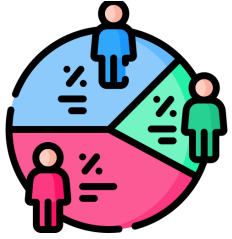


# HR ATTRITION DASHBOARD



## DEMOGRAPHICS

A demographics report summarizes employee statistics like age, gender, marital status, education, location, Distance From Home. This data is used to develop strategies at the organizational level to reduce attrition.



## TURNOVER ANALYSIS - II

The Turnover - II report provides job roles to identify specific areas, total working years, Overtime, performance rating, monthly Income, attrition increase levels, offering critical insights for HR strategies and decision making



## TURNOVER ANALYSIS - I

The Turnover analysis - I report provides insights into employee attrition, including department, job role, travel impact, and total years in the current role. Provides valuable insights that enable organization to make data-driven decision, reduce attrition and create a more engaged and stable workforce.



## EMPLOYEE WELLNESS

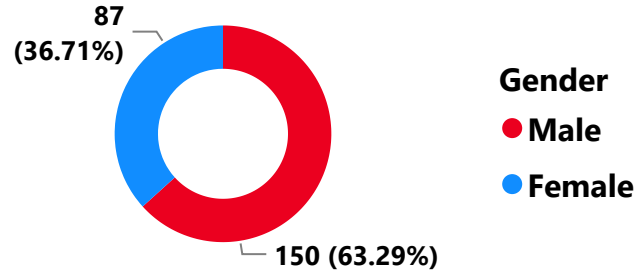
Analyzing employee wellness in HR attrition focuses on evaluating the impact of well-being programs, work-life balance, Jobs satisfaction, Environment Satisfaction on turnover rates.

# DEMOGRAPHICS

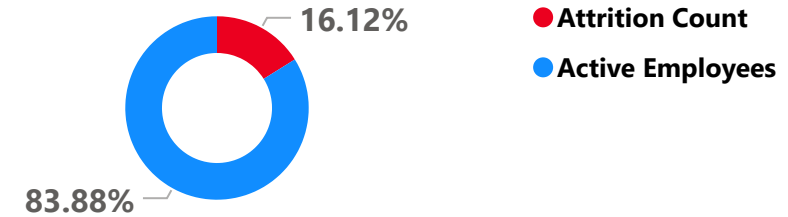
Total Employees

1470

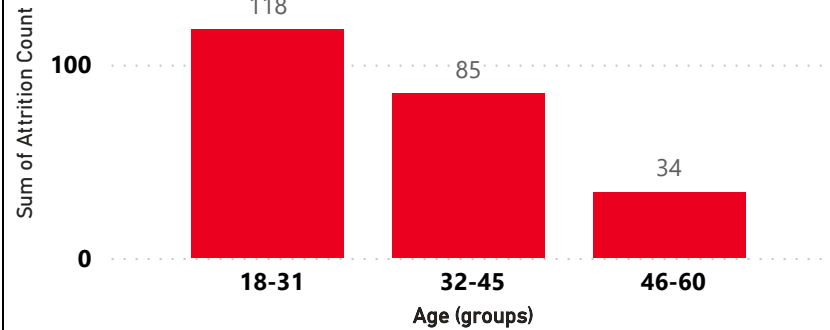
Sum of Attrition Count by Gender and Gender



