

Analysing Employee Attrition at Green Destinations

Introduction

Green Destinations, a renowned travel agency, is currently experiencing an increase in employee attrition. The HR Director has observed a higher rate of employees leaving the company and is keen to understand the underlying causes. This analysis aims to identify any patterns or trends in the attrition data and investigate whether factors such as age, years at the company, and income significantly influence employees' decisions to leave.

Objectives

1. **Calculate the Attrition Rate:** Determine the percentage of employees who have left the company.
2. **Identify Influential Factors:** Examine if variables like age, tenure at the company, and income levels are associated with higher attrition rates.
3. **Provide Insights and Recommendations:** Offer data-driven insights and suggest strategies to mitigate employee attrition based on the findings.

Data Analysis Approach

To achieve these objectives, a detailed analysis was conducted using Tableau, a powerful data visualisation tool. The analysis involved the following steps:

1. **Data Preparation:**
 - The dataset containing employee information was imported into Tableau.
 - Relevant fields such as employee age, years at the company, income, and attrition status were selected for analysis.
2. **Visualisation and Exploration:**
 - Various visualisations were created to explore the data and uncover trends.
 - Attrition rates were calculated and displayed in easy-to-understand charts.
 - Age distribution, tenure distribution, and income levels were analysed to see if there were significant differences between employees who left and those who stayed.
3. **Trend Identification:**
 - Comparative analyses were conducted to identify trends related to age, tenure, and income among employees who left the company.
 - Visualizations such as bar charts, histograms, and box plots were used to highlight any notable patterns.
4. **Insights and Recommendations:**
 - Based on the visual analysis, key insights were derived regarding factors contributing to employee attrition.
 - Recommendations were formulated to help the HR department address the identified issues and improve employee retention.

The following sections include screenshots of the Tableau dashboards and visualisations, showcasing the key findings and insights derived from the analysis. These visual representations provide a clear and concise overview of the attrition trends and the influence of various factors on employee turnover at Green Destinations.



