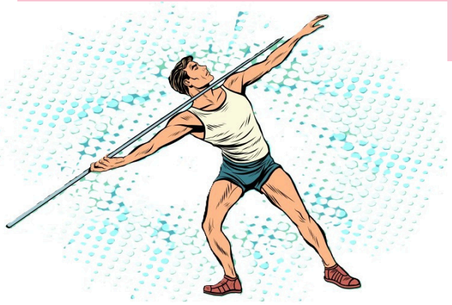
HR ATTRICTION ANALYSIS USING POWER BI



PREPARED BY:
VINAY KAKAD

OBJECTIVE

- The objectives of the HR Attrition Analysis dashboard can be summarized in the following three key points:

1. Identify High-Risk Employee Groups: Pinpoint specific educational backgrounds, age groups, and job roles with high attrition rates to target retention efforts where they are most needed.

2. Analyze the Impact of Salary and Tenure on Attrition: Understand how compensation levels and the length of service affect employee turnover, enabling strategic adjustments to salary structures and employee engagement initiatives.

3. Highlight Critical Job Roles with High Turnover:Focus on roles like Laboratory Technicians and Sales Executives, which have higher attrition rates, to investigate potential issues and improve job satisfaction and retention in these areas.

TOP METRICS OF DASHBOARD

Total Employee	Attrition	Attrition Rate	Avg Age	Avg Salary	Avg Years	Male	Female
1473	237	16.1%	37	6.5K	7.0	884	589

Total Employee: 1473

Attrition: 237 employees have left the organization.

Attrition Rate: 16.1%

Average Age: 37 years

Average Salary: 6.5K

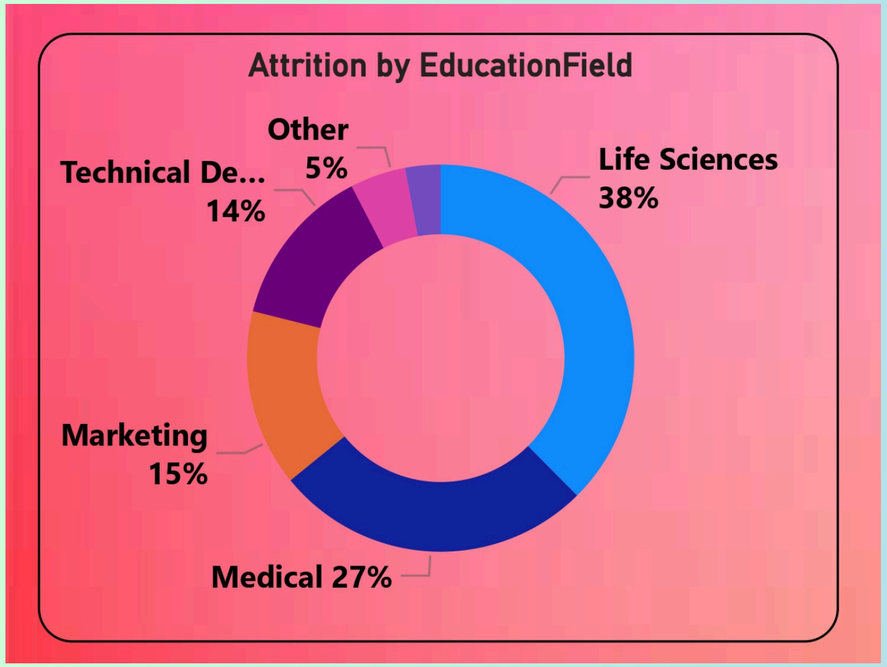
Average Years: 7.0 years with the company

Gender Breakdown:

