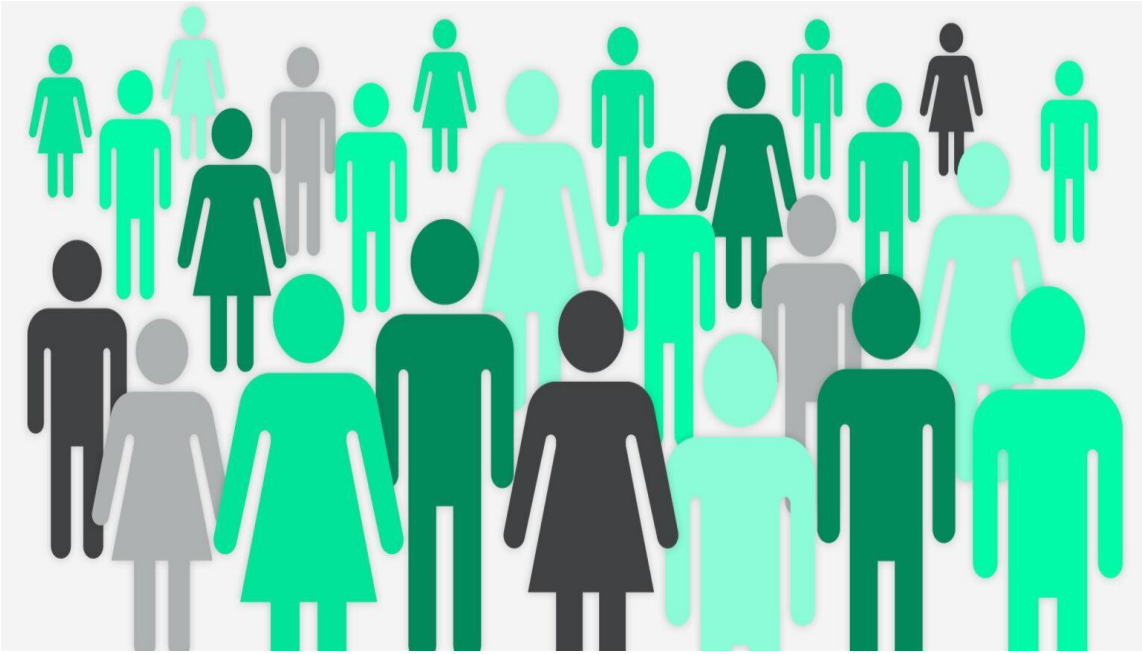
HR Analytics

DELVING INTO THE WORLD OF HUMAN RESOURCES, WITH A KEEN EYE ON DATA ANALYSIS TO OPTIMIZE TALENT MANAGEMENT AND ORGANIZATIONAL PERFORMANCE.

DEMOGRAPHICS

Employee Statistics (Age Groups, Gender, Distances from Home, Marital status)

Providing insights into workforce diversity and commuting patterns for informed decision-making



TURNOVER ANALYSIS I

Providing insights into employee attrition (Departments, Job role, Business travel and Total years in current role)

Aiding in Workforce Management and Retention strategies

TURNOVER ANALYSIS II

Consolidates employee data (attrition by Job Level, Overtime performance ratings, monthly income and attrition increases level)

Offering critical insights for effective HR strategies and decision-making.

EMPLOYEE WELLNESS

Relationship satisfaction, environment satisfaction, job satisfaction, performance rating

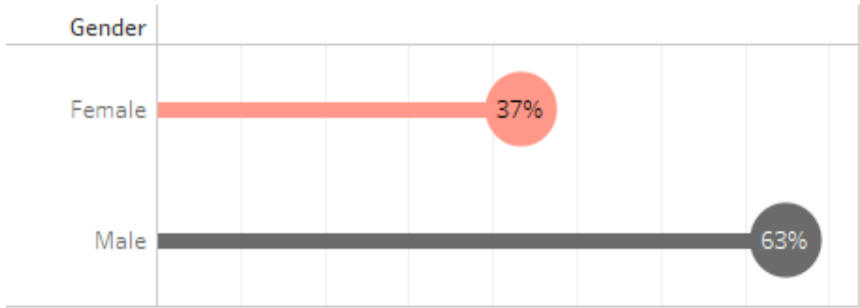
Understanding employees and their working life in the company

