,000 No	No	Laid Off 2	6 3	₹84,000
P013 42	2 M	Finance	Manager	Master's Married	18-03-2009	15	10	5	4 ₹80,000 Yes	No	N/A 2	7 5	₹ 64,000
P014 29	9 F	Marketing	Analyst	Bachelor's Single	05-11-2020	4	4	2	2 ₹46,000 No	Yes	Career Growth 2	5 0	₹1,38,000
P015 48	8 M	Sales	Executive	Master's Married	30-08-2006	18	6	4	5 ₹85,000 Yes	No	N/A 3	0 12	₹ 56,667
P016 33	3 F	IT	Developer	Bachelor's Single	12-05-2017	7	3	3	4 ₹49,000 Yes	No	N/A 2	6 4	₹84,000
P017 46	5 M	HR	Manager	Master's Married	25-09-2011	13	7	4	3 ₹57,000 No	No	Career Growth 3	3 6	₹52,615
P018 30	F	Finance	Analyst	Bachelor's Single	14-02-2021	3	3	2	2 ₹41,000 No	Yes	Relocation 2	7 0	₹1,64,000
P019 39	э м	Marketing	Manager	Master's Married	20-06-2010	14	9	5	4 ₹76,000 Yes	No	N/A 2	5 5	₹65,143
P020 26	5 F	Sales	Executive	Bachelor's Single	15-05-2022	2	2	3	3 ₹43,000 No	No	N/A 2	4 0	₹ 2,58,000
P021 36	5 M	IT	Tester	Bachelor's Married	10-07-2014	10	5	4	4 ₹51,000 Yes	No	Laid Off 2	6 5	₹ 61,200
P022 32	2 F	HR	Assistant	Bachelor's Single	22-09-2018	6	3	3	3 ₹36,000 No	No	N/A 2	6 3	₹72,000

Employee Attrition Analysis DASHBOARD



CONCLUSION

The HR Attrition Analytics dashboard is a valuable resource for HR professionals and decision-makers seeking to better understand employee attrition. Companies may effectively reduce turnover and establish a stable, engaged, and productive workforce by studying demographic determinants, tracking KPIs, and applying improvement measures. more efficient.

Thank you!

