Attrition Analytics Dashboard
on Power BI

"Project Report"

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AU22c2025

MBA 2nd Semester

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Executive Summary:

A dashboard is a powerful analytical tool used for examining various aspects of a given dataset in a visualized manner. Power BI is a tool to do so with greater efficiency. The following project aims to provide a comprehensive analysis of the attrition rate within the company using a Power BI dashboard. The dashboard offers valuable insights into employee turnover, allowing the organization to understand the factors contributing to attrition and make informed decisions for retention strategies.

Introduction:

In today's business world, it's important for companies to understand why employees leave their jobs. This is called "attrition." When people leave, it can affect how well the company does.

This project is about using a special tool called a Power BI dashboard to help understand and solve the attrition puzzle. The dashboard takes information from different places in the company, like HR files, and turns it into easy-to-understand pictures. These pictures show things like why people leave, which parts of the company have more people leaving, and even what might happen in the future.

By looking at this dashboard, the company can learn how to keep its employees happy, work better together, and have a strong team. The report will explain how we made this special dashboard, where we got the information, and what we learned from it. The goal is to help the company keep its talented employees and do well in the long run.

Project Objective:

The main goal of this project is to create a Power BI dashboard focused on HR analytics to help the company better understand and address employee attrition. By analyzing factors influencing attrition and presenting insights through visualizations, the project aims to equip decision-makers with valuable information for implementing effective retention strategies, fostering employee engagement, and ultimately enhancing the company's overall performance and sustainability.

Methodology:

Step 1: Uploading the dataset.

Step 2: Cleaning the dataset.

Step 3: Creating number cards for Attrition Count, Attrition Rate, No. of Employees, Average Income, Average age of employees, Average years at company.
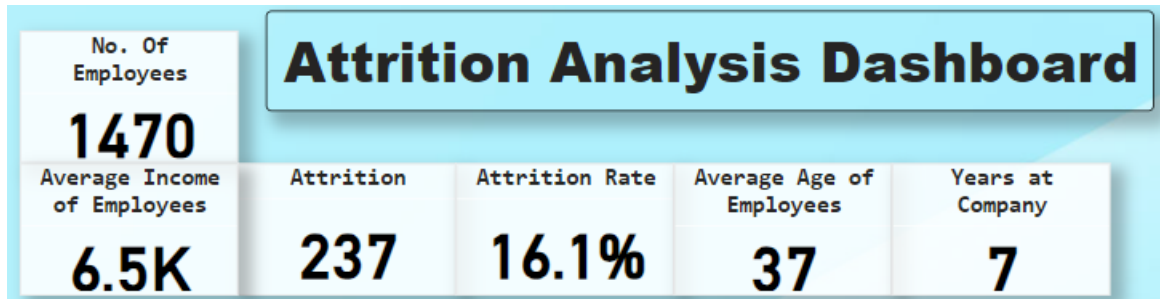
Step 4: Creating a donut plot for attrition by education field.
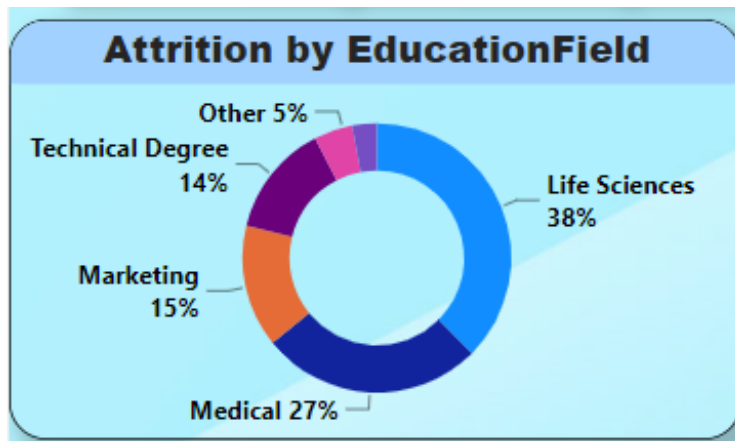
Step 5: Creating a bar plot for attrition by age.

Step 6: Creating a horizontal bar plot for Attrition by salary.