Male: 884

Female: 589

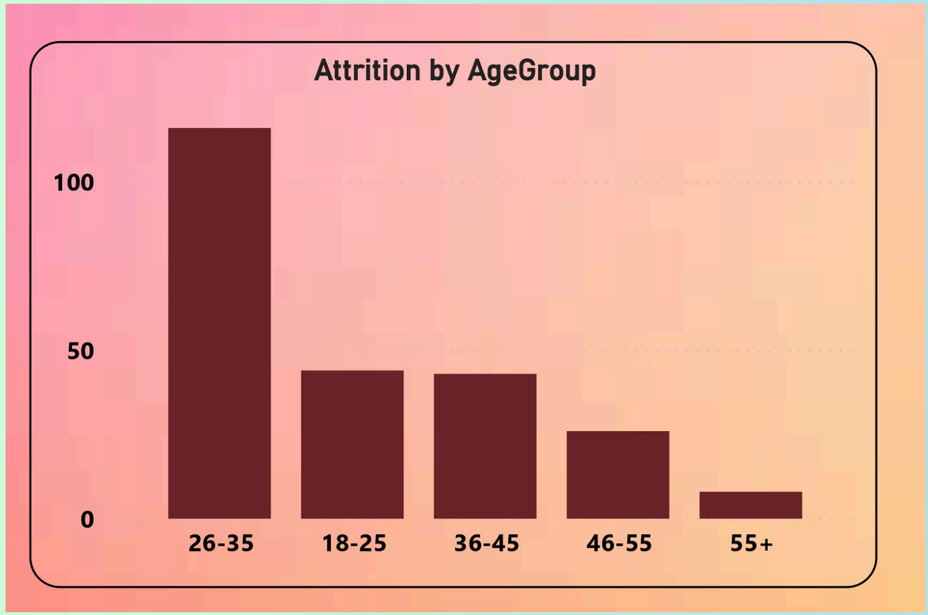
ATTRITION BY EDUCATION FIELD



- **Attrition by Education Field**
- **Life Sciences (38%) and Medical (27%) fields contribute to the majority of attrition, indicating that employees with these educational backgrounds are more likely to leave.**
- **Marketing accounts for 15% of the attrition, while Technical Degrees make up 14%, showing a somewhat lower, yet significant, contribution to overall attrition.**

- **Other fields contribute to only 5% of attrition, suggesting that these areas are either more stable or have fewer employees overall.**

ATTRITION BY AGE GROUP



- **Attrition by Age Group**
- **The 26-35 age group has the highest attrition, with over 100 employees leaving, indicating a potential issue with mid-career retention.**
- **18-25 age group follows with significant attrition, likely due to younger employees exploring new opportunities or further education.**

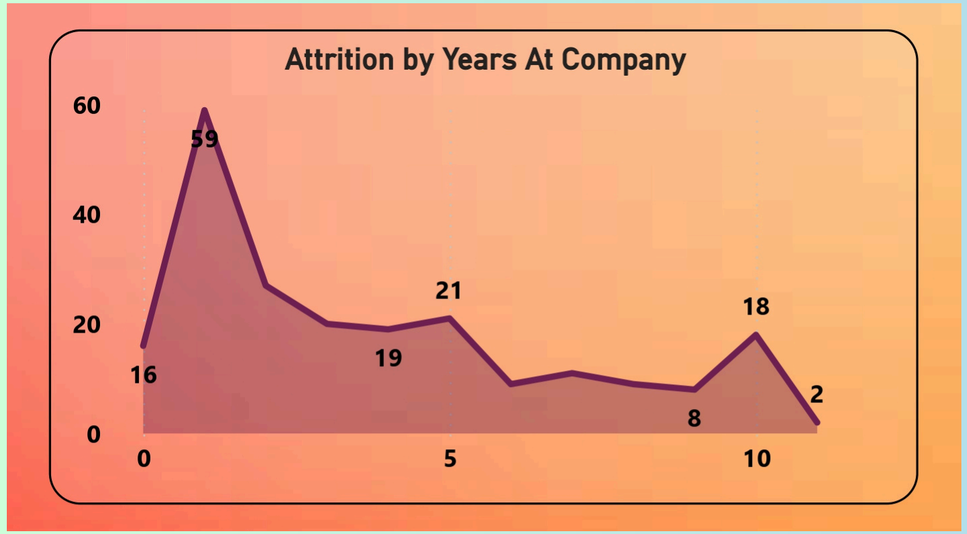
- **Attrition decreases with age, with the 55+ age group having the lowest attrition, possibly due to nearing retirement.**

ATTRITION BY SALARY SLAB

- **Attrition by Salary Slab**
- The majority of attrition occurs in the Up to 5k salary slab, with approximately 180 employees leaving, indicating a potential dissatisfaction among lower-paid employees.
- The 5k-10k salary slab has about 40 employees leaving, showing a reduction in attrition as salary increases.