Demographics Dashboard

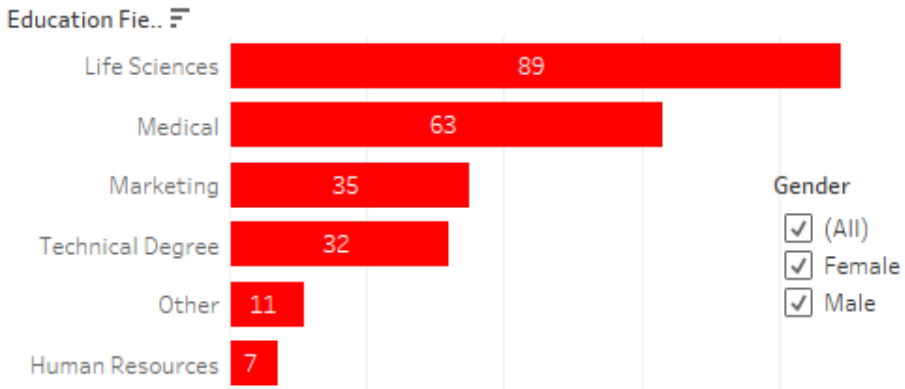
KPI

Employee Count	Attrition Count	Active Employees	Attrition Rate
1,470	237	1,233	16.12%

