



HR Attrition Analysis Dashboard

Data-Driven Insights for Workforce Retention

Presented by Data Analyst | Tools: Power BI, DAX, Excel

The Business Challenge

Why Attrition Matters

Employee attrition presents significant challenges for organisations across industries. The financial impact extends beyond recruitment costs to include lost productivity, decreased team morale, and disruption to business continuity.



High Recruitment Costs

Replacing employees requires substantial investment in sourcing, interviewing, and onboarding processes

Productivity Loss

New hires require time to reach full productivity, creating gaps in team performance

Impact on Morale

Frequent departures affect remaining employees' engagement and organisational culture

Objective: Identify attrition patterns and key drivers to develop targeted retention strategies

Dataset Overview

1,416

Total Employees

Comprehensive workforce analysed
across all departments and roles

7

Key Attributes

Age, gender, job role, salary, education
field, years at company, and more

100%

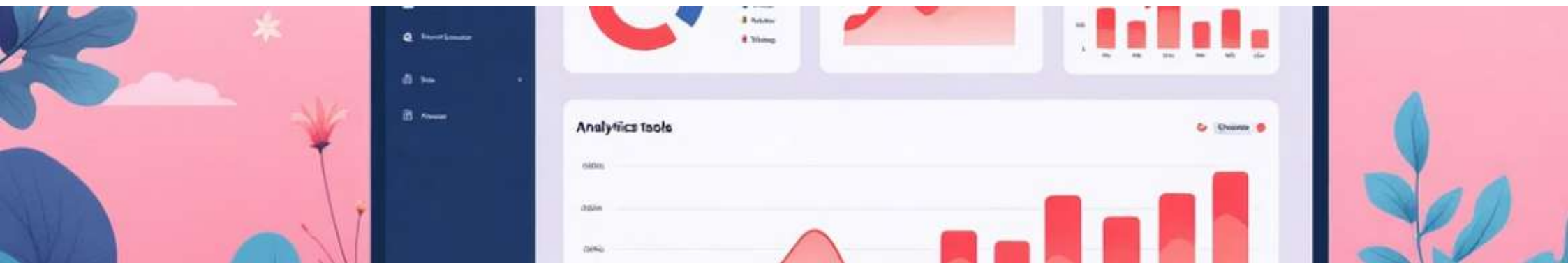
Data Quality

Cleaned and standardised for accurate
analysis and insights

Data Preparation

- Cleaned missing values and duplicates
- Standardised field formats across dataset
- Validated data integrity for reliable insights
- Created calculated fields for advanced analysis





Tools & Methodology

01

Data Cleaning & Transformation

Processed raw employee data, handled missing values, and standardised formats using Power Query for consistency

03

Interactive Dashboard Design

Built visualisations with drill-down capabilities and dynamic filters for comprehensive analysis

02

KPI Creation Using DAX

Developed calculated measures and metrics using Data Analysis Expressions to track attrition patterns

04

Insight Generation

Analysed trends across demographics, roles, and compensation to identify actionable patterns

Key Performance Indicators



1,416

Total Employees



229

Attrition Count



16.17%

Attrition Rate

Average Age

36.92

Years across workforce

Average Tenure

7.04

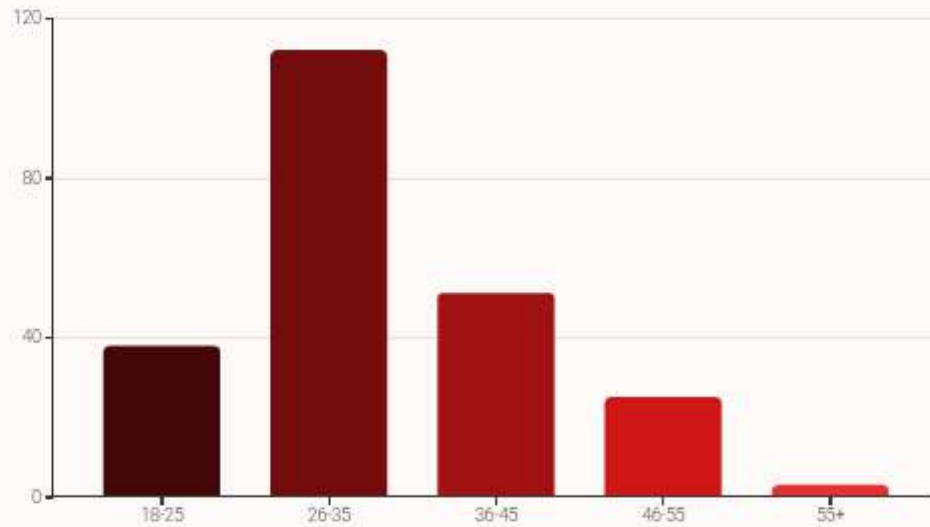
Years at company

Average Salary

₹6.52K

Monthly income

Attrition by Age Group



Key Finding

The **26-35 age group** demonstrates the highest attrition, accounting for nearly half of all departures.

- Insight:** Early-career professionals in this demographic are more likely to explore external opportunities for career advancement and higher compensation.



