

HR Attrition Analytics Dashboard – Case Study

Project Overview

This project analyzes employee attrition using HR data to identify key drivers and support data-driven HR decisions.

Business Problem

High employee attrition increases organizational costs and reduces productivity. The goal was to identify patterns behind employee exits.

Data Cleaning & Preparation

- 1 • Removed duplicate and unnecessary columns
- 2 • Standardized categorical values
- 3 • Created Salary Band and Experience Band
- 4 • Built Attrition metrics for reporting

Key Insights

- 1 • Overtime employees show higher attrition
- 2 • Low salary band has the highest attrition
- 3 • Poor work-life balance leads to higher exits

Conclusion

The dashboard helps HR teams identify risk factors and design better retention strategies.