**TECHNICAL REPORT ON EMPLOYEE ATTRITION**

**Introduction:**

**The Employee Attrition Analysis Dashboard provides a comprehensive overview of workforce dynamics within the organization. With a total employee workforce of 14,900, the dashboard captures critical metrics such as average monthly income, gender distribution, promotions, job roles, and marital status. It aims to uncover insights into employee behavior and potential attrition trends by highlighting the relationships between demographic factors and employment status. The tool is structured to support HR decision-making, improve retention strategies, and promote a data driven understanding of workforce.**

**Project Split**

**Category One- Independent Values**

Employee ID

Gender

Job Role

Marital Status

**Category Two Dependent Values**

Age

Years of company

Monthly Income

Work Life Balance

Job satisfaction

Performance Rating

Numbers of promotions

Overtime

Distance from Home

Education level

Numbers of dependent

Job level

Company Size

Company Tenure

Remote Work

Leadership opportunities

Innovation Opportunities

Company Reputation

Employee Recognition

Attrition

**Industry Type of Data**

Employee Dataset

**Story of Data.**

The data is telling a story about employee attrition.

**Stakeholders of Project**

Chief Executive.

**What success means to the industry**

Managing employee information data accurately means success to this industry

**Potential Insights**

Fine-tune the numbers of employee in the company and also the average monthly income and suggest a good compensation package for the employee that will make employee stay longer in the company.

**Potential Analysis Questions**

1. What is the average monthly salary?

2. What is the total employee?

3. What is the total number of female employees?

4. What is the total number of male employees?

5. Employee Id by Gender?

6. Count of Employee by Marital status?

**Observations.**

1. The Total Employees is 14,900 with 8,087 male and 6,813 females. Employees by percentage gender is 54.27% for male, and 45.73% for female. There's a relatively balanced gender distribution, though the male slightly dominant the female employees.

2. Average Monthly Income is $7,287.31

3. About 53.64% of male were promoted while 46.36% of female were promoted.

4. Count by Job role: Technology has the highest number with 3.8K, Healthcare 3.4K, Education 3.2K, Media 2.4k, Finance 2.1K. Technology is the largest employment sector, and Finance is the smallest.

5. Count of Employee by Marital Status: Married 7.5K, Single 5.2K, Divorced: 2.2K.

Married employees form the largest segment.

**Recommendations**

1. Conduct a deeper analysis on promotion rates by job role and tenure, "not just gender".

2. Investigate why Finance and Media have lower employee counts. Are these departments underperforming, or facing attrition?

3. Introduce employee benefits for married employees, and also flexible working hours to allow easy work flow.

4. Retention Strategy per Role: With Technology having the most employees, consider analyzing attrition rates specifically in this role to develop targeted retention strategies.

5. Introduce or strengthen Diversity, Equity & Inclusion programs to ensure fair representation in promotions, especially in male-dominated roles.

**Conclusion**

**The analysis reveals a nearly balanced gender representation, with 8,087 males and 6,813 females, and an average monthly income of $7,287.31. Promotions appear slightly upwards in favor of males, indicating potential gaps in advancement opportunities. Most employees are concentrated in Technology, Healthcare, and Education roles. Marital status also shows a significant presence of married employees followed by singles and divorced individuals. These insights can be leveraged to tailor engagement and retention strategies, ensuring inclusivity, equitable career development, and alignment with employee needs across job roles and demographics.**