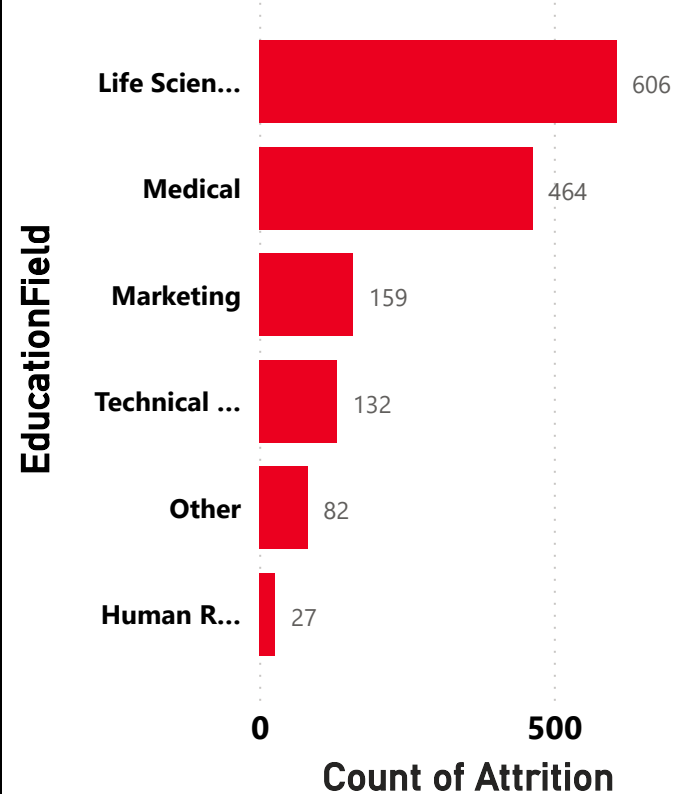
Attrition Count and Active Employees



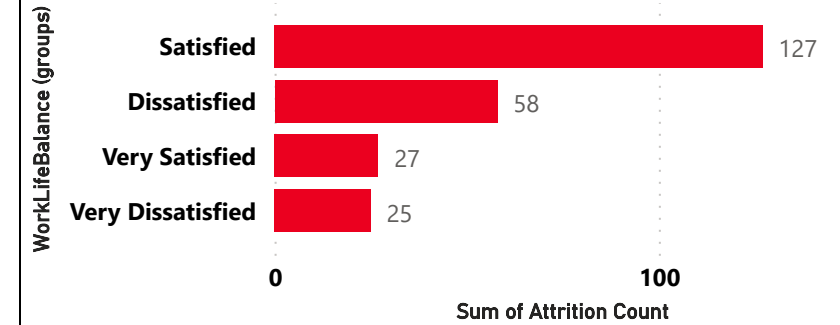
Sum of Attrition Count by Age (groups)



