

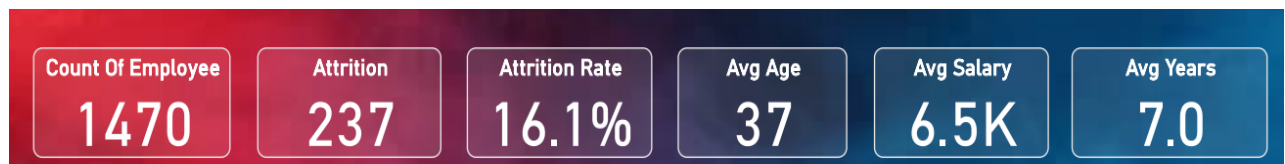
Data Analysis

HR Analytics

Objective:

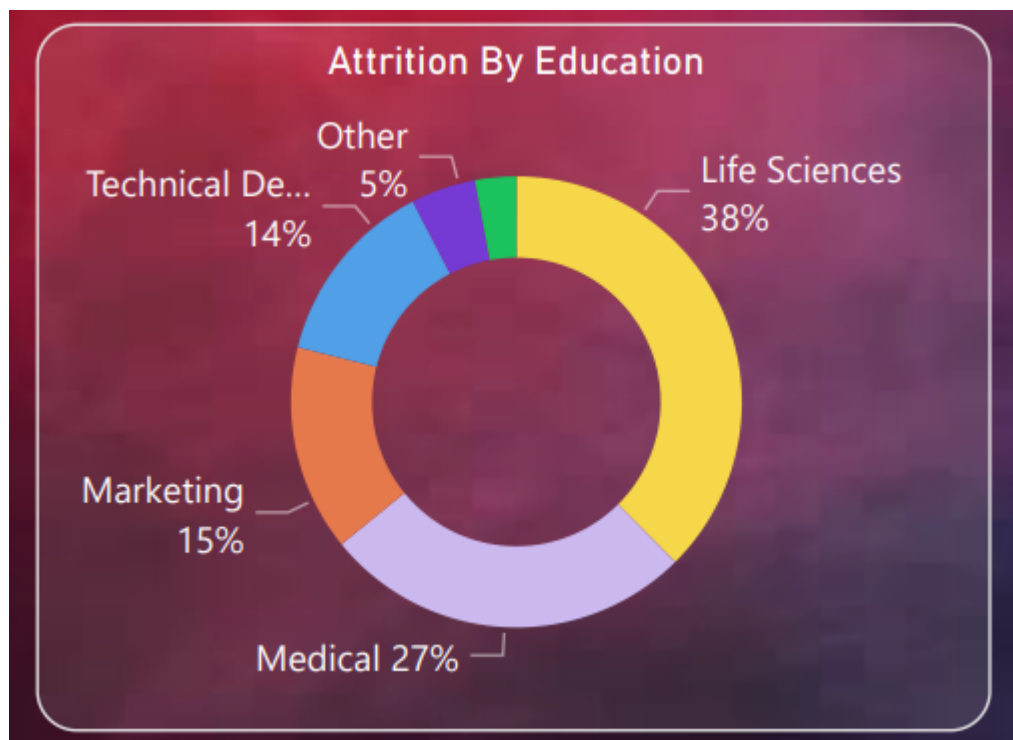
Our objective is to help an organisation to improve employee performance and improve employee retention (reduce attrition) by creating a HR Analytics Dashboard.

Key performance Indicators (KPIs):



