



# HR Data Analysis

# Introduction

**XYZ company which was established a few years back is facing around a 15% attrition rate for a couple of years. And it's majorly affecting the company in many aspects. In order to understand why employees are leaving the company and reduce the attrition rate XYZ company has approached an HR analytics consultancy for analyzing the data they have. You are playing the HR analyst role in this project and building a dashboard which can help the organization in making data-driven decisions.**

# KPI

4.4K

## Employees Count

Total count of employees in the company.

711

## Attrition Count

Number of employees who have left the company.

65K

## Average Monthly Income

Mean monthly income of the employees.

11

## Average Total Working Years

Mean years of work experience of the employees.

37

## Average Age

Mean average age of the employees

3,699

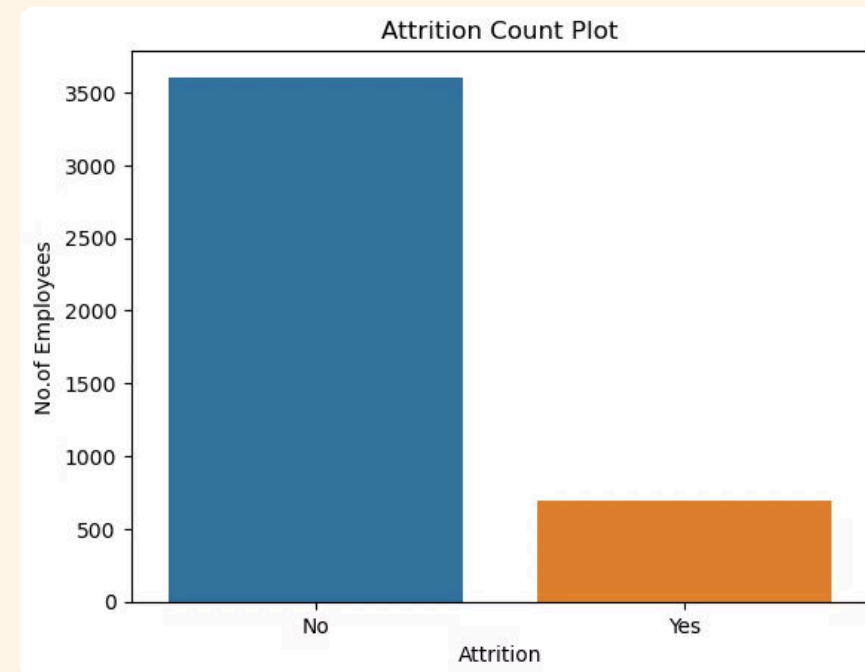
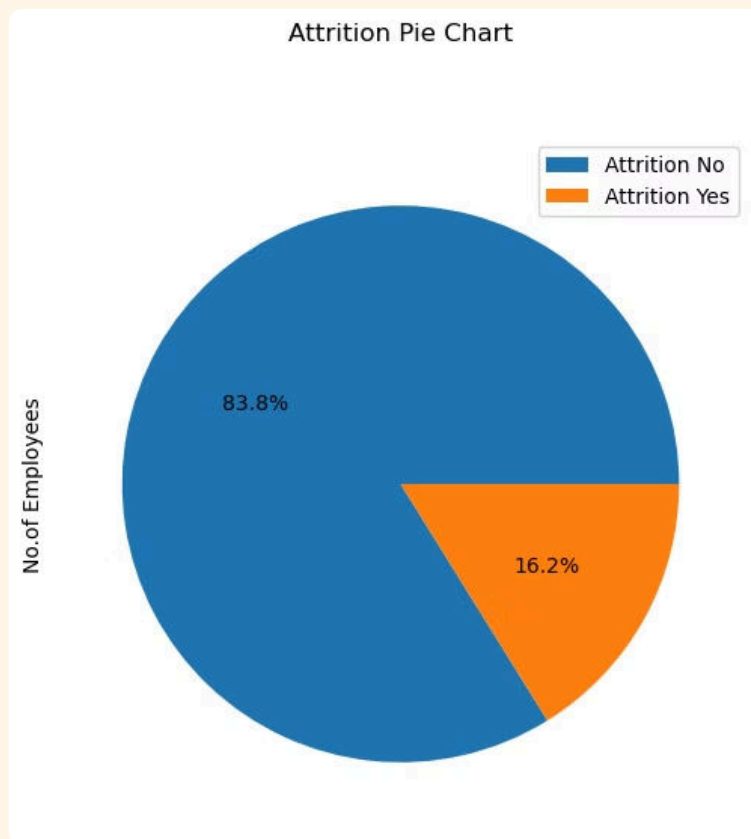
## Active Employees

Mean current employees in the company



# Employees Count by Attrition

- 695 Employees have left, while 3605 are still with the company. 16.2% left due to various reasons, while 83.8% chose to continue.