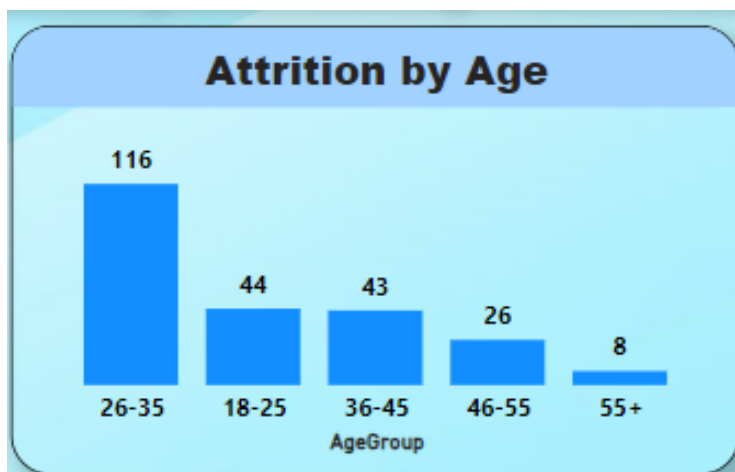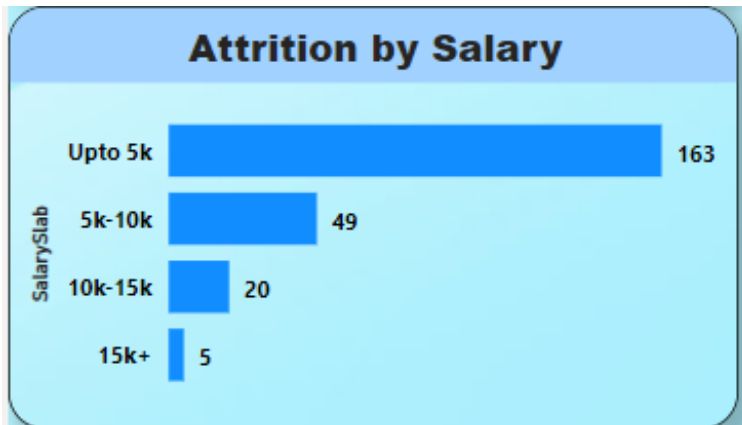Step 7: Creating a horizontal bar plot for Attrition by Job Role.

Step 8: Creating an Attrition table.

Attrition Table

JobRole	1	2	3	4	Total
Sales Representative	7	10	9	7	33
Sales Executive	16	9	18	14	57
Research Scientist	13	10	15	9	47
Research Director	0	1	1	0	2
Manufacturing Director	2	2	4	2	10
Manager	1	2	1	1	5
Laboratory Technician	20	8	21	13	62
Human Resources	5	2	3	2	12
Total	66	46	73	52	237

Step 9: Creating an area chart for Attrition by work experience.

