



Attrition Analysis

Power BI Dashboard

Employee Attrition for ABC Company

Employee Attrition Analysis

Attrition Rate

16.12%

Select all

Experienced

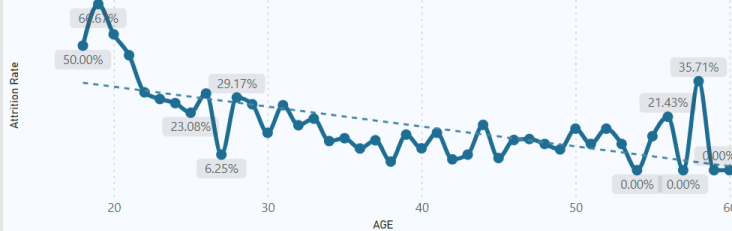
Fresh

Highly Experienced

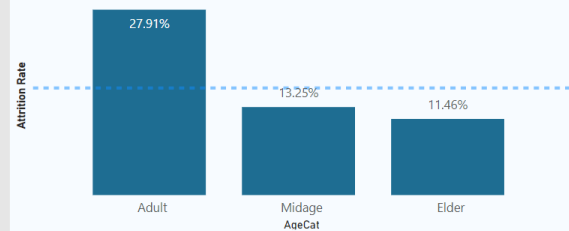
Junior

Senior

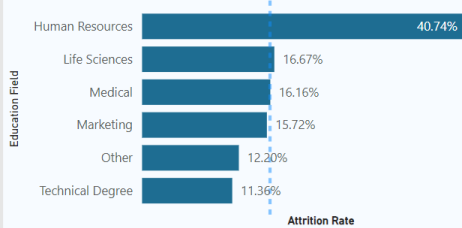
Attrition Rate Vs Age



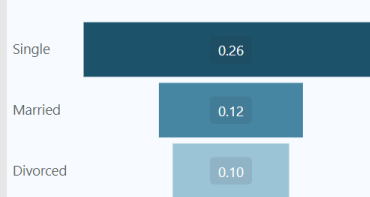
Attrition Rate For Age Categories



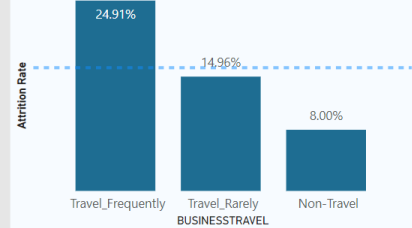
Attrition Rate Per Education Field



Attrition Rate Vs Marital Status



Attrition Rate Vs Travel Status



Go back

Demographic

<

>

✖

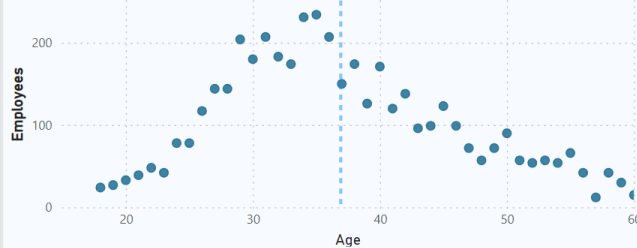
CaseStudy

Data updated ...

