

Employee Attrition Analysis

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Introduction

The background features a warm orange gradient. In the center, there is a faint, stylized illustration of a team meeting. A large lightbulb is positioned in the upper middle, with several short lines radiating from it to represent light or an idea. Below the lightbulb, three people are depicted in a collaborative setting. One person is standing and pointing upwards, another is sitting and looking at a laptop, and a third is sitting and looking towards the standing person. The overall theme is one of teamwork and innovation.

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



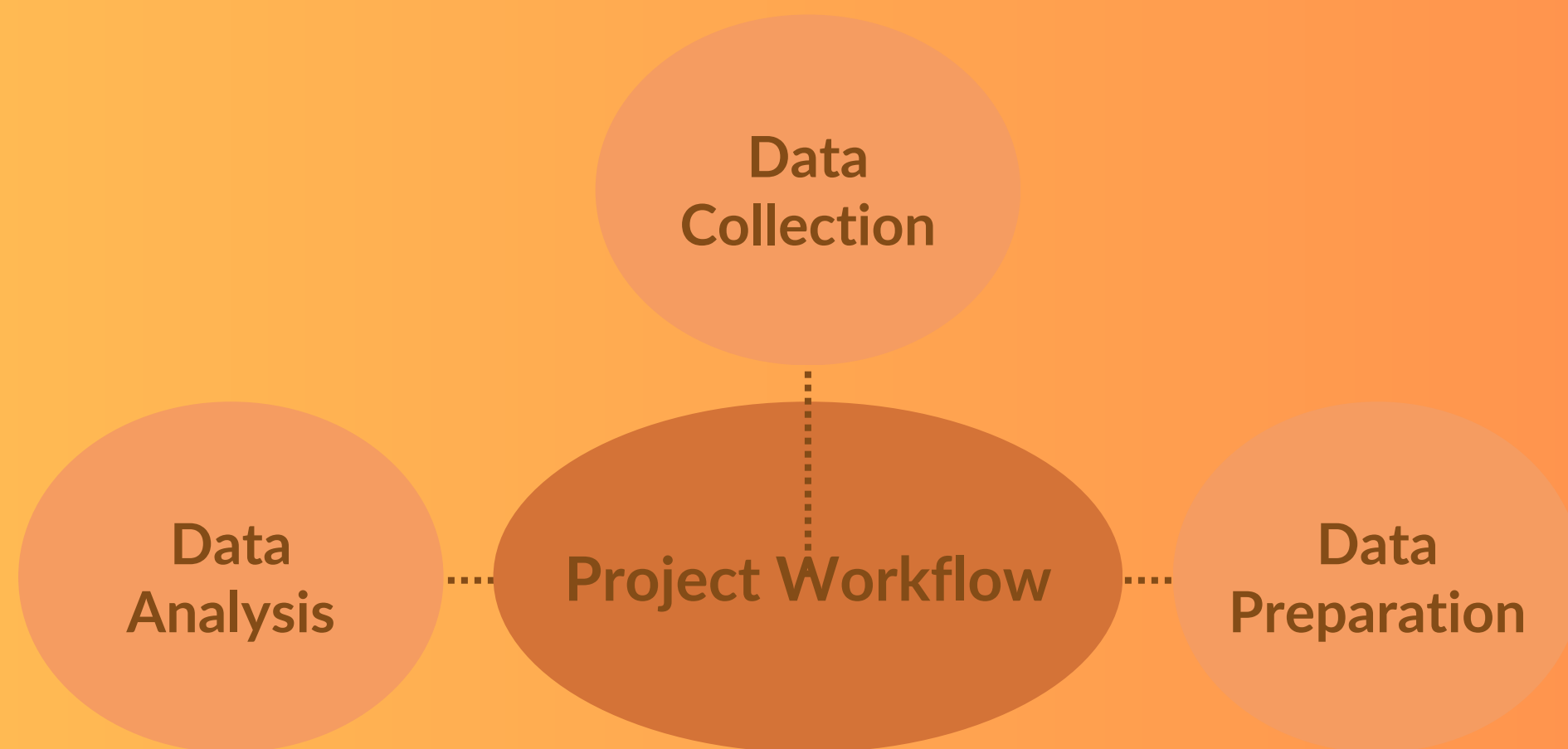
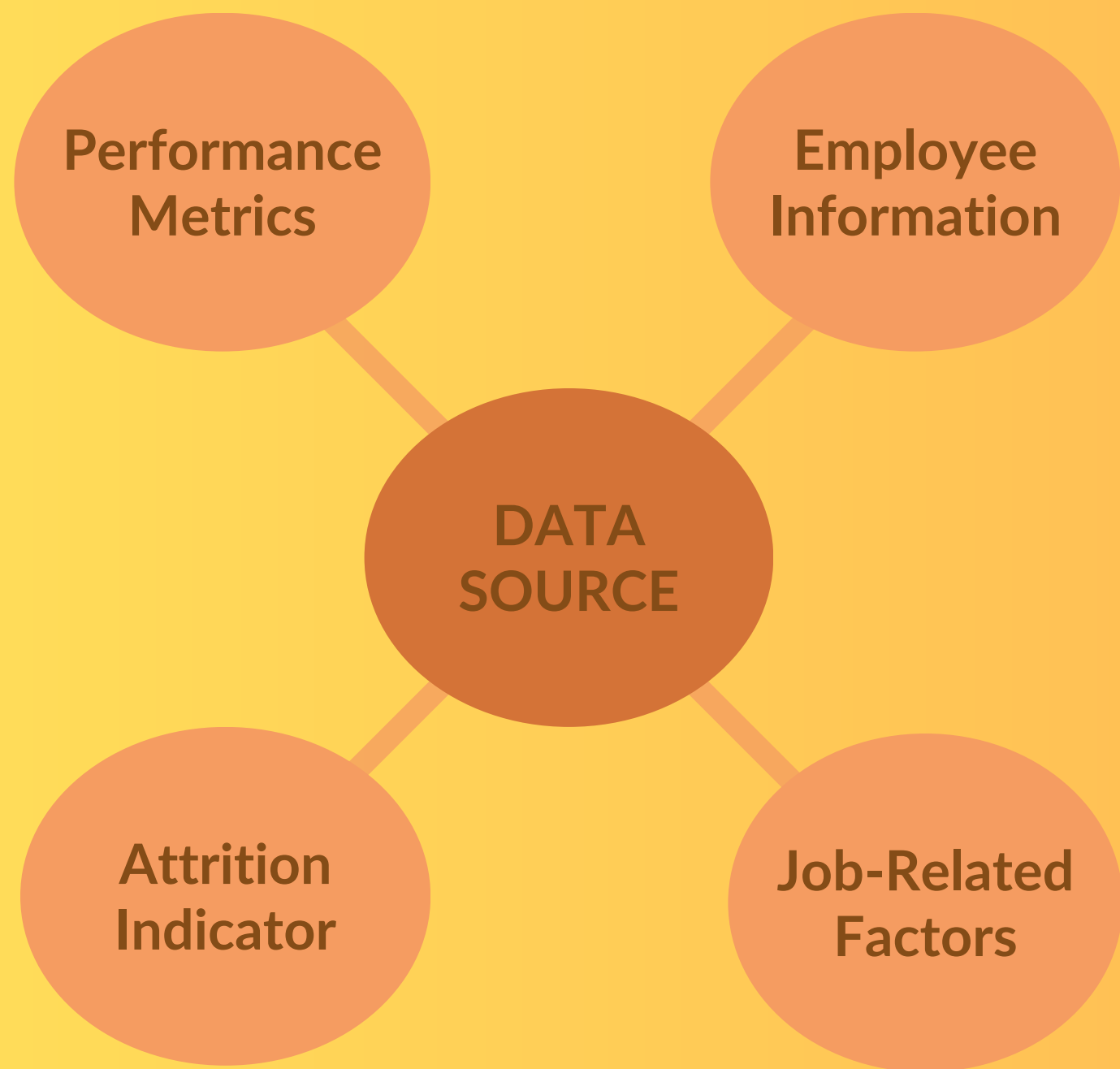
To understand attrition trends across different departments and demographics.