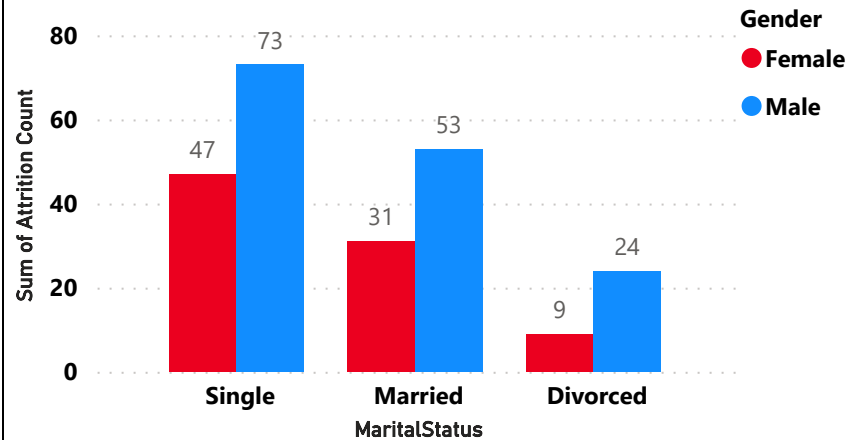
Count of Attrition by EducationField



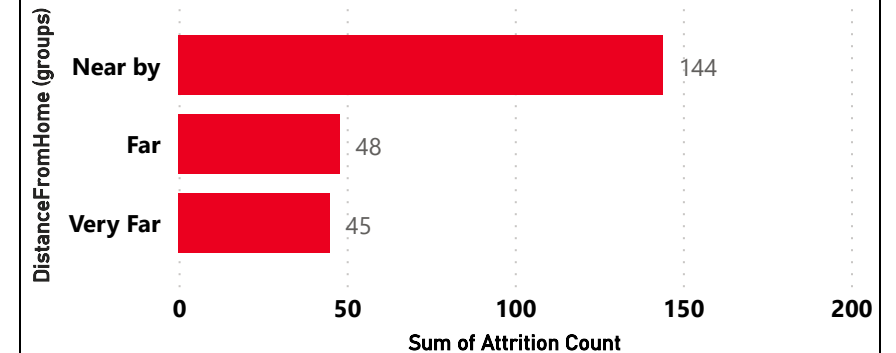
Sum of Attrition Count by WorkLifeBalance (groups)



Sum of Attrition Count by MaritalStatus and Gender



Sum of Attrition Count by DistanceFromHome (groups)