- Higher salary brackets (10k-15k and 15k+) have significantly lower attrition, suggesting better retention among higher-paid employees.

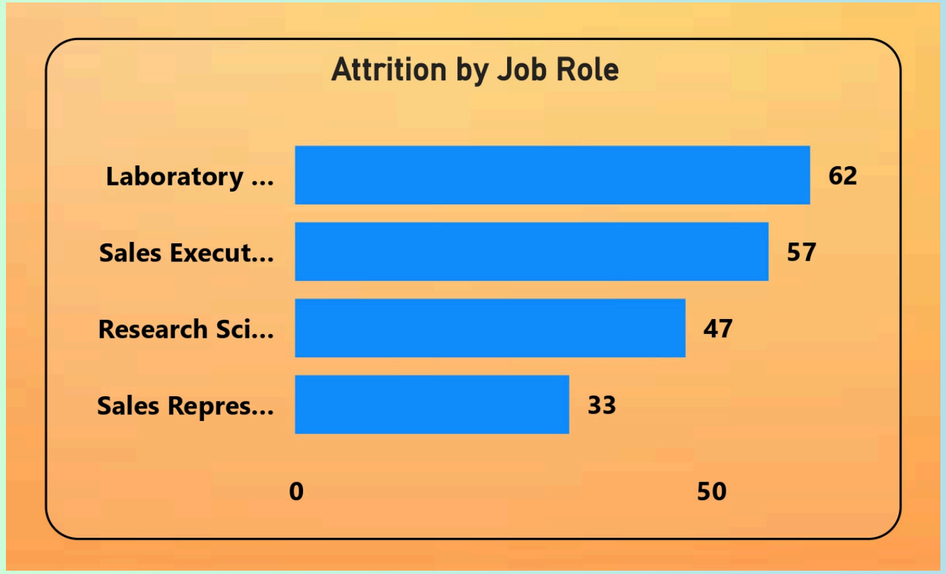
ATTRITION BY YEARS AT COMPANY



- **Attrition by Years at Company**
- Employees with 1 year of experience have the highest attrition, with 59 employees leaving, suggesting issues with early-stage employee engagement or satisfaction.
- Attrition decreases over time but spikes slightly again at the 3-4 years mark, indicating possible mid-term disengagement.

- Very few employees leave after 10 years, indicating strong retention among long-term employees

ATTRITION BY YEARS AT COMPANY



- **Attrition by Job Role**
- Laboratory Technicians experience the highest attrition with 62 employees leaving, indicating potential dissatisfaction or high turnover in this role.
- Sales Executives and Research Scientists also have high attrition, with 57 and 47 employees leaving, respectively, pointing to possible challenges in these roles.

- Sales Representatives have a lower, but still significant, attrition rate with 33 employees leaving, suggesting varying levels of job satisfaction or external opportunities.