HR ANALYTICS

1,470
Employee Count

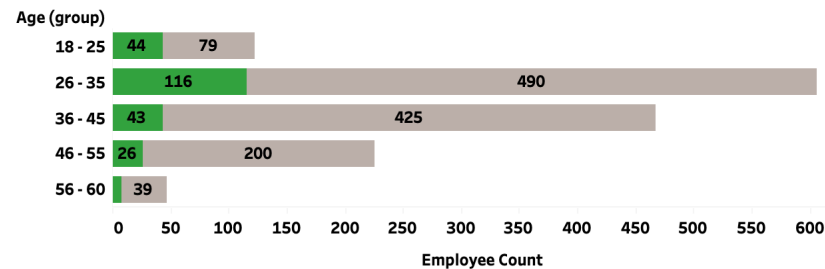
16.12%
Attrition Rate

2.73
Avg. Job Satisfaction

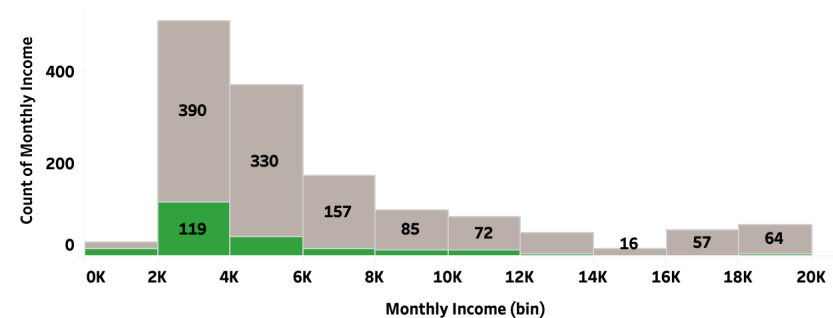
\$6,503
Avg. Monthly Income

Attrition ■ Yes ■ No

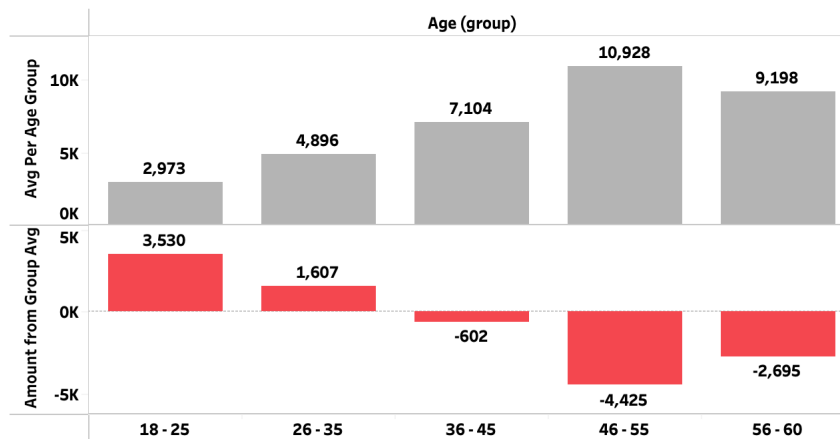
Employee Count by Age Group



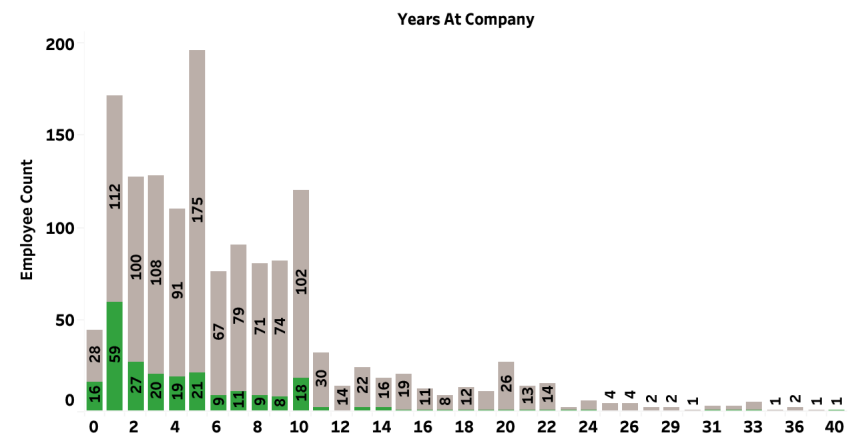
Employee Count by Income



Avg Monthly Income by Age Group



Employee Count by Years Worked



Employee Count by Age

AVG income per Age

Employee count by income

Employee count by years worked

Total Employee Count

Attrition Rate

AVG Job Satisfaction

Avg Monthly Income

Dashboard 1

AVG Monthly Income

\$6,503
Avg. Monthly Income

Avg. Monthly Income: **\$6,503**

Employee Count by Age

AVG income per Age

Employee count by income

Employee count by years worked

Total Employee Count

Attrition Rate

AVG Job Satisfaction


Avg Monthly Income

Dashboard 1



Job Satisfaction

2.73
Avg. Job Satisfaction