Attrition by Gender

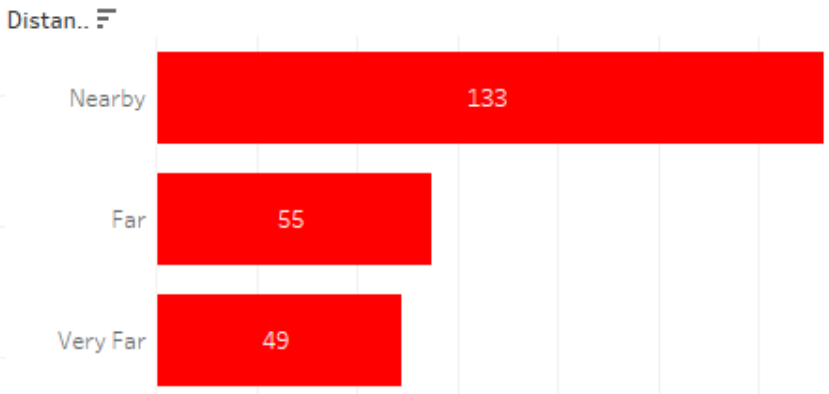


Total Attrition Rate by Educational Field

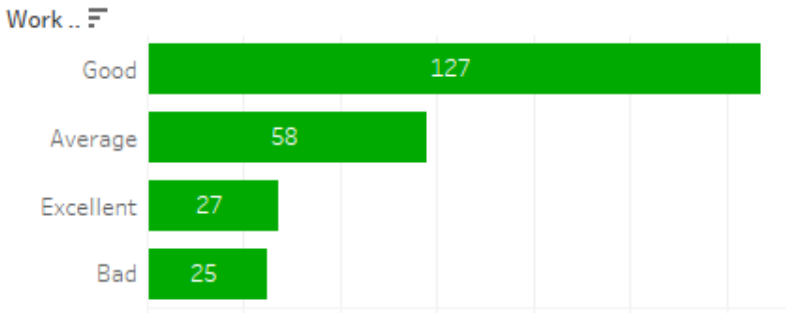


Total attrition by age

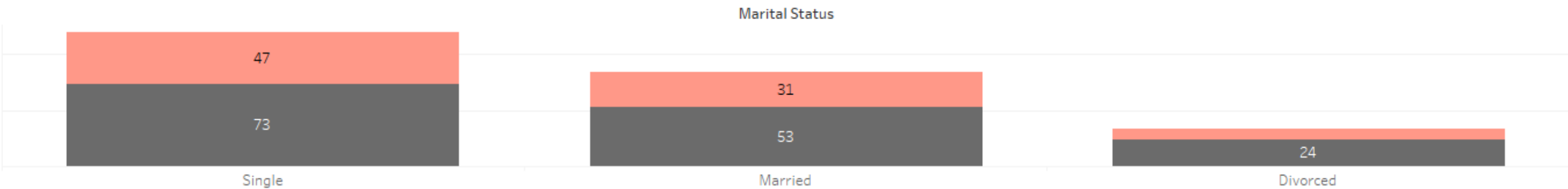
Total Attrition by distance from home



