



HR DATA ANALYSIS PROJECT

Attrition, Employee
Insights & Workforce
Analysis

INTRODUCTION

This project focuses on analyzing HR employee data to understand workforce dynamics and attrition patterns. Using Tableau, I created an interactive dashboard to track key HR metrics such as employee count, attrition rate, job satisfaction, and age distribution. The objective is to provide actionable insights that can help organizations improve retention strategies, enhance employee engagement, and optimize workforce planning.

[DataSet Link](#)



KEY METRICS

**Employee
Count:
1,470**

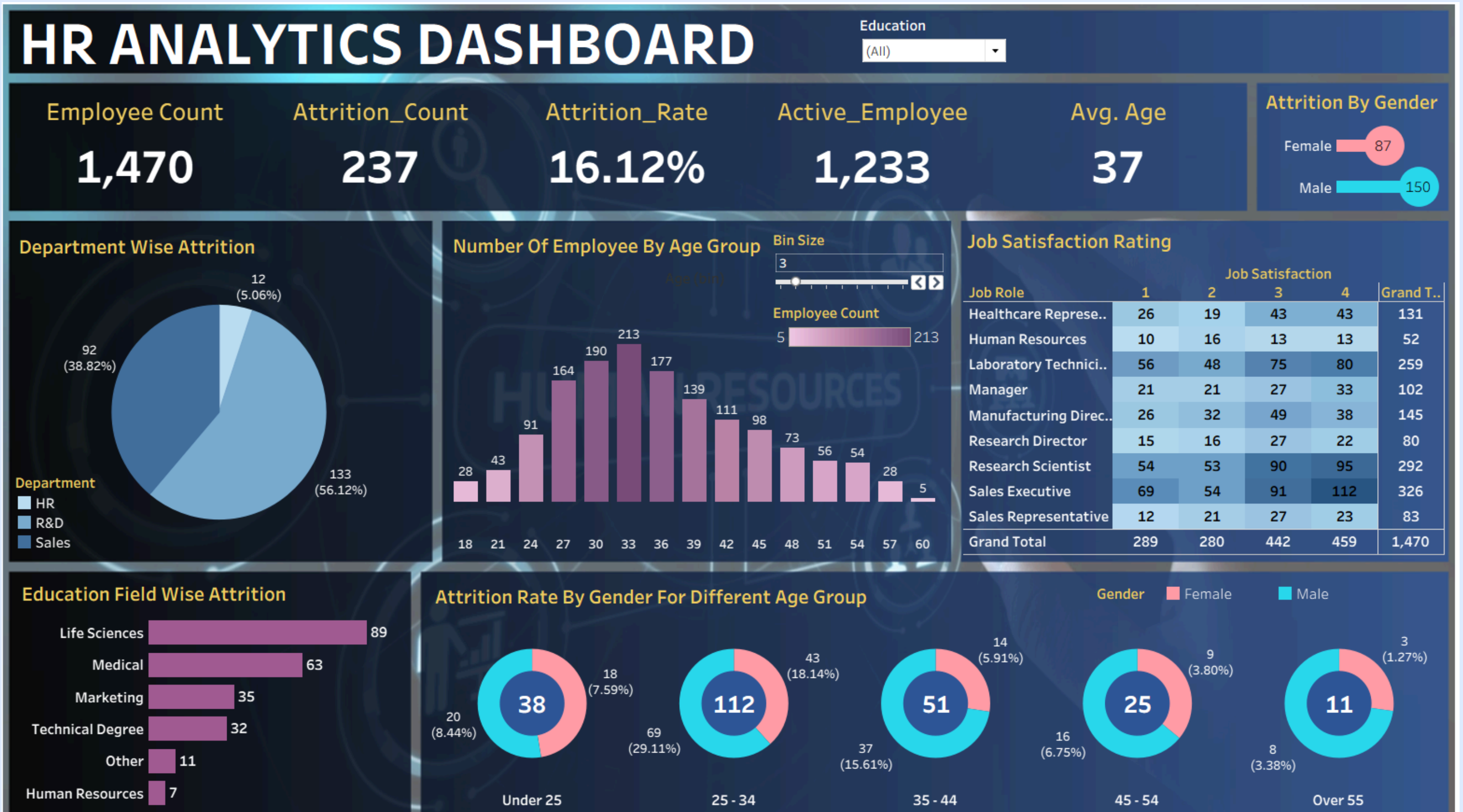
**Attrition
Count: 237**

**Attrition
Rate:
16.12%**

**Active
Employees:
1,233**

**Average
Age: 37
years**

DASHBOARD OVERVIEW



KEY INSIGHTS

Highest attrition in R&D and Sales departments

Life Sciences and Medical fields show maximum attrition

Employees aged 25-34 have the highest attrition rate

Job satisfaction varies across roles, mostly between levels 3 & 4

Male employees show slightly higher attrition compared to females

CONCLUSION & RECOMENDATIONS

- Focus on retention in R&D and Sales departments
- Special retention initiatives for employees aged 25-34
- Improve engagement in Life Sciences and Medical fields
- Enhance job satisfaction programs across roles
- Implement gender-specific attrition reduction strategies



Thank You

Presented By - Anshika Tejwani