Average of TotalWorkingYears

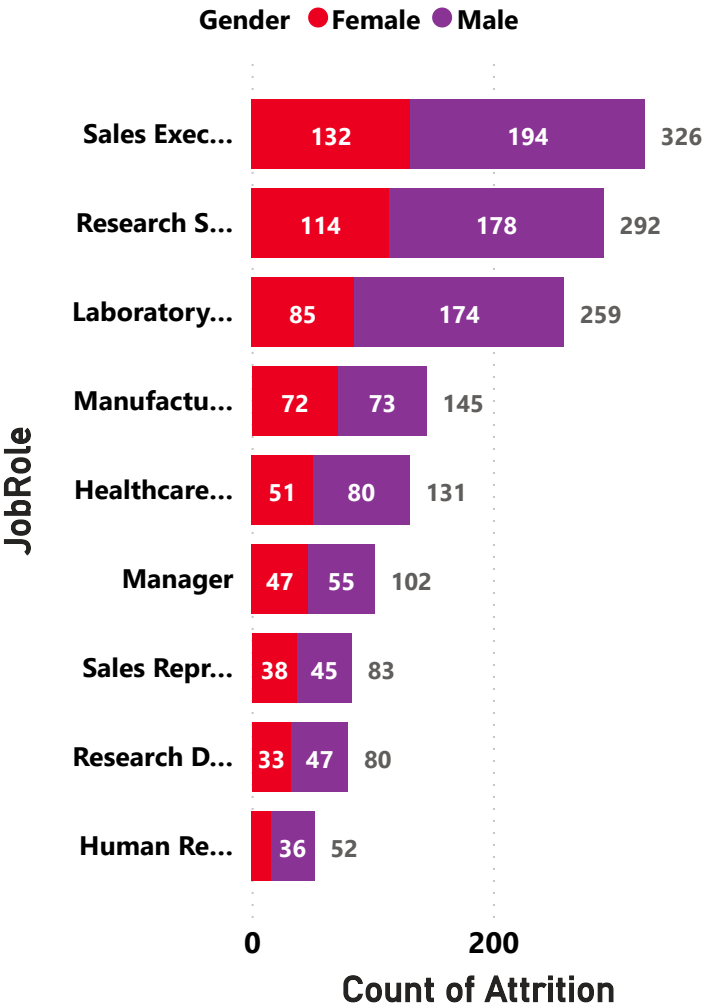
11.28

# Turnover Analysis - I

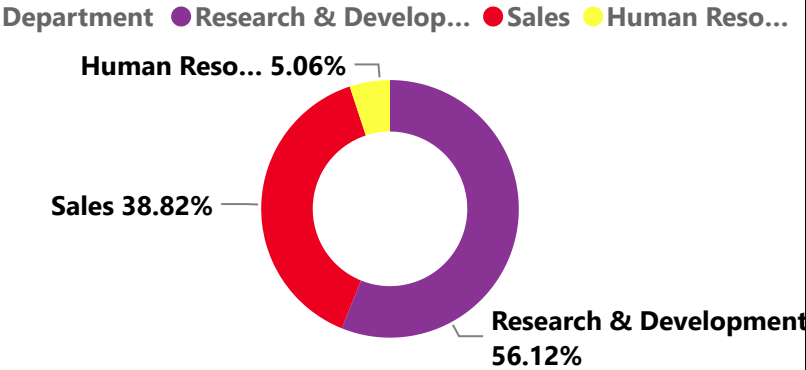
Count of JobRole

9

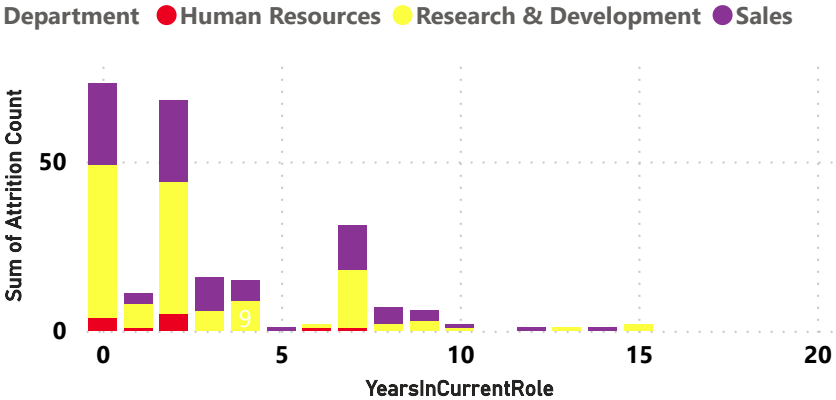
Count of Attrition by JobRole and Gender