Total Attritrion by Work Life Balance



Total attrition by marital status using stacked column chart



Turnover Analysis I

Average Working Years

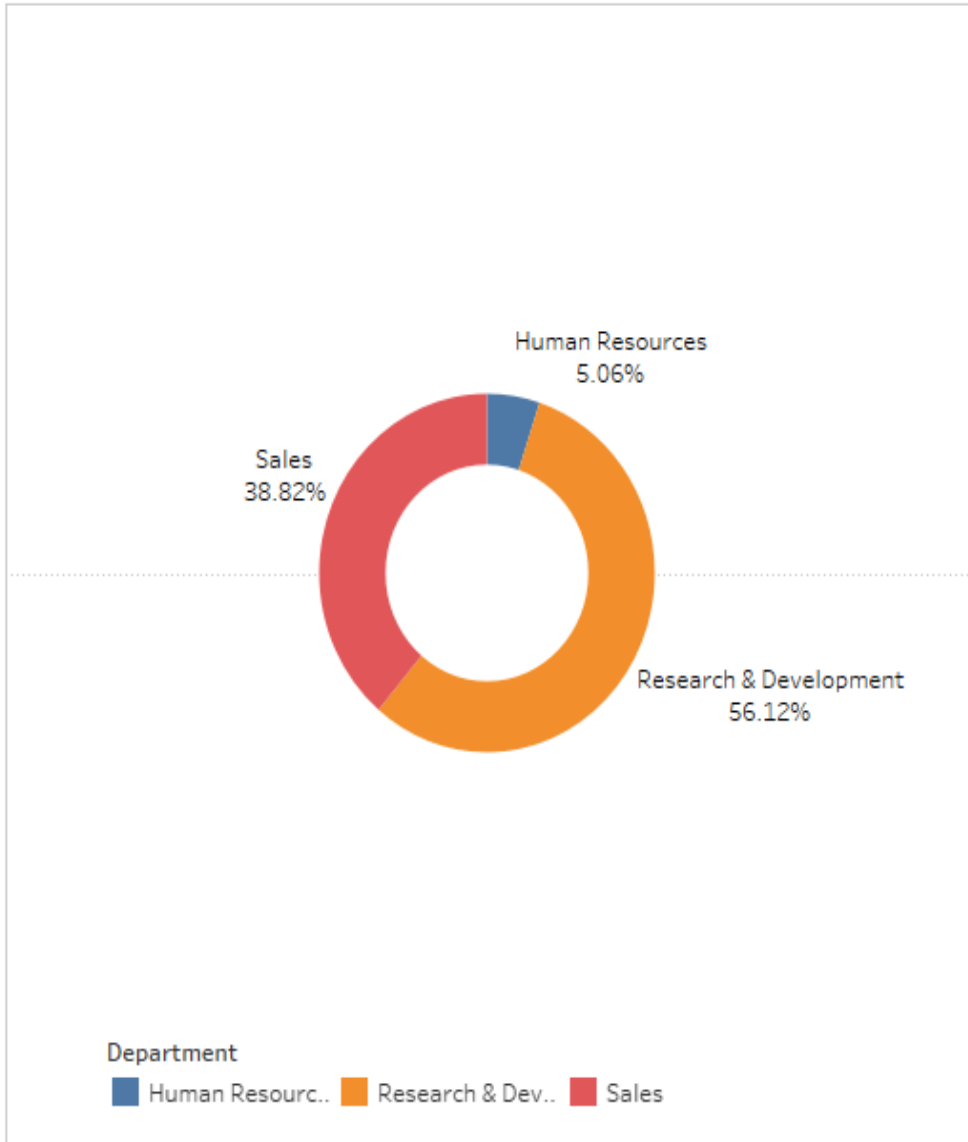
11.28

Job Role Count

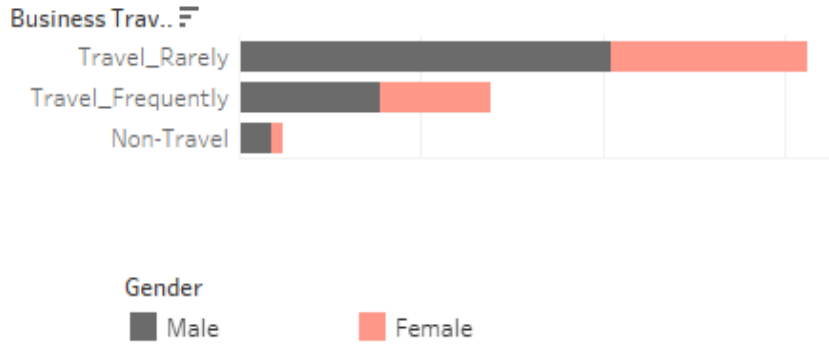
9

Total attrition by job role.