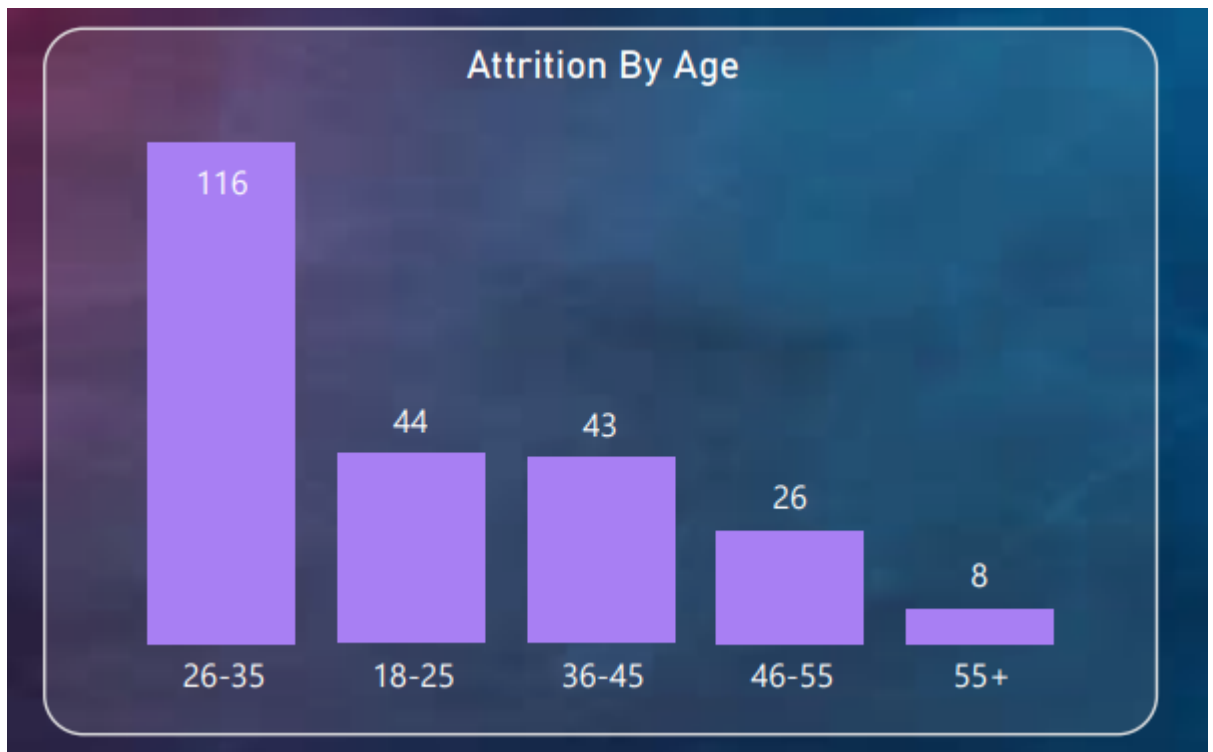
Findings:

1. Employees education percentage who left the company:



So, the chart shows that the majority of employees who left studied life sciences.

2. Age group of employees who left the company.



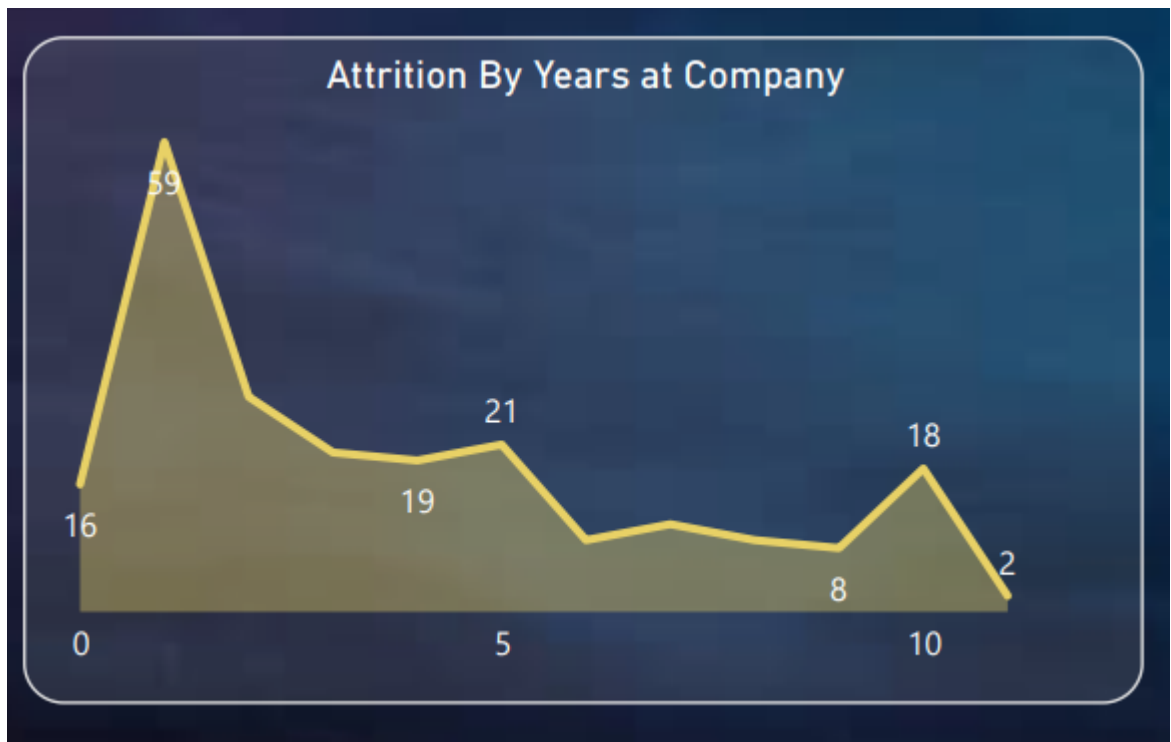
So, the chart shows that 116 employees out of 237 who left the company were between 26–35 years old.