⚡ 
Avg. Job Satisfaction: **2.73**

Employee Count by Age

AVG income per Age

Employee count by income


Employee count by years worked

Total Employee Count

Attrition Rate

AVG Job Satisfaction

Avg Monthly Income

 Dashboard 1

Attrition Rate

16.12%
Attrition Rate

Attrition Rate: **16.12%**

Employee Count by Age

AVG income per Age

Employee count by income

Employee count by years worked

Total Employee Count

Attrition Rate

AVG Job Satisfaction

Avg Monthly Income

Dashboard 1



Total Employee Count

1,470
Employee Count

Employee Count: **1,470**

Employee Count by Age

AVG income per Age

Employee count by income

Employee count by years worked

Total Employee Count

Attrition Rate

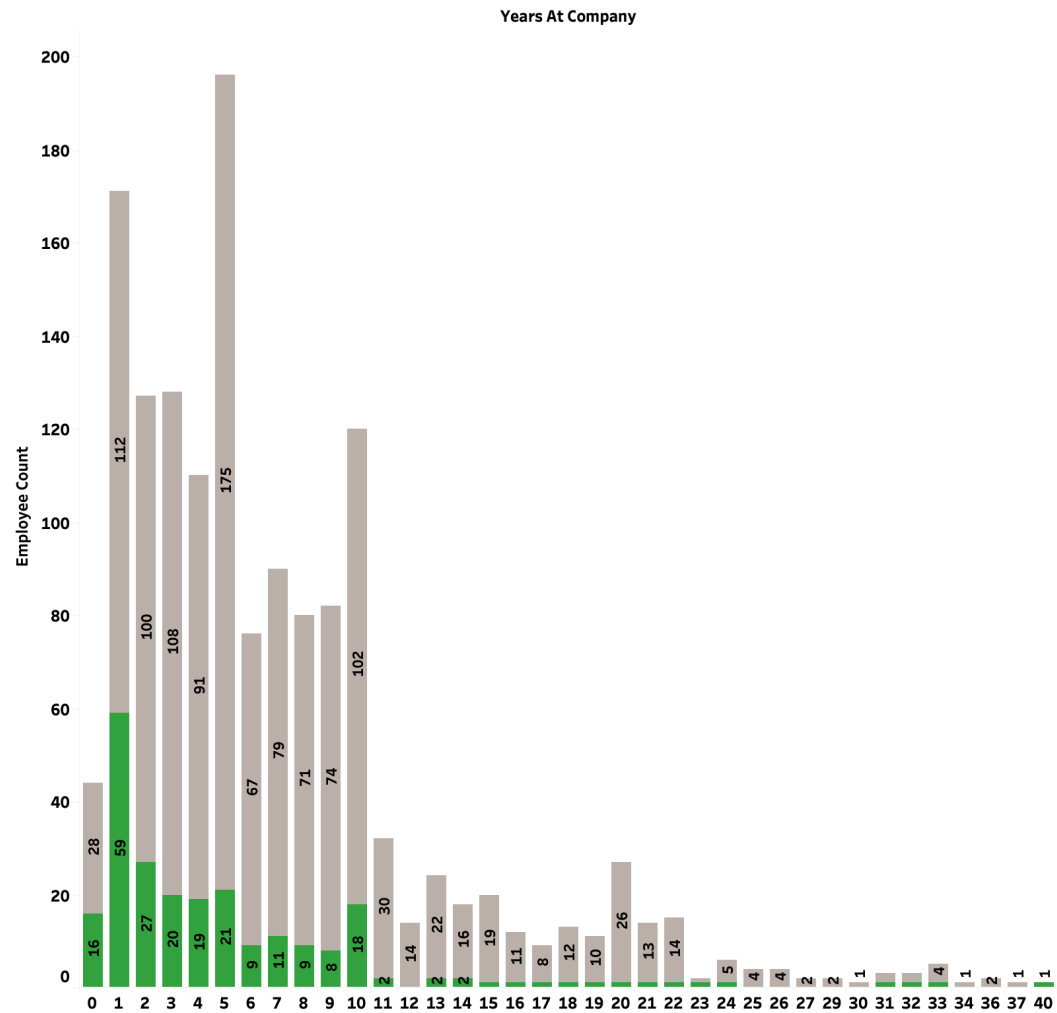
AVG Job Satisfaction

Avg Monthly Income

Dashboard 1



Employee Count by Years Worked



Employee Count by Age

AVG income per Age

Employee count by income

Employee count by years work...