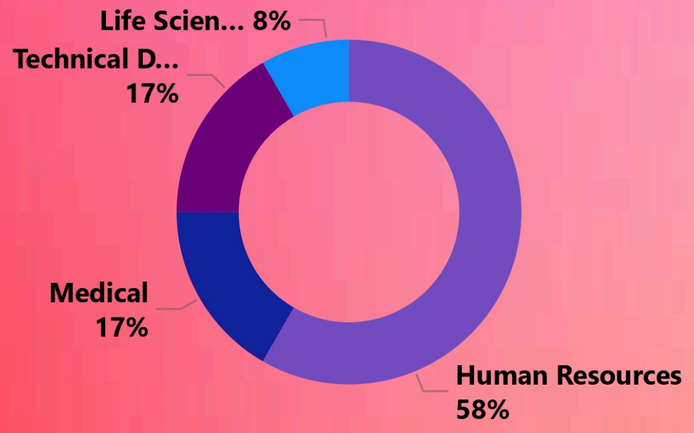
ATTRITION OF HUMEN RESOURCES DEPARTMENT

HR Attrition Analysis

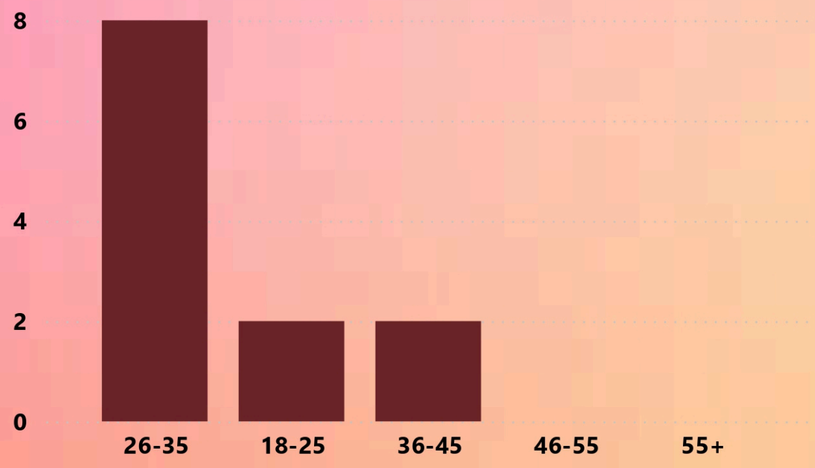
Human Resources | Research & Development | Sales

Total Employee	Attrition	Attrition Rate	Avg Age	Avg Salary	Avg Years	Male	Female
63	12	19.0%	38	6.7K	7.2	43	20

Attrition by EducationField



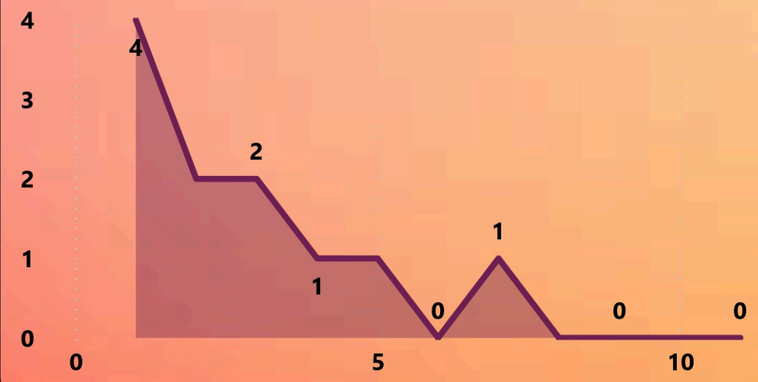
Attrition by AgeGroup



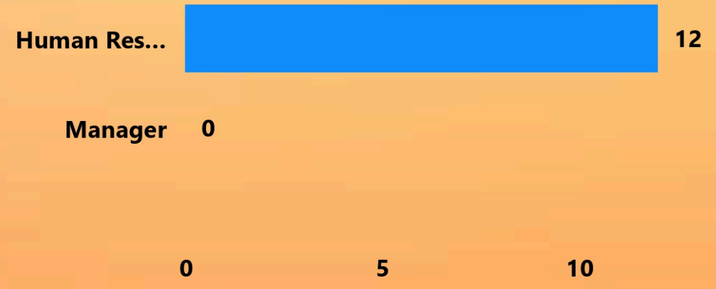
JobRole	1	2	3	4	Total
Manager	0	0	0	0	0
Human Resources	5	2	3	2	12
Total	5	2	3	2	12