3. Job Role of the employees who left the company and their satisfaction range(1–4) for that role.

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

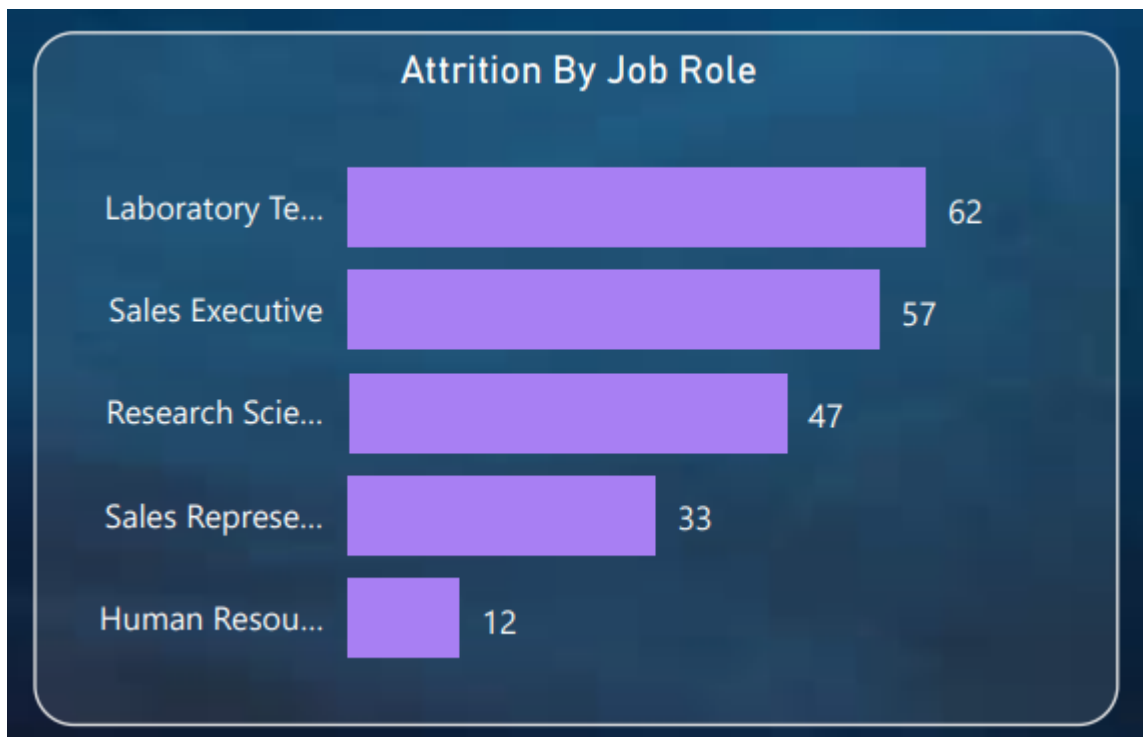
The result shows that the Laboratory Technician role has the lowest rating (1) among all, and out of 237 employees who left the company 66 of them were not satisfied by their role/department.