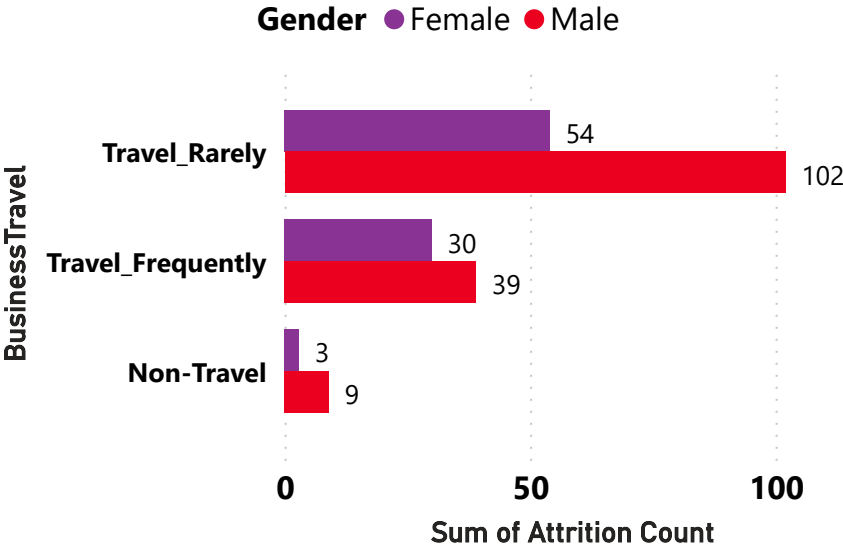
Sum of Attrition Count by Department



Sum of Attrition Count by YearsInCurrentRole



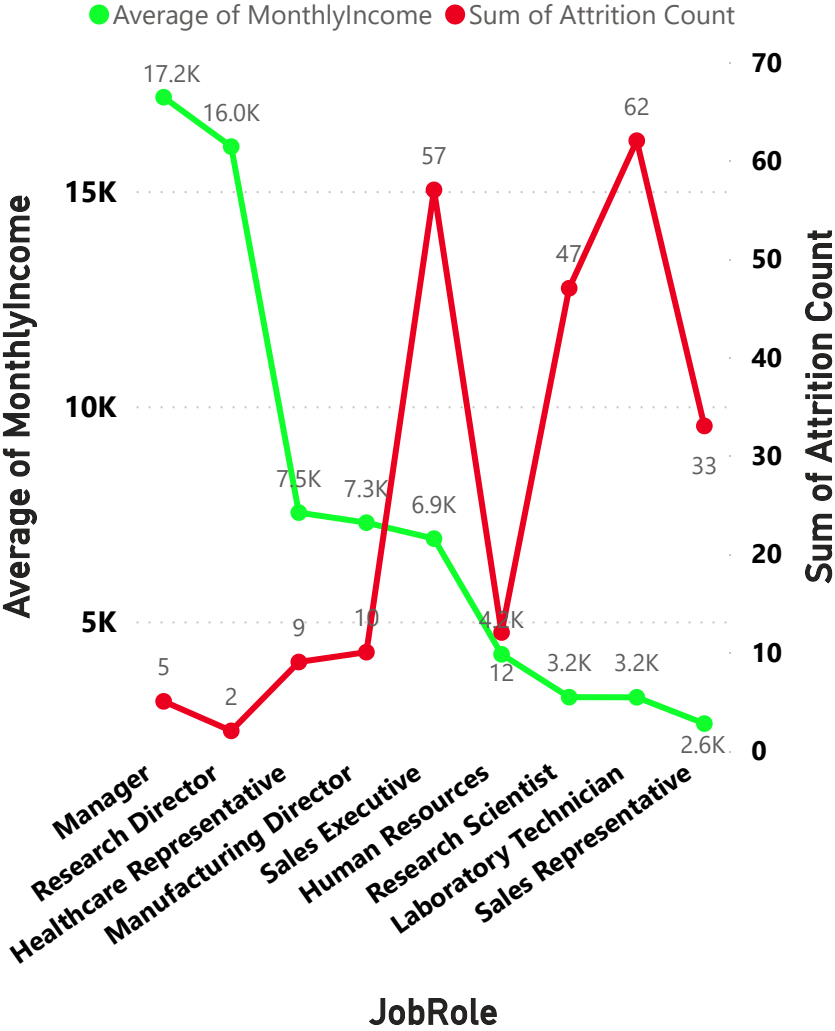
Sum of Attrition Count by BusinessTravel



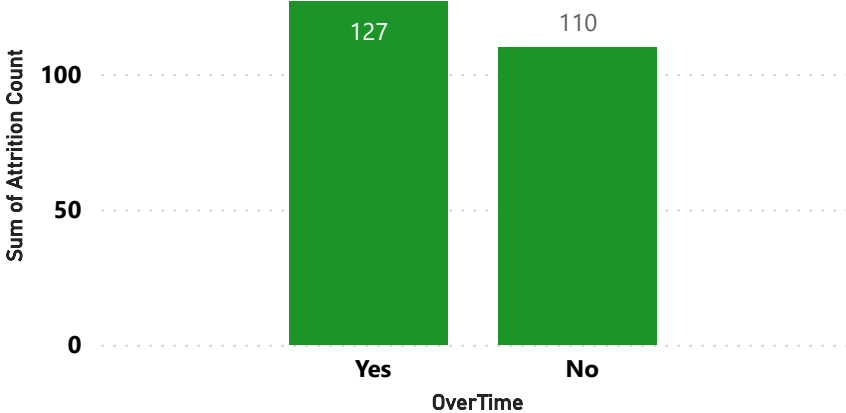
JobRole	Sum of Attrition Count
Laboratory Technician	62
Sales Executive	57
Research Scientist	47
Sales Representative	33
Human Resources	12
Manufacturing Director	10
Healthcare Representative	9
Manager	5
Research Director	2
Total	237