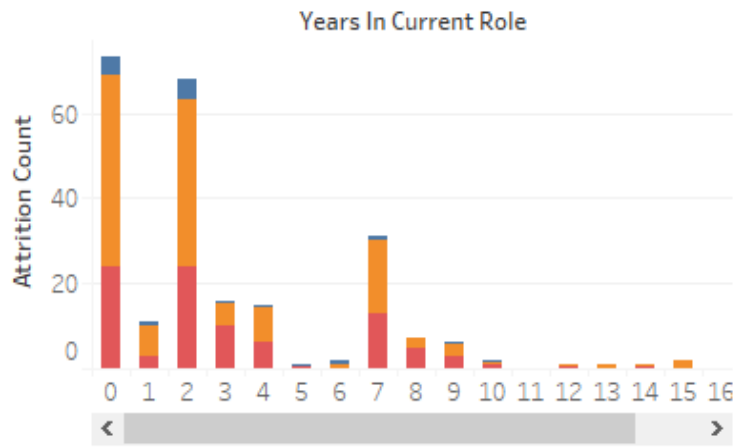
Total attrition by department



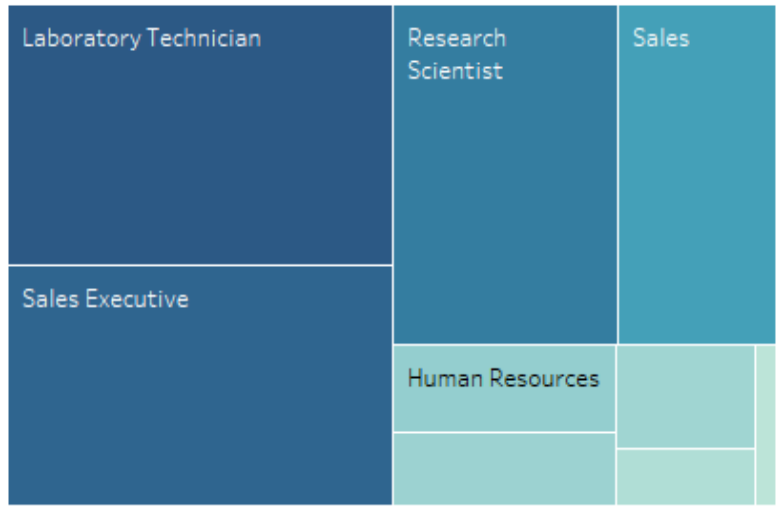
Total attrition by business travel



Total attrition by years in current role

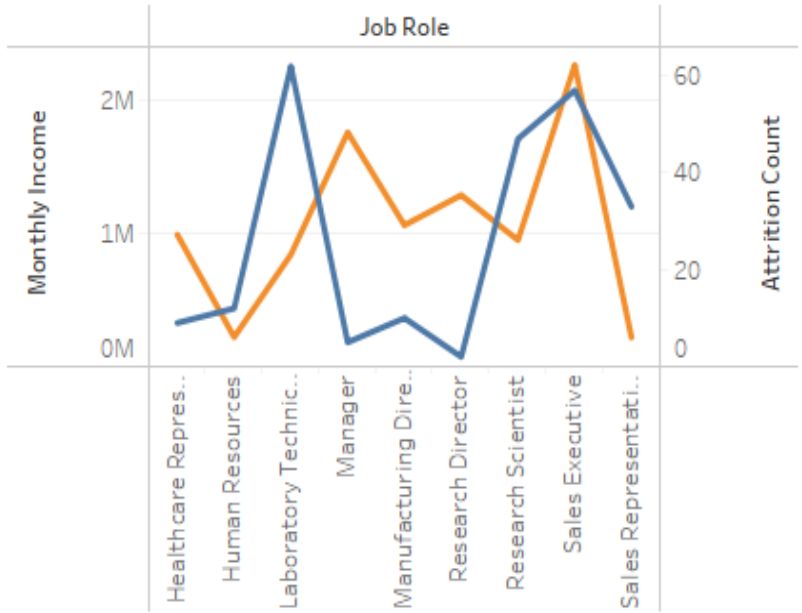


Total attrition by job role

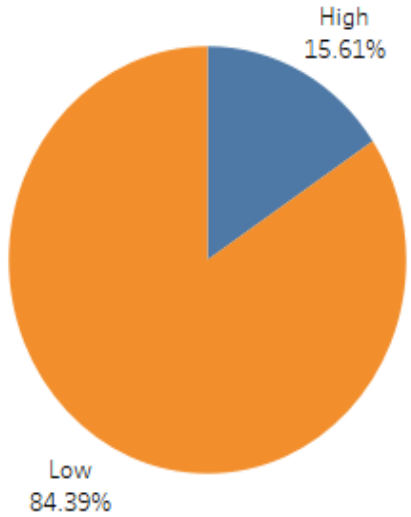


Turnover Analysis II

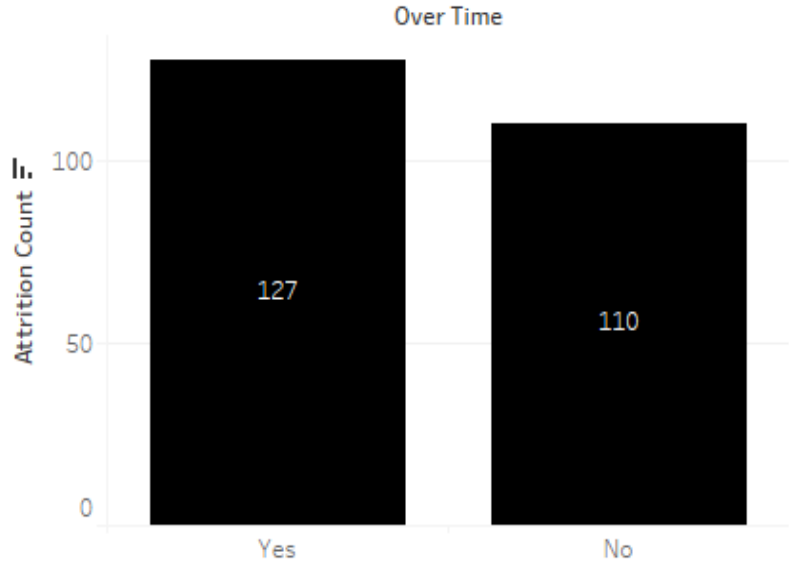
Monthly Income and Attrition by job role



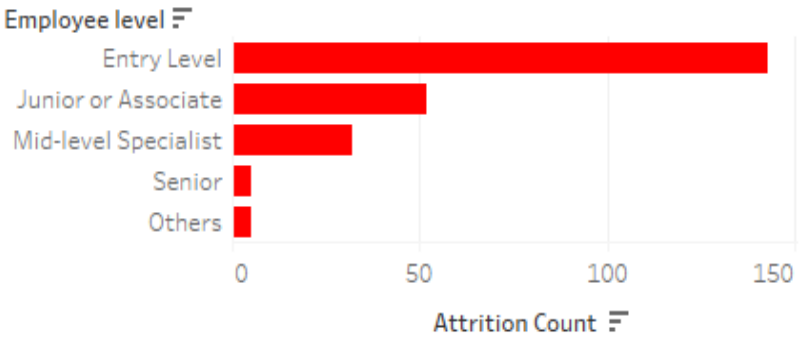
Total attrition by performance and rating.