4. After how many years employees are more likely to leave the company.



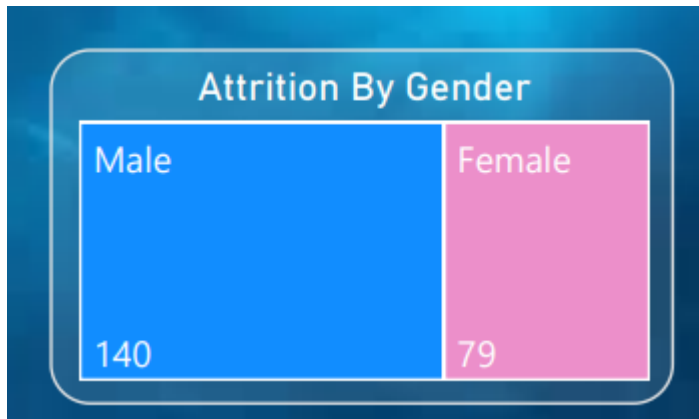
The result shows that after 1 year 59 employees out of 237 left the company and after 5 years 21 employees left the company and so on.

5. Top 5 job roles of the employees who left the company.



The result shows that the majority of the employees who left the company were laboratory technicians.

6. Gender of the employees who left the company.

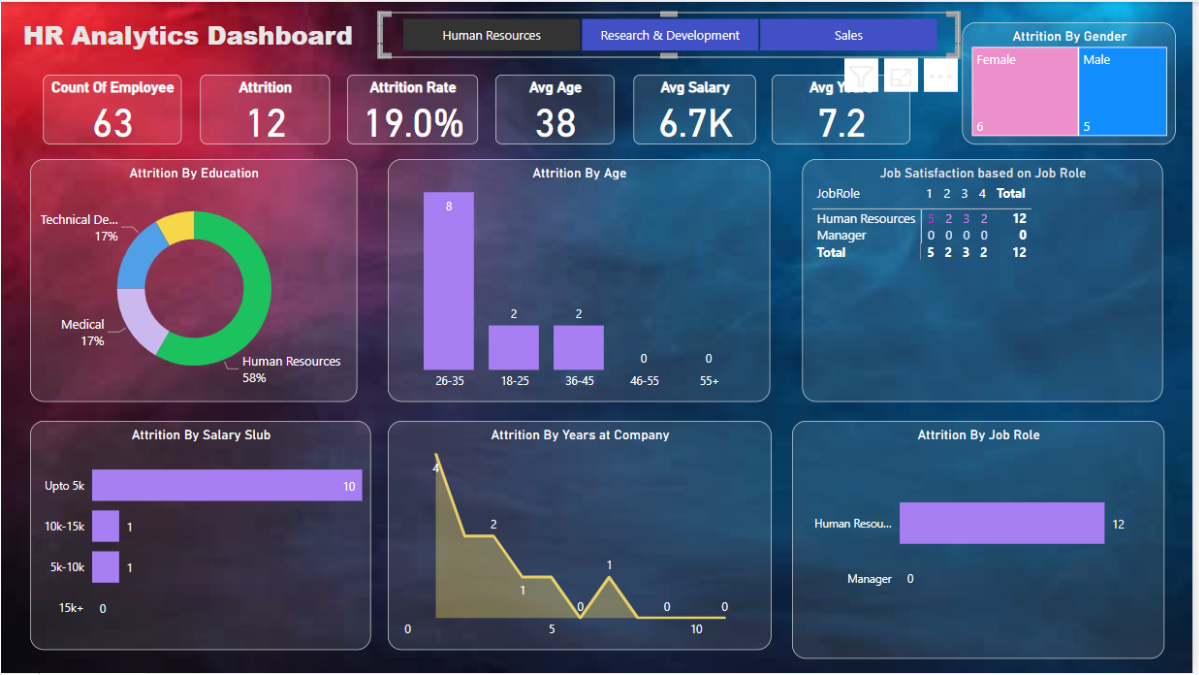


The result shows that 140 were male and 79 were females who left the company.