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

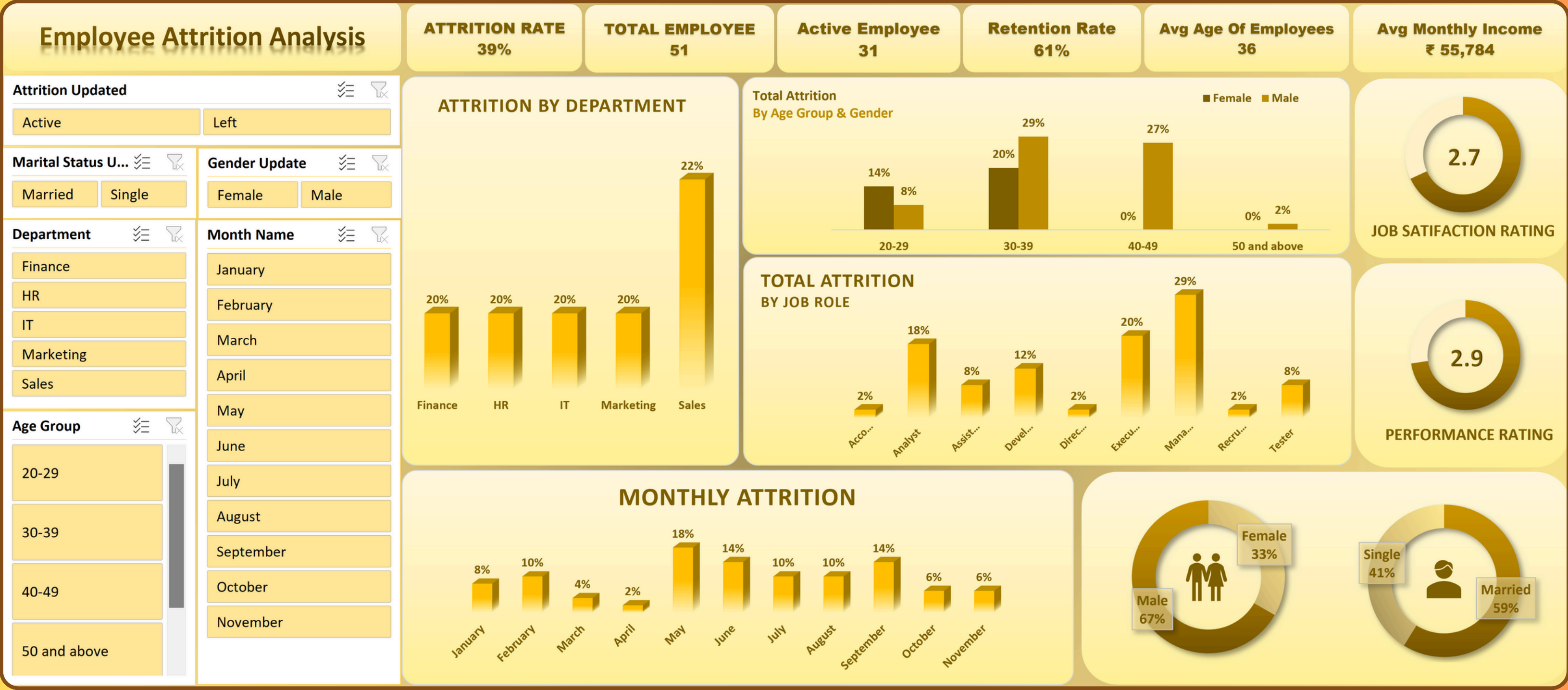
₹ 55,784

Sample Data set Snapshot

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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!

