HR ATTRITION ANALYSIS DASHBOARD

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Introduction for HR Attrition Dashboard:

This dataset provides comprehensive employee information for analyzing **attrition trends** and **HR metrics**. It includes demographic details, job roles, compensation, satisfaction levels, and performance indicators. Using this data, an **Excel dashboard** can help identify **key factors influencing attrition**, monitor workforce distribution, and support **data-driven HR decisions**.
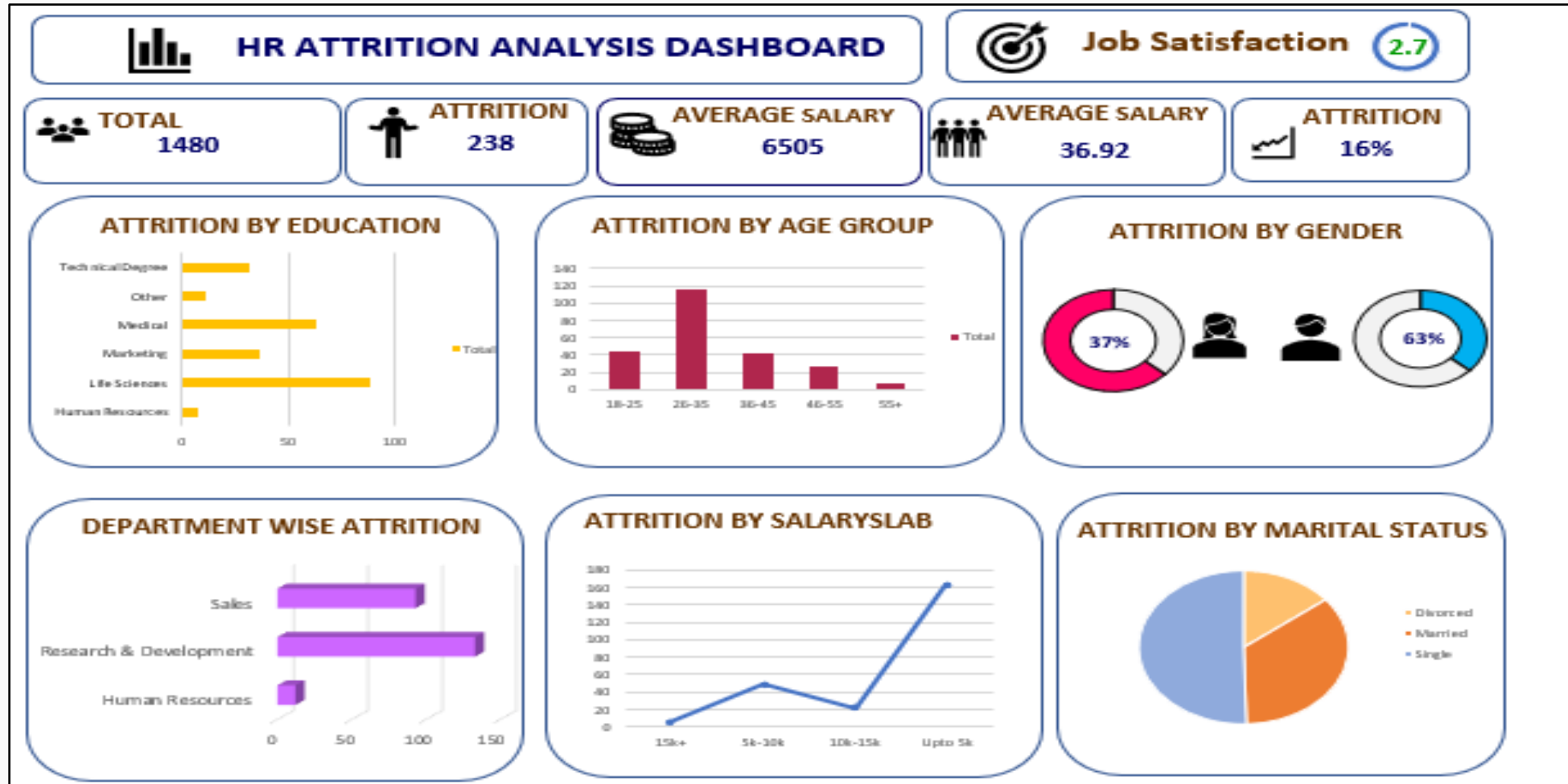
Before & After: Data Transformation