# Turnover Analysis - II

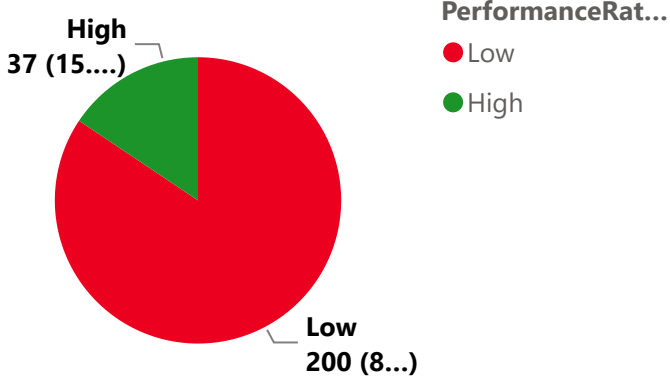
Average of MonthlyIncome and Sum of Attrition Count by JobRole



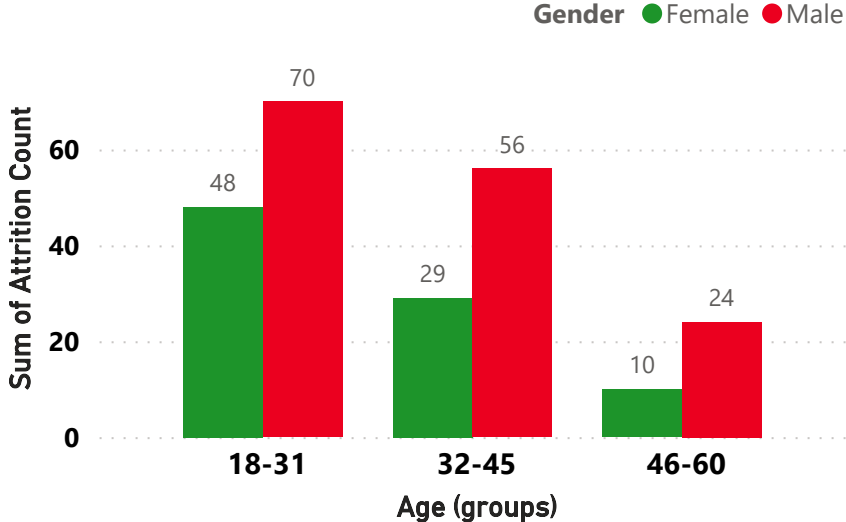
Sum of Attrition Count by OverTime



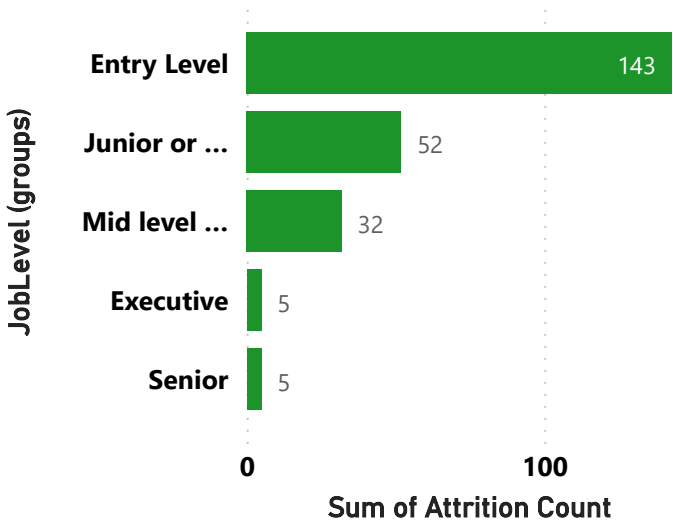
Sum of Attrition Count by PerformanceRating



