

HR ATTRITION INSIGHTS DASHBOARD

Introduction

Employee attrition, or employee turnover, is a major challenge faced by organizations globally. High attrition rates can lead to increased recruitment costs, loss of organizational knowledge, and reduced morale. This project focuses on analyzing attrition patterns within a company using employee data. By identifying key drivers of attrition, the organization can implement strategies to improve employee retention.

Abstract

This project aims to build an interactive Attrition Analysis Dashboard using Power BI. The dataset contains employee information such as age, gender, department, job role, income, and attrition status. The objective is to visualize and understand trends and patterns related to employee attrition across different departments, demographics, and job roles. Key findings include overall attrition rate, departments with high turnover, and demographic factors contributing to attrition. The dashboard provides actionable insights for human resource decision-making.

Tools Used

- Microsoft Power BI
- Microsoft Excel (for initial data cleaning)
- DAX (Data Analysis Expressions) for calculated fields
- Visualization tools (bar chart, donut chart, KPI cards, column chart)

Steps Involved in Building the Project

1. **Data Import:** Imported the employee dataset (CSV file) into Power BI.
2. **Data Cleaning:** Removed blank values, verified data types, and ensured consistency in categorical variables.
3. **Data Modeling:** Established relationships between data fields and created calculated measures (e.g., attrition rate).
4. **Visualization Design:**
 - Created a KPI card to display overall attrition rate.
 - Built bar charts to visualize attrition by department and job role.

- Created donut charts to analyze attrition by gender.
 - Designed column charts for attrition trends by age group.
5. **Dashboard Customization:** Added company logo/image, applied color themes, adjusted layouts for clarity.
 6. **Interactivity:** Enabled slicers for department, gender, and age to allow dynamic filtering.

Conclusion

Through this attrition analysis project, valuable insights were derived to understand the patterns and factors influencing employee turnover. The analysis revealed that the Sales department and younger age groups experienced higher attrition rates. By identifying these trends, the organization can take targeted actions to improve employee satisfaction and retention. The Power BI dashboard provides a clear, interactive, and data-driven view of attrition, supporting effective HR decision-making.