Attrition by Years of exp

59

18

19

8

16

2

0   5   10

YearsAtCompany
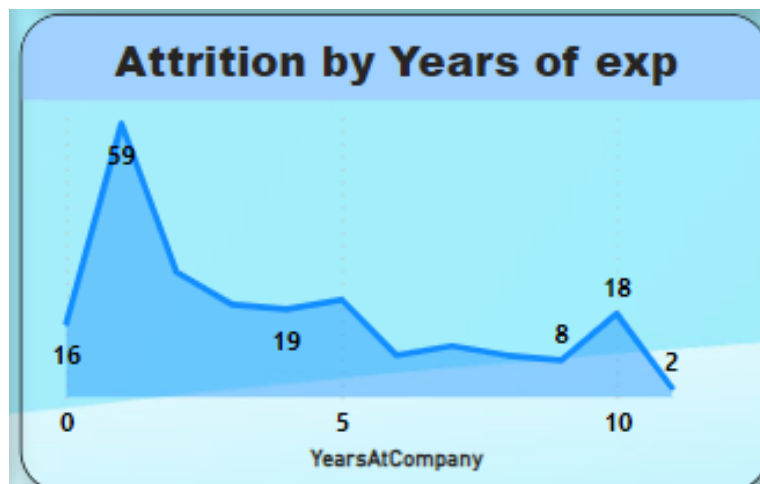
Step 10: Creating a Tree Map to show Attrition by Gender.
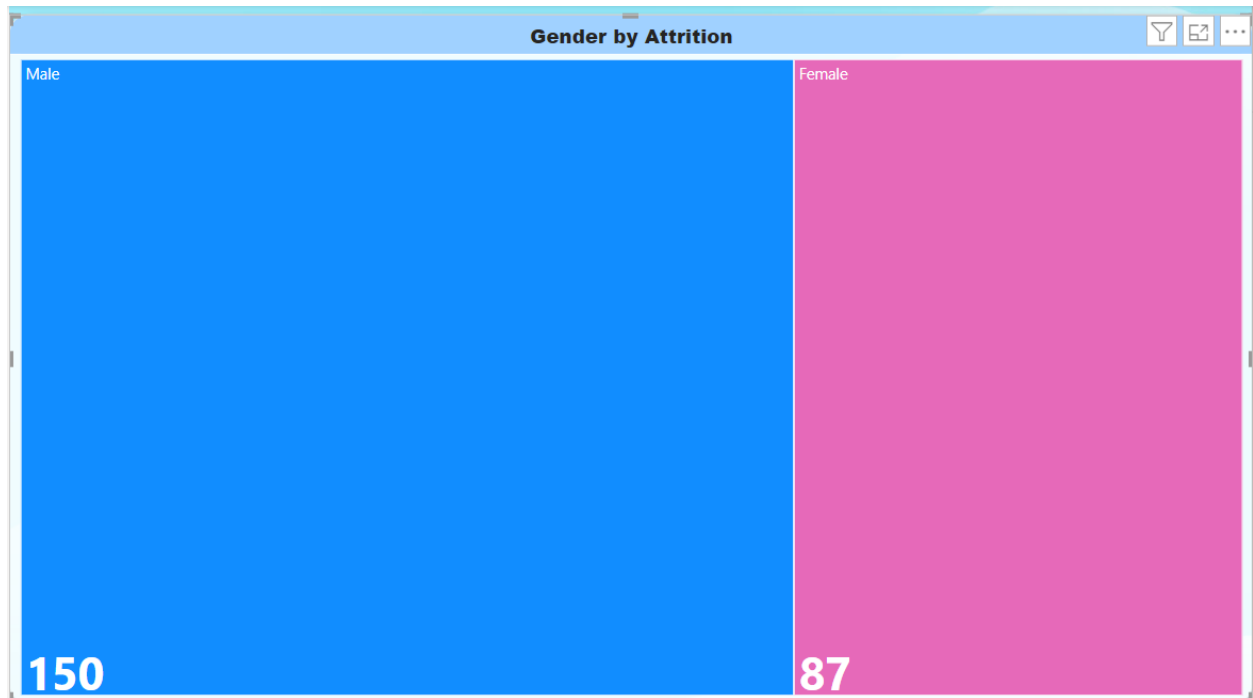
Step 11: Creating a Slicer for switching data visuals between different departments.

Results and analysis:

1. The cards show there are a total of 1470 employees in the company with an attrition rate of 16.1%.
2. The first donut plot which represents attrition by education field shows that employees which belong to Life Sciences that is 38% is the highest turnover ratio.
3. The second is a bar plot which represents attrition by age group which shows that employees between age-group 26-35 have the highest turnover ratio. Let's analyze further.
4. The next plot is also a horizontal bar plot that depicts attrition by salary and here we can see the employees whose salary is under $6K are more likely to leave the company compared to any other salary slab. So low salaries have turned out to be the first point of concern.
5. The next plot is also a horizontal bar plot that depicts attrition by job role and here we can see the employees who are in the position of laboratory technician are most likely to turnout. This may be due to poor laboratory conditions, lots of workloads, etc.
6. The area chart which shows attrition by work experience tells us that people are mostly leaving after just 1 years of work experience.

Conclusion:

In culmination, the Power BI dashboard project has illuminated the intricacies of employee attrition through insightful data analysis and visualization. By uncovering attrition patterns, reasons for departure, and predictive indicators, the project equips the company with a proactive toolkit for targeted retention strategies and enhanced workforce engagement. The successful execution of the dashboard not only underscores the transformative potential of data-driven HR practices but also establishes a foundation for sustained organizational growth and improved performance, ensuring a brighter and more resilient future for the company.