Total Employee Count

Attrition Rate

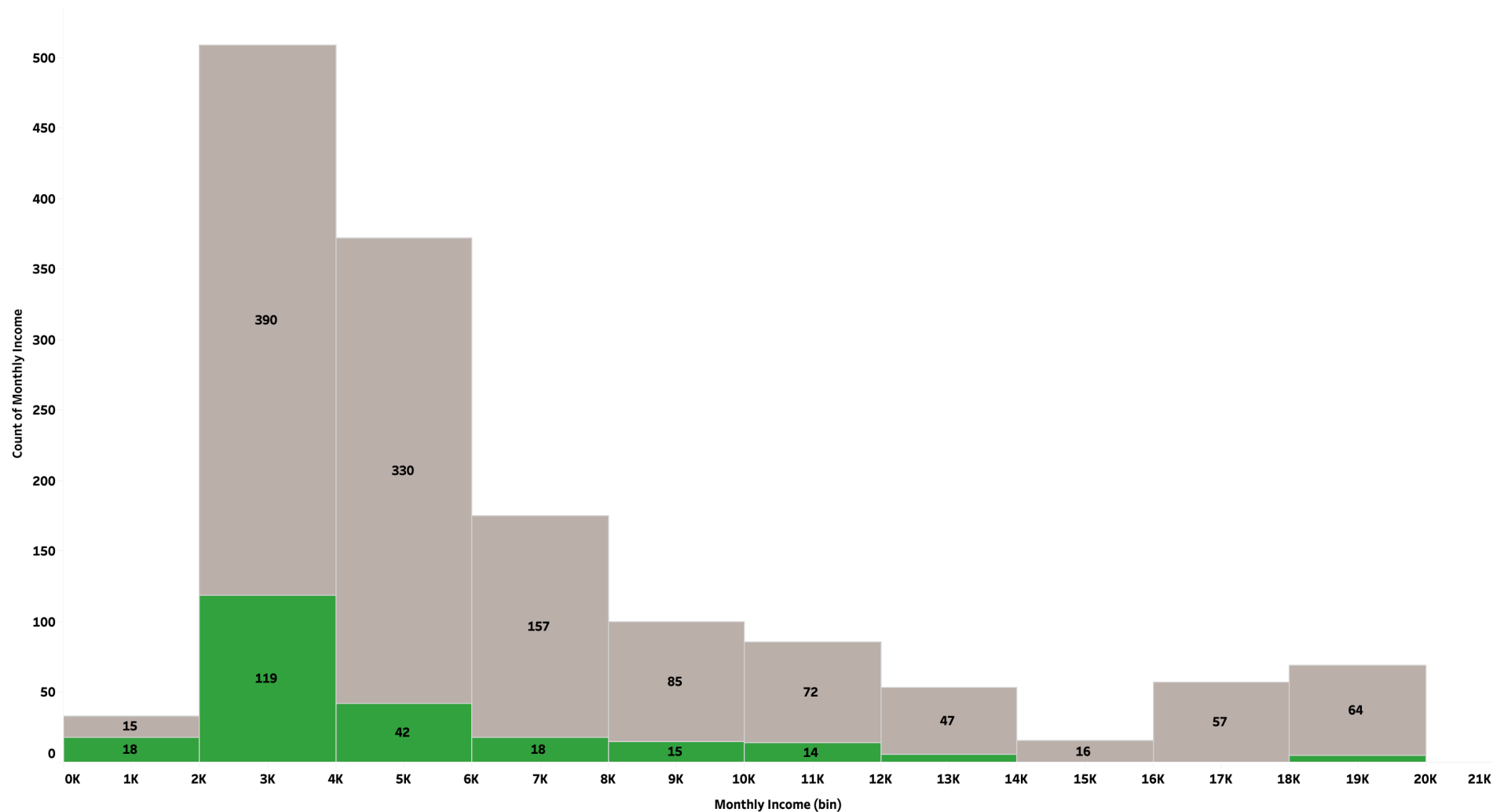
AVG Job Satisfactiono

Avg Monthly Income

Dashboard 1



Employee Count by Income



Employee Count by Age

AVG income per Age

Employee count by income