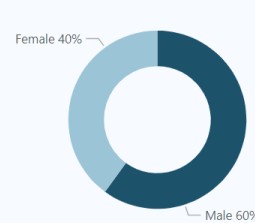
126%

Data Exploration

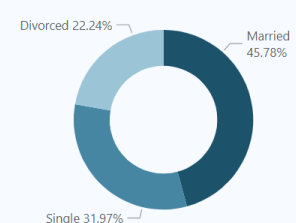
Age Distribution



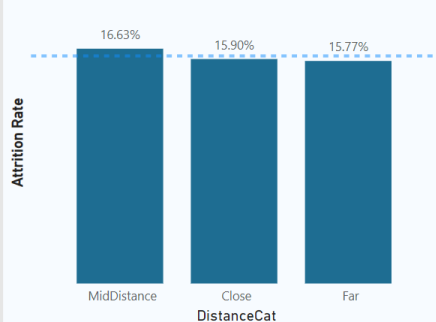
Gender Distribution



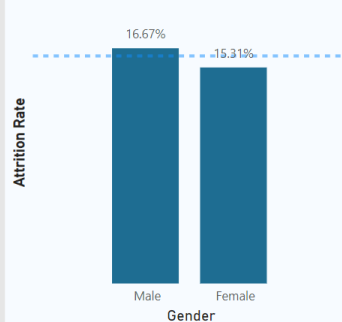
Employees Marital Status



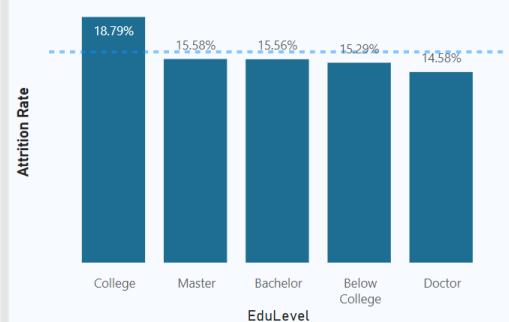
Attrition Rate Vs Distance From Home



Attrition Rate Per Gender



Attrition Rate Vs Education Level



Go back

Explore

<

>

✖

CaseStudy

Data updated ...

126%

Company Attrition Analysis

Attrition Rate

16.12%

Select all

Experienced

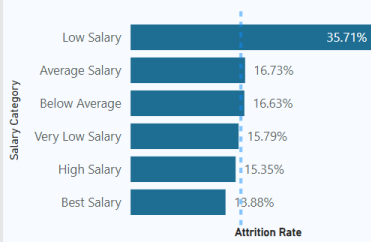
Fresh

Highly
Experienced

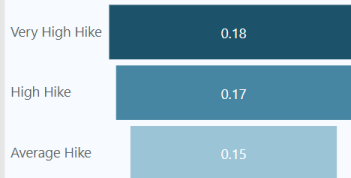
Junior

Senior

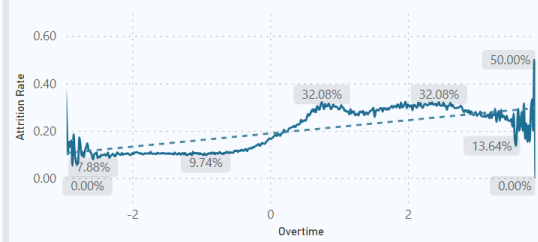
Salary Vs Attrition Rate



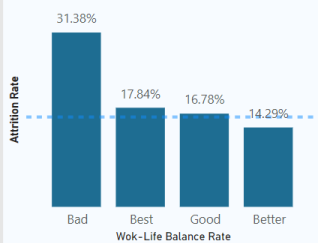
Attrition Rate Vs Salary Hike



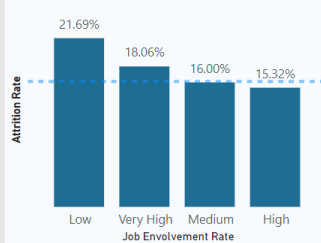
Attrition Rate Vs Overtime



Attrition Rate Vs Work-Life Balance



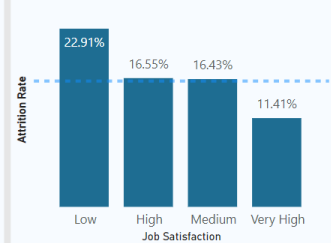
Attrition Rate Vs Job Envolvement rate



Attrition Rate Vs Environment Satisfaction



Attrition Rate Vs Job Satisfaction



Go back Complex Analysis

CaseStudy Data updated ...

Company Attrition Analysis

Attrition Rate

16.12%

Select all

Experienced

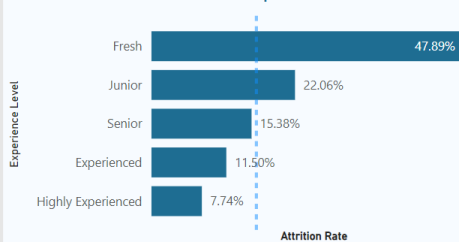
Fresh

Highly
Experienced

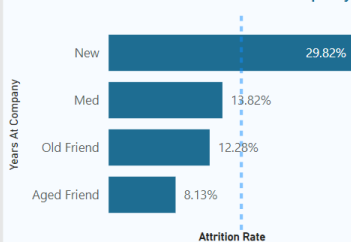
Junior

Senior

Attrition Rate Vs Experience Level



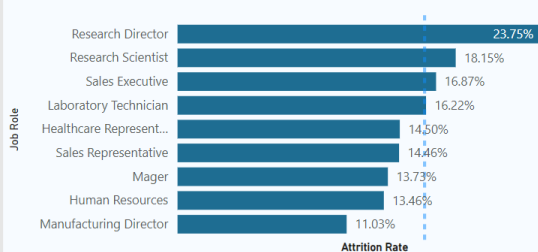
Attrition Rate Vs Yeas At The Company



Attrition Rate Per Department



Attrition Rate Per Job Role



Attrition Rate Vs Performance Rating



Attrition Rate Vs Trainings



Go back Company

CaseStudy Data updated ...