Sum of Attrition Count by Age and Gender



Sum of Attrition Count by JobLevel

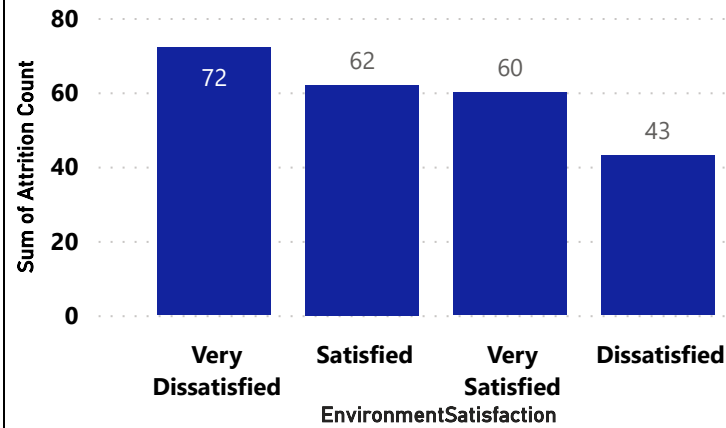


Average of MonthlyIncome  
**6.50K**

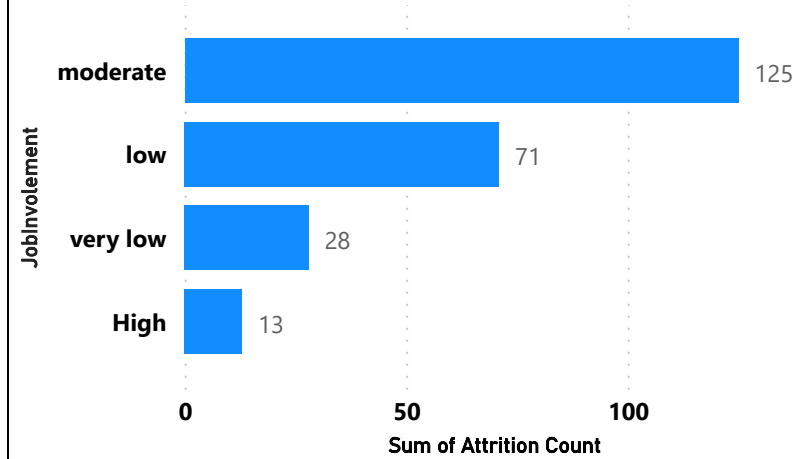
## Employee Wellness

Average of HourlyRate  
**65.89**

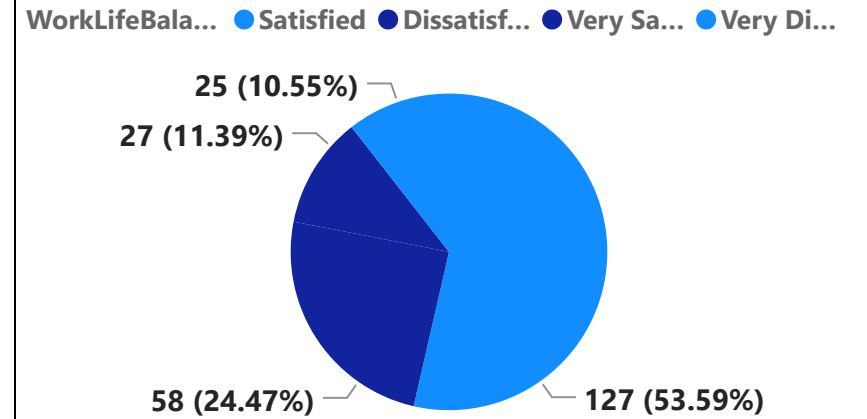
Sum of Attrition Count by EnvironmentSatisfaction



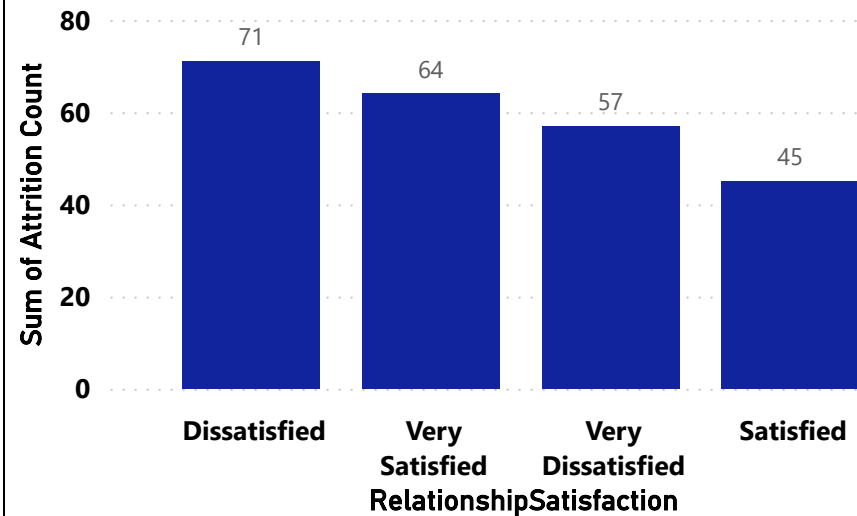
Sum of Attrition Count by JobInvolvement