Employee count by years worked

Total Employee Count

Attrition Rate

AVG Job Satisfaction

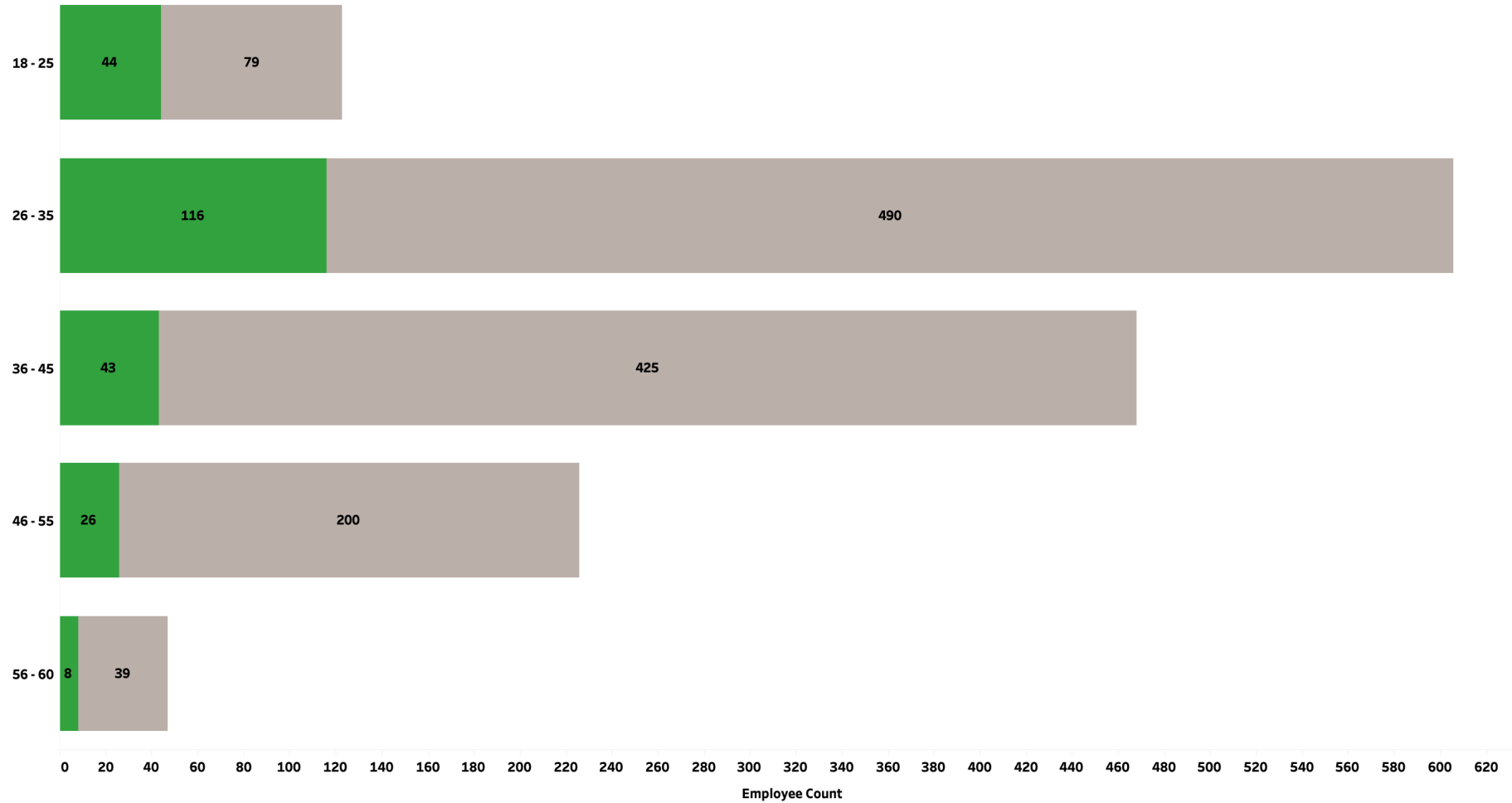
Avg Monthly Income

Dashboard 1



Employee Count by Age Group

Age (group)