Attrition by Salary Slab

Attrition by Years At Company



Attrition by Job Role



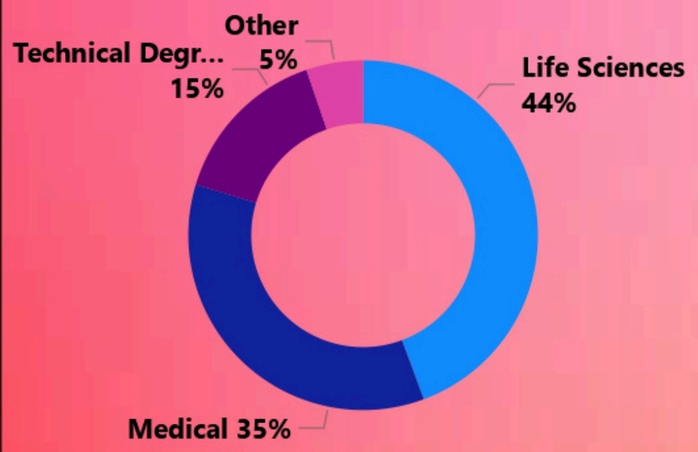
ATTRITION OF RESEARCH & DEVELOPMENT DEPARTMENT

HR Attrition Analysis

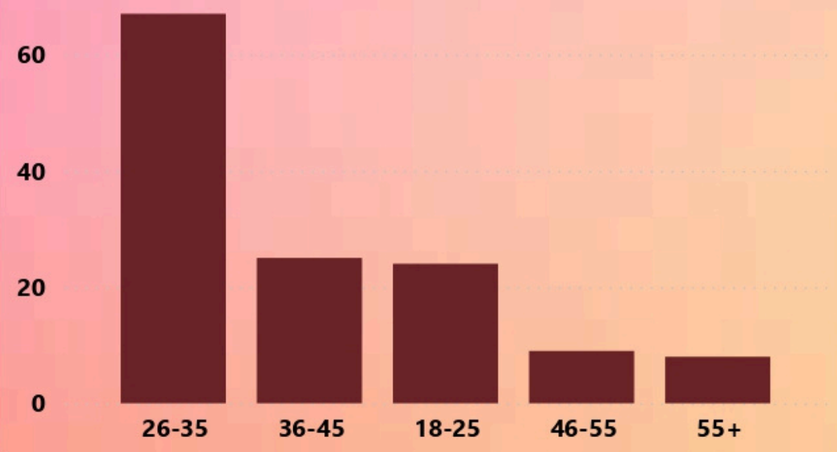
Human Resources | Research & Development | Sales

Total Employee	Attrition	Attrition Rate	Avg Age	Avg Salary	Avg Years	Male	Female
963	133	13.8%	37	6.3K	6.9	584	379

Attrition by EducationField

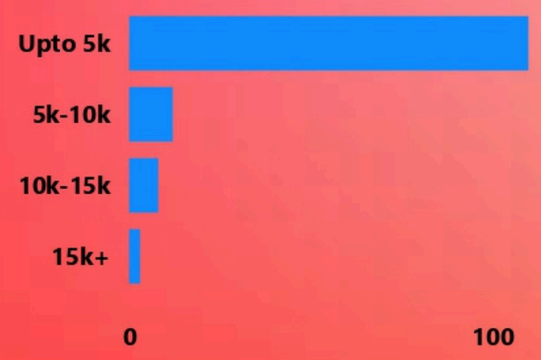


Attrition by AgeGroup

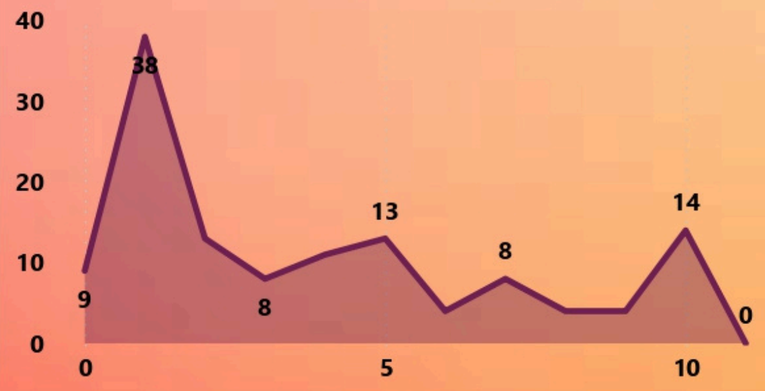


JobRole	1	2	3	4	Total
Research Scientist	13	10	15	9	47
Research Director	0	1	1	0	2
Manufacturing Director	2	2	4	2	10
Manager	1	1	1	0	3
Laboratory Technician	20	8	21	13	62
Healthcare Representative	2	2	1	4	9
Total	38	24	43	28	133