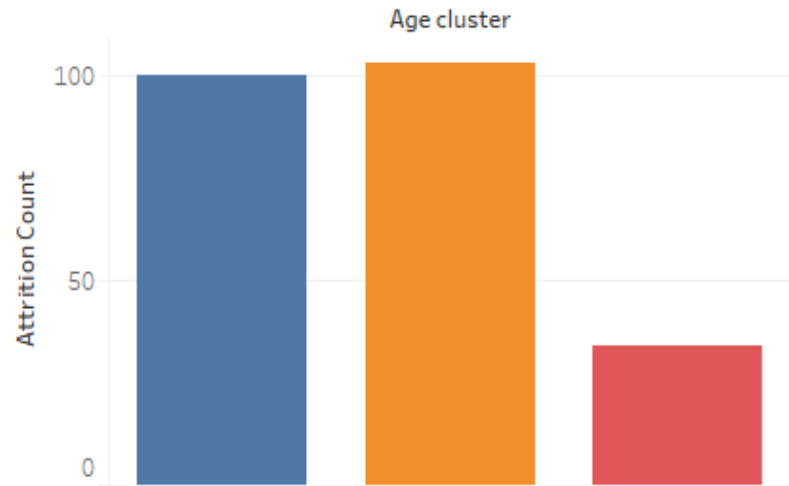
Total attrition by overtime.



Total attrition by Job level



Total attrition by age and gender.