Employee Count by Age

AVG income per Age

Employee count by income

Employee count by years worked

Total Employee Count

Attrition Rate

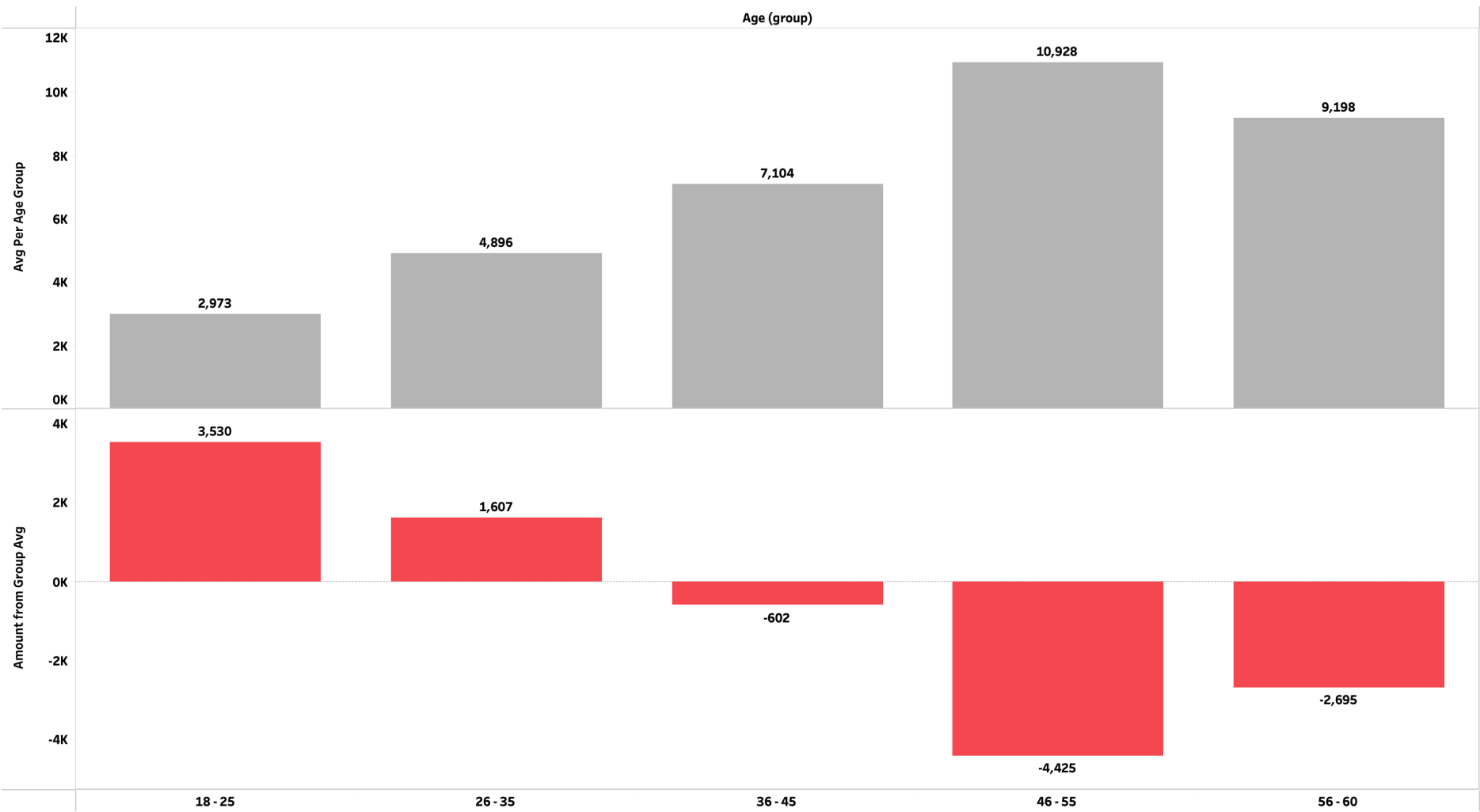
AVG Job Satisfaction

Avg Monthly Income

Dashboard 1



Avg Monthly Income by Age Group



Employee Count by Age

AVG income per Age

Employee count by income

Employee count by years worked

Total Employee Count

Attrition Rate

AVG Job Satisfactiono

Avg Monthly Income

Dashboard 1