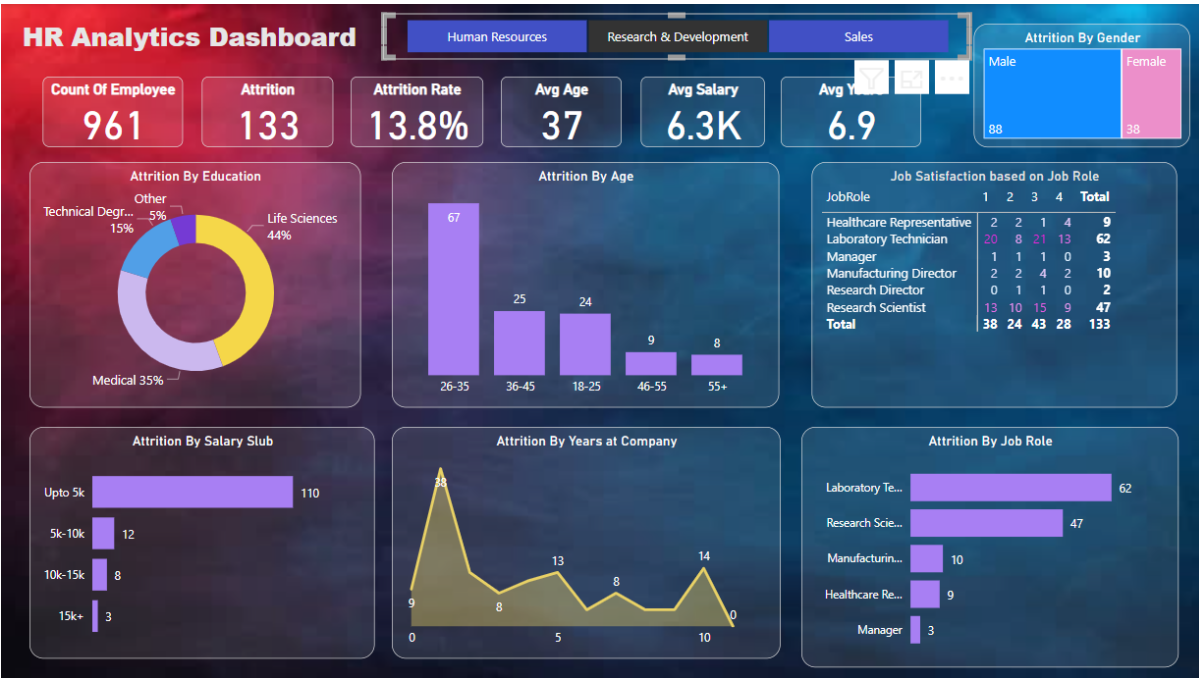
This is the overall result we can also visualise department wise:



Human Resources Department:



Research & Development Department:



Sales Department:

HR Analytics Dashboard

Human Resources

Research & Development

Sales

Count Of Employee

446

Attrition

92

Attrition Rate

20.6%

Avg Age

37

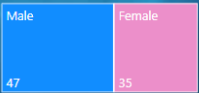
Avg Salary

7.0K

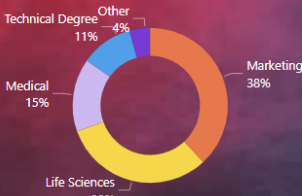
Avg Years

7.3

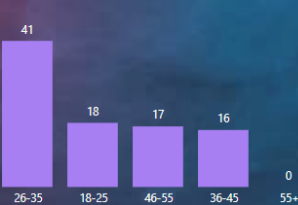
Attrition By Gender



Attrition By Education



Attrition By Age



Job Satisfaction based on Job Role

JobRole	1	2	3	4	Total
Manager	0	1	0	1	2
Sales Executive	16	9	18	14	57
Sales Representative	7	10	9	7	33
Total	23	20	27	22	92

Attrition By Salary Slub



Attrition By Years at Company



Attrition By Job Role