Attrition by Education & Salary

Education Field Analysis

Life Sciences

Highest attrition among graduates with diverse external opportunities and competitive market demand

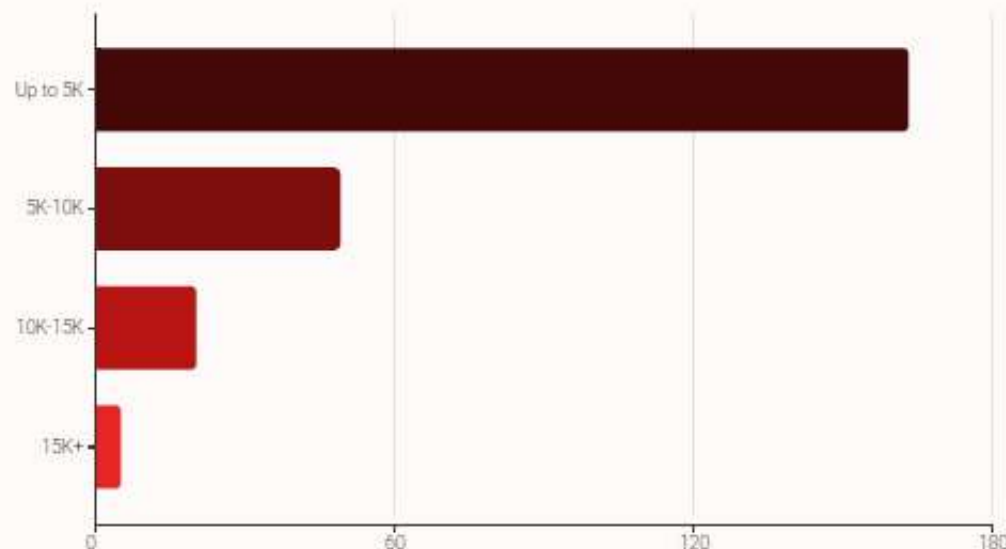
Medical Background

Significant attrition driven by specialised roles and alternative career paths in healthcare

Marketing & Technical

Moderate attrition with professionals seeking growth in rapidly evolving industries

Salary Slab Impact



Critical Finding: Attrition decreases significantly as salary increases, with the lowest salary band showing **71% of total attrition**.

Compensation emerges as the strongest predictor of retention across all employee segments.

High-Risk Job Roles

Sales Executives

Highest attrition driven by performance pressure, target-driven environment, and competitive market opportunities

Research Scientists

Significant departures among highly skilled professionals seeking advanced research opportunities and better compensation

Sales Representatives

High turnover in entry-level sales roles with challenging quotas and limited career progression visibility

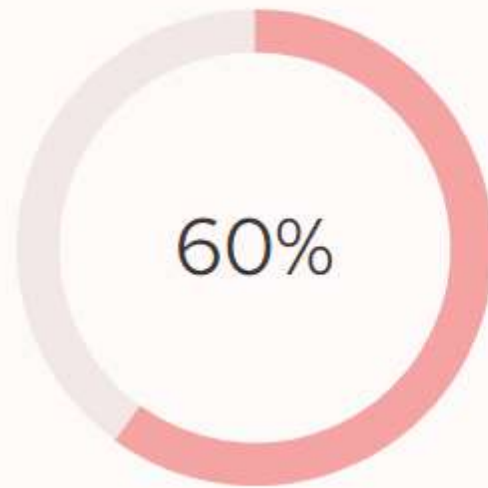
Laboratory Technicians

Moderate attrition reflecting limited growth paths and competitive opportunities in specialised fields

Pattern: Roles with high-performance pressure, demanding targets, and limited advancement show elevated attrition rates

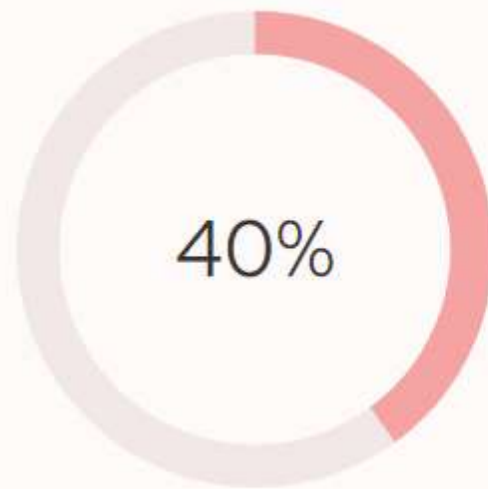


Workforce Demographics



Male Employees

849 employees



Female Employees

567 employees



Gender-wise Attrition Insights

While male employees represent a larger proportion of the workforce, attrition patterns require deeper analysis across departments and roles to identify gender-specific retention challenges and opportunities.



Department Distribution

Gender representation varies across departments with opportunities for balanced growth



Career Progression

Analyse promotion rates and development opportunities across gender demographics



Workplace Inclusion

Foster inclusive culture supporting retention across all employee segments



Strategic Recommendations



Enhance Compensation Strategy

Review and adjust salary structures for lower bands (up to ₹5K) to align with market standards and reduce attrition by 40%



Career Development Programmes

Create accelerated growth paths for 26-35 age group with mentorship, upskilling, and clear promotion timelines



Employee Engagement Initiatives

Implement targeted retention programmes for high-risk roles, especially sales and research positions



Performance Management Review

Balance targets with wellbeing in high-pressure roles and recognise achievements to boost morale



Expected Impact: Implementing these data-driven strategies can potentially reduce overall attrition rate from 16.17% to under 12% within 12 months