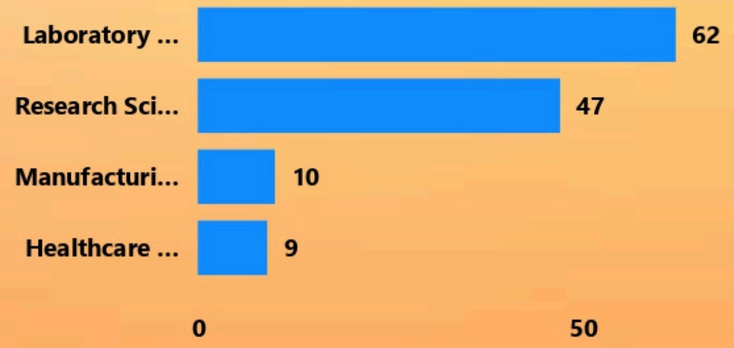
Attrition by Salary Slab



Attrition by Years At Company



Attrition by Job Role



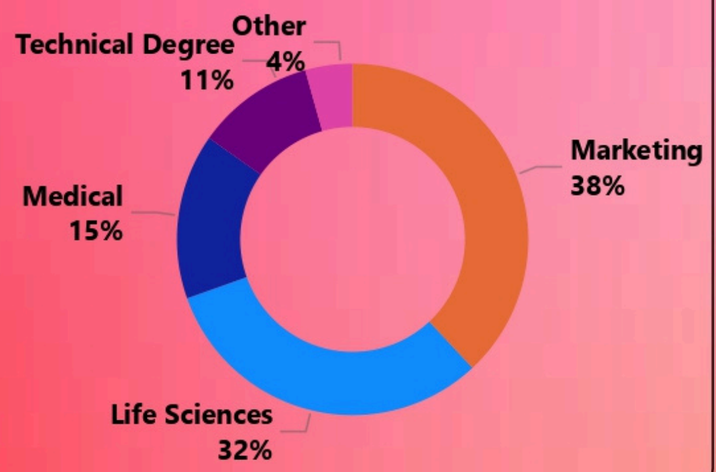
ATTRITION OF SALES DEPARTMENT

HR Attrition Analysis

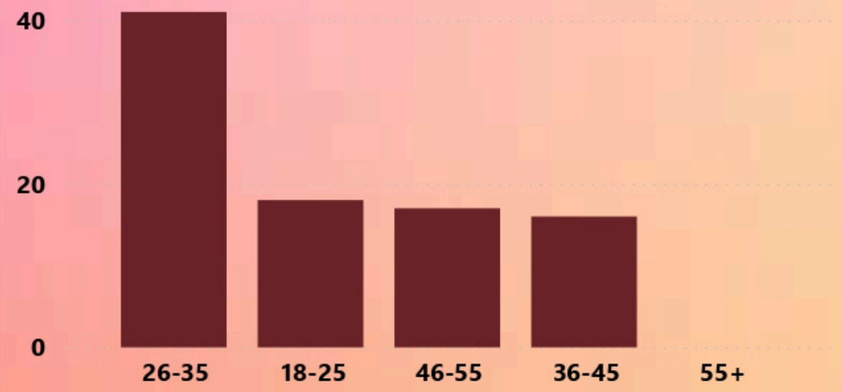
Human Resources | Research & Development | Sales

Total Employee	Attrition	Attrition Rate	Avg Age	Avg Salary	Avg Years	Male	Female
447	92	20.6%	37	7.0K	7.3	257	190

