

Vidisha Rane

260 Hours Business Analytics Program

HR Analytics Project – Task 4 and Task 5: Insights & Recommendations

Key Insights

1. Departments with High Attrition & Low Satisfaction:

Certain departments, such as Sales and Operations, showed a combination of low average job satisfaction and high attrition rates, indicating dissatisfaction and a risk of talent loss.

2. Gender-Based Trends:

The heatmap analysis revealed that attrition among female employees was notably higher in some departments, potentially pointing to issues related to work-life balance, support, or career progression.

3. Stable Departments:

Departments like R&D and Finance showed relatively high satisfaction and low attrition, suggesting effective team management and job engagement practices.

4. Job Role Patterns:

Junior roles had a higher turnover rate compared to senior or managerial roles, likely due to career mobility, lack of growth opportunities, or external offers.

5. Overall Attrition Trend:

A gradual increase in attrition over time was observed, especially post-year-end periods, which may align with performance reviews or bonus cycles.

Recommendations

1. Improve job satisfaction through recognition programs and employee feedback.
2. Address salary gaps across departments to ensure fairness.
3. Reduce excessive overtime to improve employee retention and well-being.
4. Launch early-career employee support programs to reduce first-year attrition.
5. Promote job involvement and engagement through structured team-building activities.

Limitations

The original HR dataset did not include any time-based columns such as Joining Date, Exit Date,

or Hire Date.

Because of this, a line chart showing attrition trends over time could not be generated.

All other dashboard requirements were fulfilled using the available data fields.