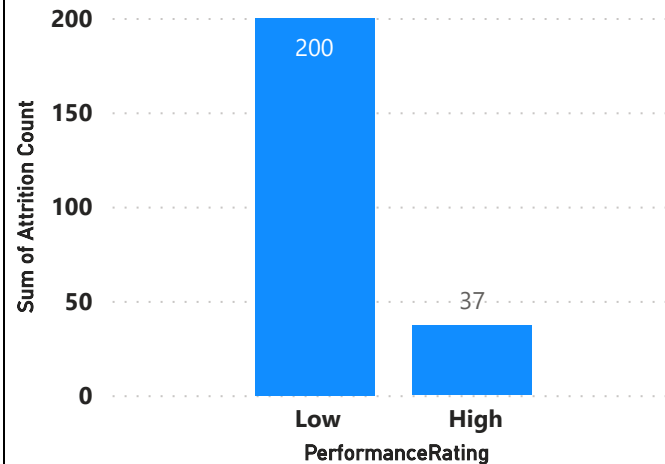
Sum of Attrition Count by WorkLifeBalance



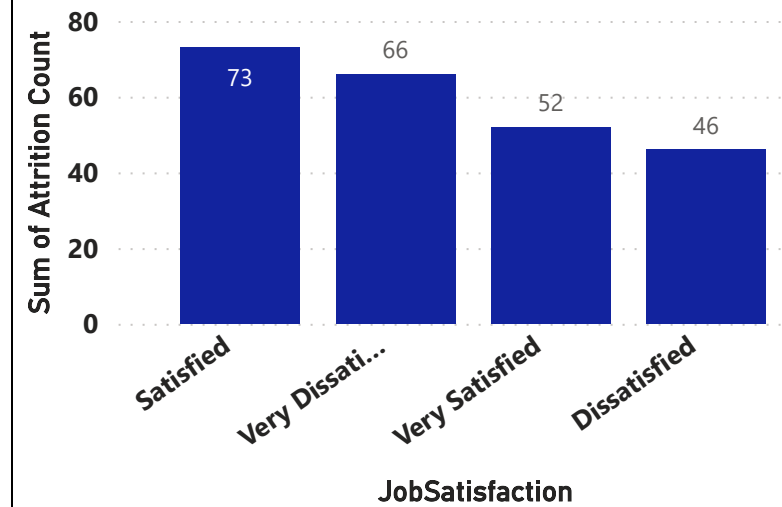
Sum of Attrition Count by RelationshipSatisfaction



Sum of Attrition Count by PerformanceRating



Sum of Attrition Count by JobSatisfaction



**PROJECT NAME :** HR Data Analysis

**OBJECTIVE:** Immersed in the realm of human resources, leveraging data analysis to strategically enhance talent management and drive organizational performance improvements.

**TOOLS USED:** Power BI, Excel

**KEY INSIGHTS:**

- .The total number of employees us 1470.
- .The Attrition is 237. The majority of the population is male, accounting for approximately 63.29%, while female makeup around 36.71%.
- .The age group between 18 and 31 predominates.
- .The Research & Development department exhibits a higher attrition count compared to other department which is 56.12%.
- .The entry-level job category experiences a higher sum of attrition compared to other job levels.
- .Average of MonthlyIncome is 6.50k.