Attrition by EducationField



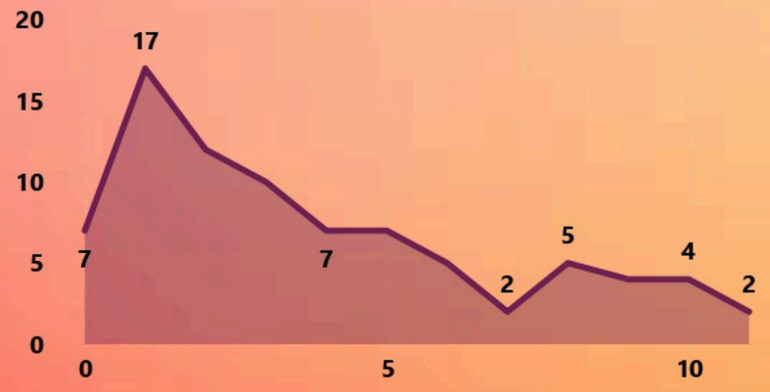
Attrition by AgeGroup



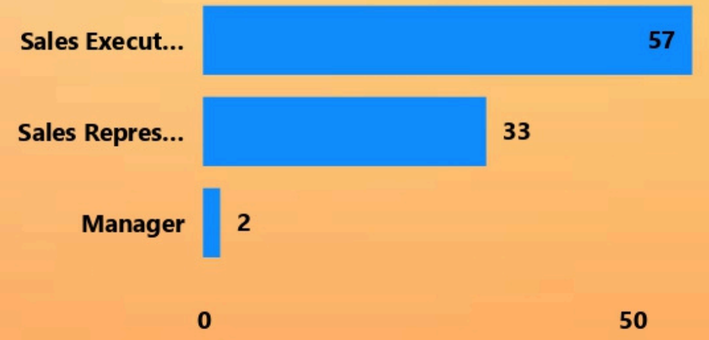
JobRole	1	2	3	4	Total
Sales Representative	7	10	9	7	33
Sales Executive	16	9	18	14	57
Manager	0	1	0	1	2
Total	23	20	27	22	92

Attrition by Salary Slab

Attrition by Years At Company



Attrition by Job Role



HR ATTRITION DASHBOARD

HR Attrition Analysis

Human Resources | Research & Development | Sales

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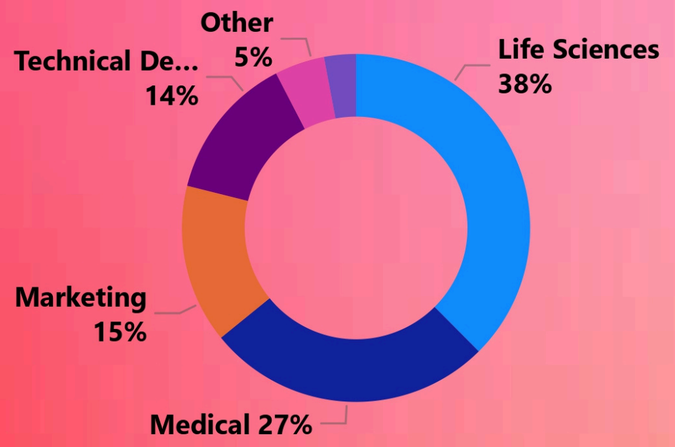
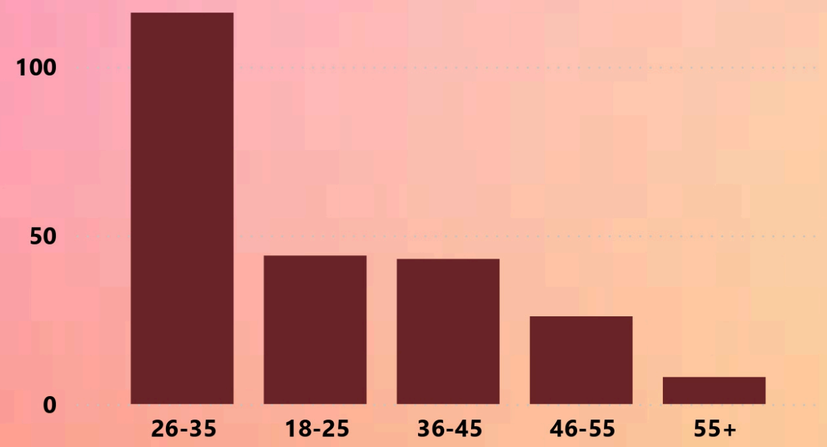
Attrition by EducationField