Employee Wellness

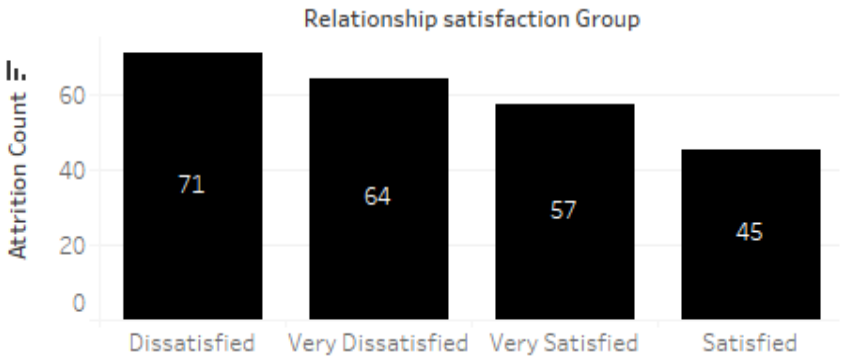
Average Hourly Rate

65.89

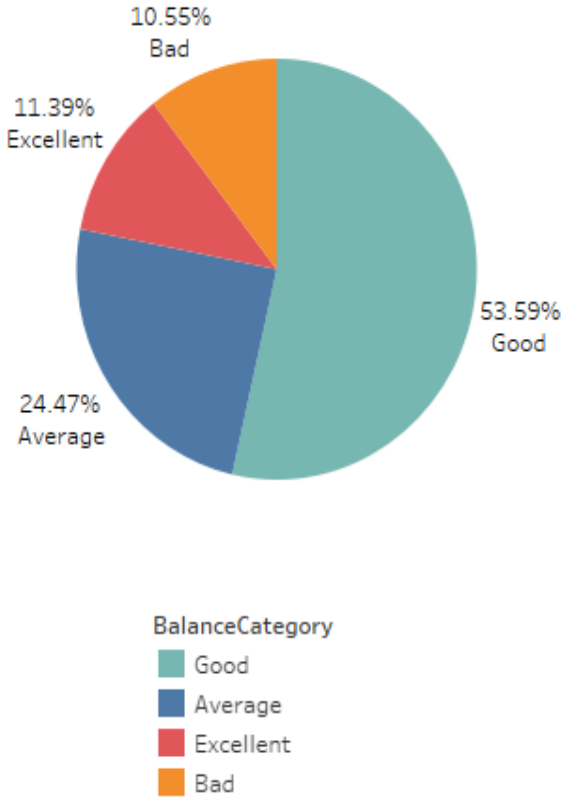
Average Monthly Income

6.50K

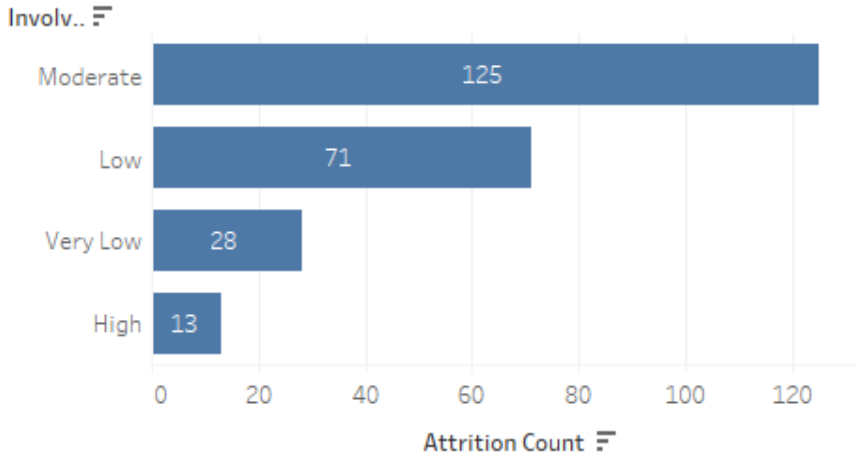
Relationship satisfaction



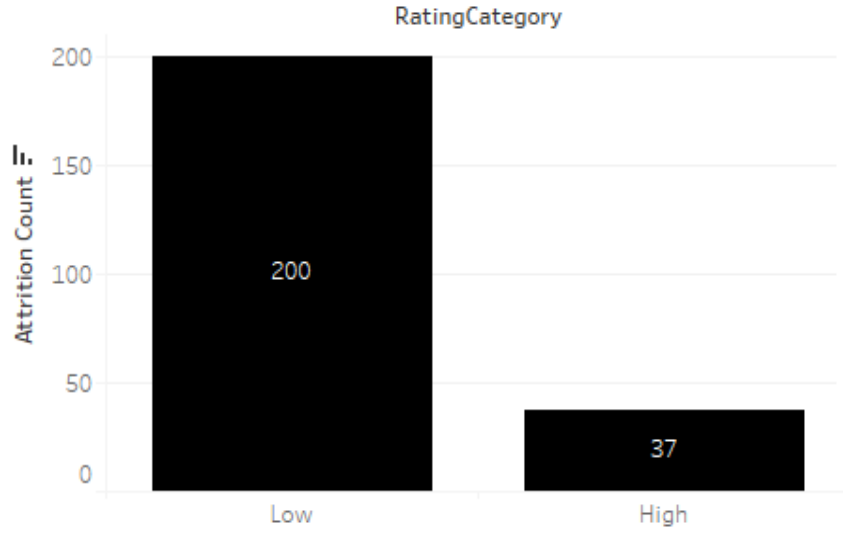
Total Attrition by work life balance



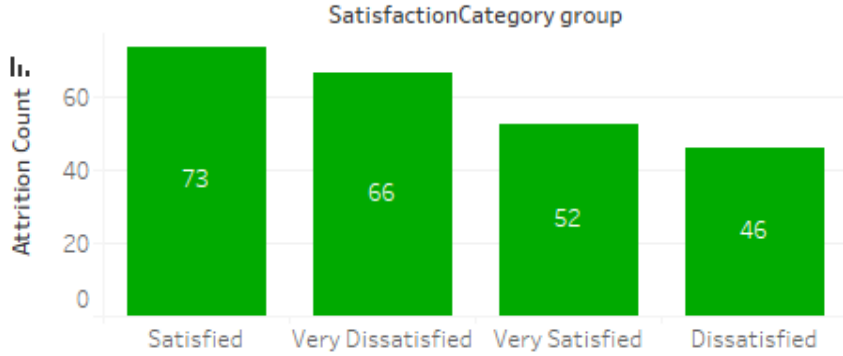
Total attrition by job involvement.



Total Attrition by Rating Category



Total Attrition by satisfaction Category



THANK YOU