Company Attrition Analysis

Attrition Rate

16.12%

Select all

Experienced

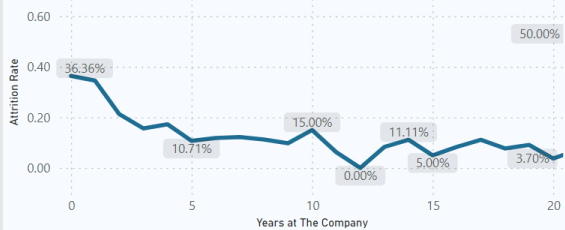
Fresh

Highly
Experienced

Junior

Senior

Attrition Rate Vs Years at The Company



Attrition Rate Vs Years With Current Manager



Attrition	Average of ExprYrs	Average of MONTHLY INCOME	Count of PERCENTS ALARYHIKE	Average of DISTANCEFROMHOME	Average of AGE	Average of EDUCATION
No	11.84	65,673	3699	9.23	37.56	2.92
Junior	3.27	63,564	318	10.30	30.24	2.92
Experienced	15.14	67,050	900	9.35	40.15	2.96
Highly Experienced	26.31	62,810	572	9.27	48.37	2.79
Senior	7.92	65,300	1761	9.15	34.78	2.94
Fresh	0.83	77,322	148	6.92	28.80	2.97
Yes	8.23	61,683	711	9.01	33.61	2.88
Senior	7.53	66,478	320	9.99	33.81	2.88
Junior	3.10	59,884	90	9.83	30.03	2.70
Highly Experienced	27.50	55,134	48	9.56	48.81	3.25
Experienced	14.74	58,754	117	7.56	40.28	2.87
Fresh	0.83	56,134	136	7.88	31.36	2.85
Total	11.26	65,029	4410	9.19	36.92	2.91

Filters

Go back

Deeper Analysis

<

>

⌂

CaseStudy

Data updated ...

126%

Exploratory Data Analysis (EDA)

- The age distribution for our employees ranges between 18 and 60 with an average age of 37 years.
- The gender distribution for our employees is 60% Males and 40% Females.
- Almost half of our employees are married.
- Distance from home, Gender, and Education Level don't contribute to/affect the attrition rate.

Key Findings & Recommendations

- It is obvious that the attrition rate is higher for young employees and fresh graduates.

Recommendations

- We must investigate deeper to find the cause for this problem and some suggestions may be to:
 - Increase salaries for young talented employees.
 - Offer some training programs to help fresh graduates learn and advance in their career.
- Attrition Rate for Employees who Travel Frequently is 50% higher than average.

Recommendations

- We need to provide transportation for employees who face long commutes.
- We may offer transportation-money for those employees.
- We have a clear problem in the Human Resources Department.

Recommendations

- We must investigate more deeply to find the cause of this problem in this specific department.
- We have similar problem for Research specialists across different departments which needs deeper investigation.
- Attrition Rate is lower than average by 30% for highly trained employees.

Recommendations

- We need to provide more training programs for our employees.

- **Attrition Rate are 100% higher than average for low-salary employees!**

Recommendations

- We need to provide special salary packages for talented employees or employees who have high potential.
- Attrition Rate tends to go higher as the average overtime increases for an employee.

Recommendations

- We need to make sure employees are well-appreciated for overtime hours.
- We need to make sure that overtime hours are optional.
- As expected, employees who gave negative feedback in the employees/managers' survey have obviously higher attrition rate.

Recommendations

- We must listen more to our employees and make sure to improve the work environment regarding to the surveys conducted.
-
- Employees who have been working for us for many years have lower attrition rates than recently hired ones.

Recommendations

- That assures that we have a problem with fresh or new employees as stated before.