Attrition by AgeGroup



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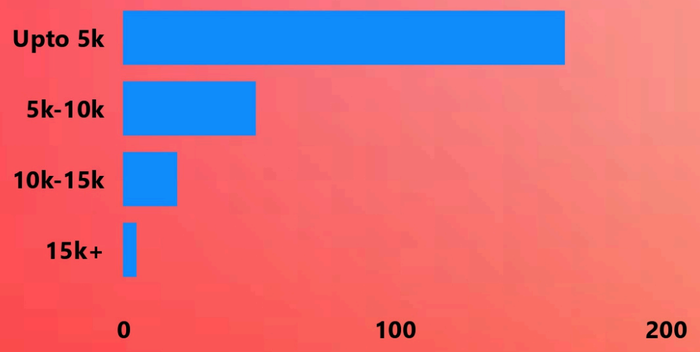
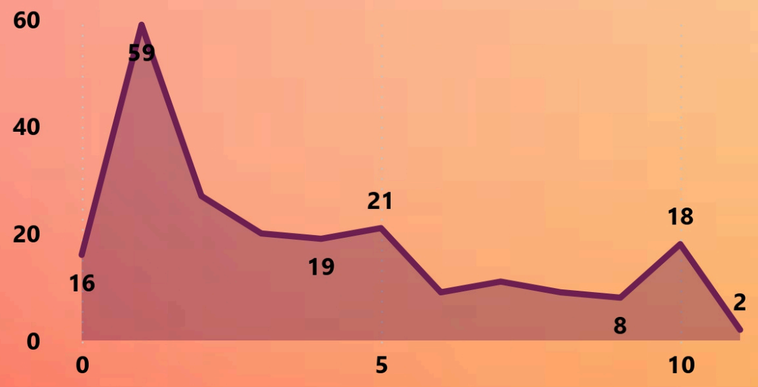
Sales Executive	16	9	18	14	57
Research Scientist	13	10	15	9	47
Research Director	0	1	1	0	2
Manufacturing Director	2	2	4	2	10
Manager	1	2	1	1	5
Laboratory Technician	20	8	21	13	62
Human Resources	5	2	3	2	12
Healthcare Representative	2	2	1	4	9
Total	66	46	73	52	237

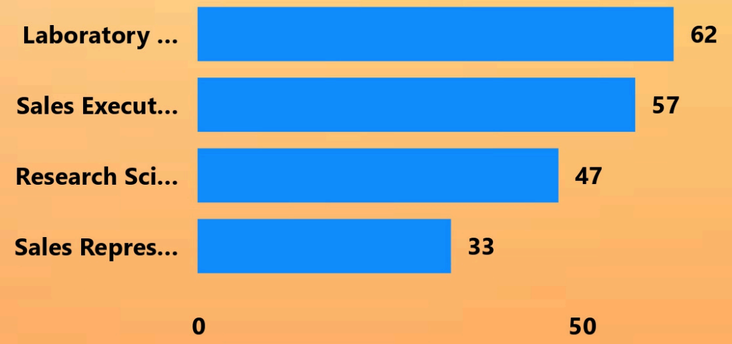
Attrition by Salary Slab



Attrition by Years At Company



Attrition by Job Role



THANK YOU FOR YOUR TIME!

I HOPE THIS ANALYSIS PROVIDED VALUABLE INSIGHTS INTO EMPLOYEE ATTRITION TRENDS AND THE UNDERLYING FACTORS AFFECTING TURNOVER WITHIN OUR ORGANIZATION. DATA CAN BE A POWERFUL TOOL FOR DRIVING SMARTER HR DECISIONS, AND I'M EAGER TO CONTINUE EXPLORING NEW OPPORTUNITIES TO IMPROVE EMPLOYEE RETENTION AND SATISFACTION.

IF YOU HAVE ANY QUESTIONS OR WOULD LIKE TO DISCUSS THIS ANALYSIS FURTHER, PLEASE FEEL FREE TO REACH OUT TO ME!