IBM ATTRITION ANALYSIS

**Team Members**

1. Vaibhav Chaudhari
2. Harshit Joshi
3. Rujuta Mirajkar
4. Vedant Sanjay Murudkar
5. Sahil Rajendra Wani

**Project Overview**

The dataset we have is about employee attrition inside IBM company. It includes a number of features, including age, the frequency of business travel, the daily rate, the department, the distance from home, the education level, the gender, the job satisfaction, the marital status, and a few more. Attrition which indicates whether an employee has left the company Yes or No, is the target variable. This analysis is appropriate for developing a visualization dashboard to identify and address issues that lead to employee attrition. Over the years IBM has seen a decline in Revenue and Profits with increased market competition and lower demand of IBM services. Investigating the connections between various characteristics and the attrition result may provide light on the dynamics of the company and enable the creation of plans to raise employee satisfaction and retention.

**Dashboard Story**

**Demographics Dashboard:** Age, Marital Status, Number of Companies worked, and Job Satisfaction are key interconnected factors influencing employee attrition, this dashboard offers insights into attrition patterns based on these factors helping to identify any demographic-specific trends.

**Age Dashboard:** The age dashboard is crucial for understanding workforce demographics, enabling informed decision-making in areas such as succession planning, training initiatives, and fostering an inclusive workplace that caters to various age groups.

**Salary Dashboard:** The salary dashboard plays a pivotal role in our narrative, offering a lens into compensation structures that, when well-understood, empower informed decisions to attract and retain top talent, ensuring a prosperous and equitable journey for all.

**Ratings Dashboard:** Analyzing attrition based on the work environment is crucial for deciphering the impact of workplace conditions on employee retention. Understanding these dynamics helps organizations enhance their work environment, fostering employee satisfaction, engagement, and ultimately reducing attrition rates.

**Data Sources**

1. <https://www.kaggle.com/datasets/whenamancodes/hr-employee-attrition>
2. <https://www.statista.com/statistics/265003/ibms-revenue-since-1999/>