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V
1	EmpID	Age	AgeGroup	Attrition	BusinessT	DailyRate	Departme	DistanceF	Education	Education	Employee(	Employee	Environm	Gender	HourlyRat	JobInvolve	JobLevel	JobRole	JobSatisfa	MaritalSta	MonthlyIr	SalarySla
2	RM297	18	18-25	Yes	Travel_Ra	230	Research	3	3	Life Scienc	1	405	3	Male	54	3	1	Laborator	3	Single	1420	Upto 5k
3	RM302	18	18-25	No	Travel_Ra	812	Sales	10	3	Medical	1	411	4	Female	69	2	1	Sales Repr	3	Single	1200	Upto 5k
4	RM458	18	18-25	Yes	Travel_Fre	1306	Sales	5	3	Marketing	1	614	2	Male	69	3	1	Sales Repr	2	Single	1878	Upto 5k
5	RM728	18	18-25	No	Non-Trave	287	Research	5	2	Life Scienc	1	1012	2	Male	73	3	1	Research !	4	Single	1051	Upto 5k
6	RM829	18	18-25	Yes	Non-Trave	247	Research	8	1	Medical	1	1156	3	Male	80	3	1	Laborator	3	Single	1904	Upto 5k

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	EmpID	Age	AgeGroup	Attrition	BusinessTravel	DailyRate	Department	DistanceFromHome	Education	EducationField	EmployeeCount	EmployeeNumber	EnvironmentSatisfaction	Gender	HourlyRate
2	RM297	18	18-25	Yes	Travel_Rarely	230	Research & Development	3	3	Life Sciences	1	405	3	Male	54
3	RM302	18	18-25	No	Travel_Rarely	812	Sales	10	3	Medical	1	411	4	Female	69
4	RM458	18	18-25	Yes	Travel_Frequently	1306	Sales	5	3	Marketing	1	614	2	Male	69
5	RM728	18	18-25	No	Non-Travel	287	Research & Development	5	2	Life Sciences	1	1012	2	Male	73
6	RM829	18	18-25	Yes	Non-Travel	247	Research & Development	8	1	Medical	1	1156	3	Male	80

Data Cleaning Process:

- **Removed Duplicates** – Used Excel Remove Duplicates feature.

- **Handled Missing Values**

- **Corrected Data Types** – Changed formats using Format Cells

- **Handled Outliers** – Identified using Conditional Formatting and filtered them.
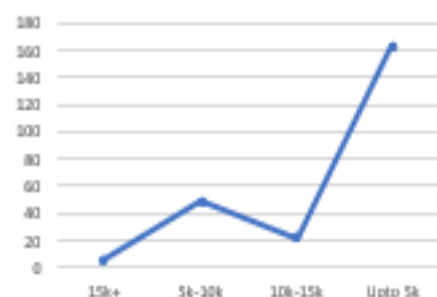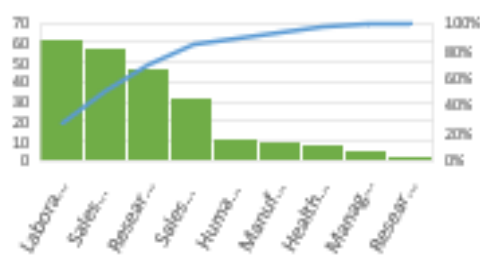
DASHBOARD

HR ATTRITION ANALYSIS DASHBOARD

Job Satisfaction 2.7

TOTAL 1480

ATTRITION 238

AVERAGE SALARY 6505

AVERAGE SALARY 36.92

ATTRITION 16%

ATTRITION BY EDUCATION

ATTRITION BY AGE GROUP

ATTRITION BY GENDER

DEPARTMENT WISE ATTRITION

ATTRITION BY SALARYSLAB

ATTRITION BY MARITAL STATUS

Conclusion:

The Excel dashboard provides an **interactive and visual representation of HR data**, enabling quick analysis of **attrition trends, employee demographics, and key performance indicators**. This tool simplifies decision-making by turning **raw data into actionable insights**, helping HR teams improve **retention strategies** and workforce planning.