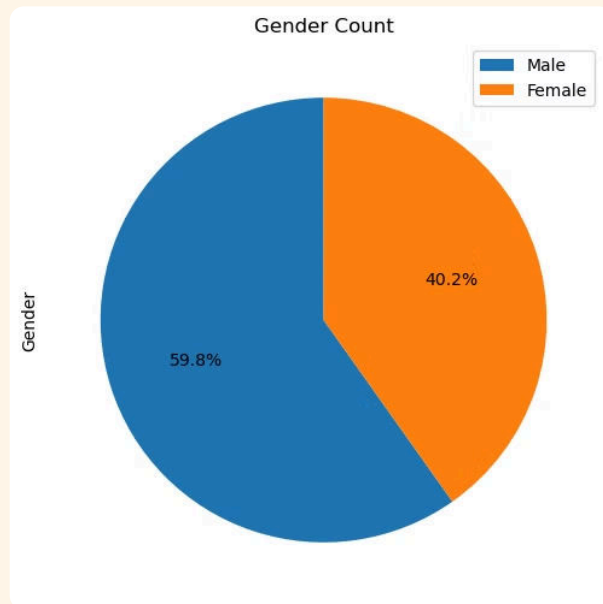


# Gender Count and by Attrition

## Gender Distribution

Male - 59.8%

Female - 40.2%

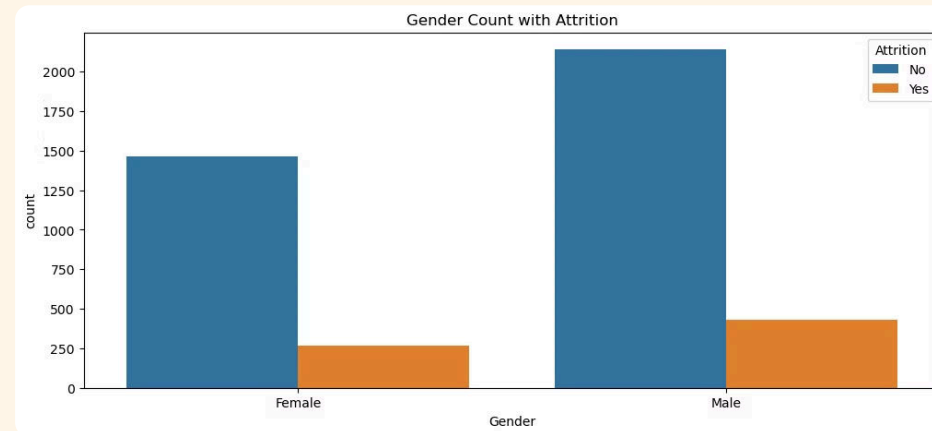


## Attrition

430 male and 265 female employees left the company.

## Retention

2141 male and 1464 female employees are still with the company.



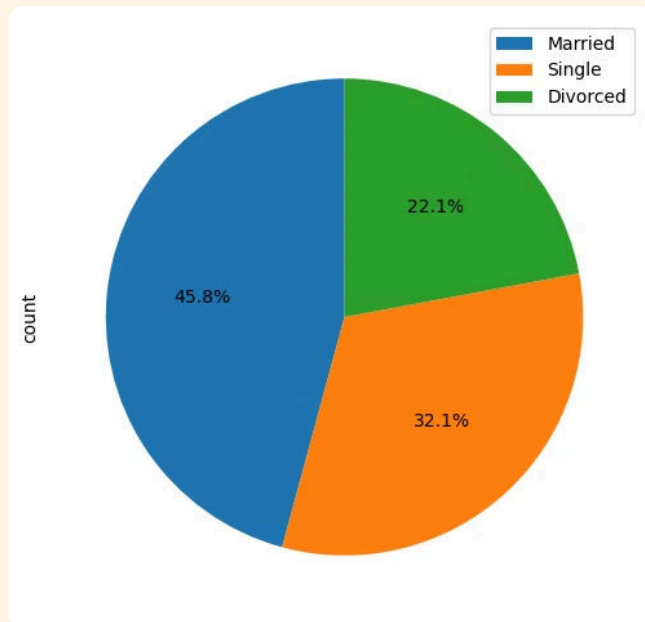
# Marital Status by Attrition

## Marital Status

Married - 45.8%

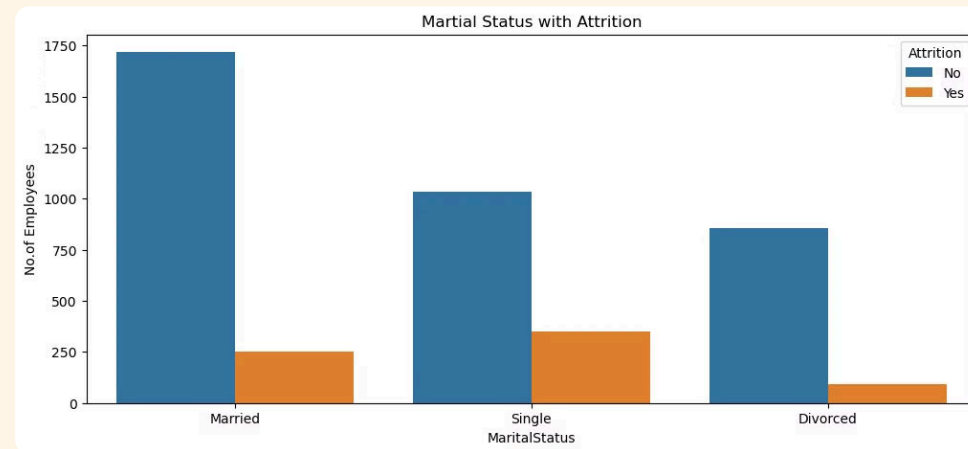
Single - 32.1%

Divorced - 22.1%



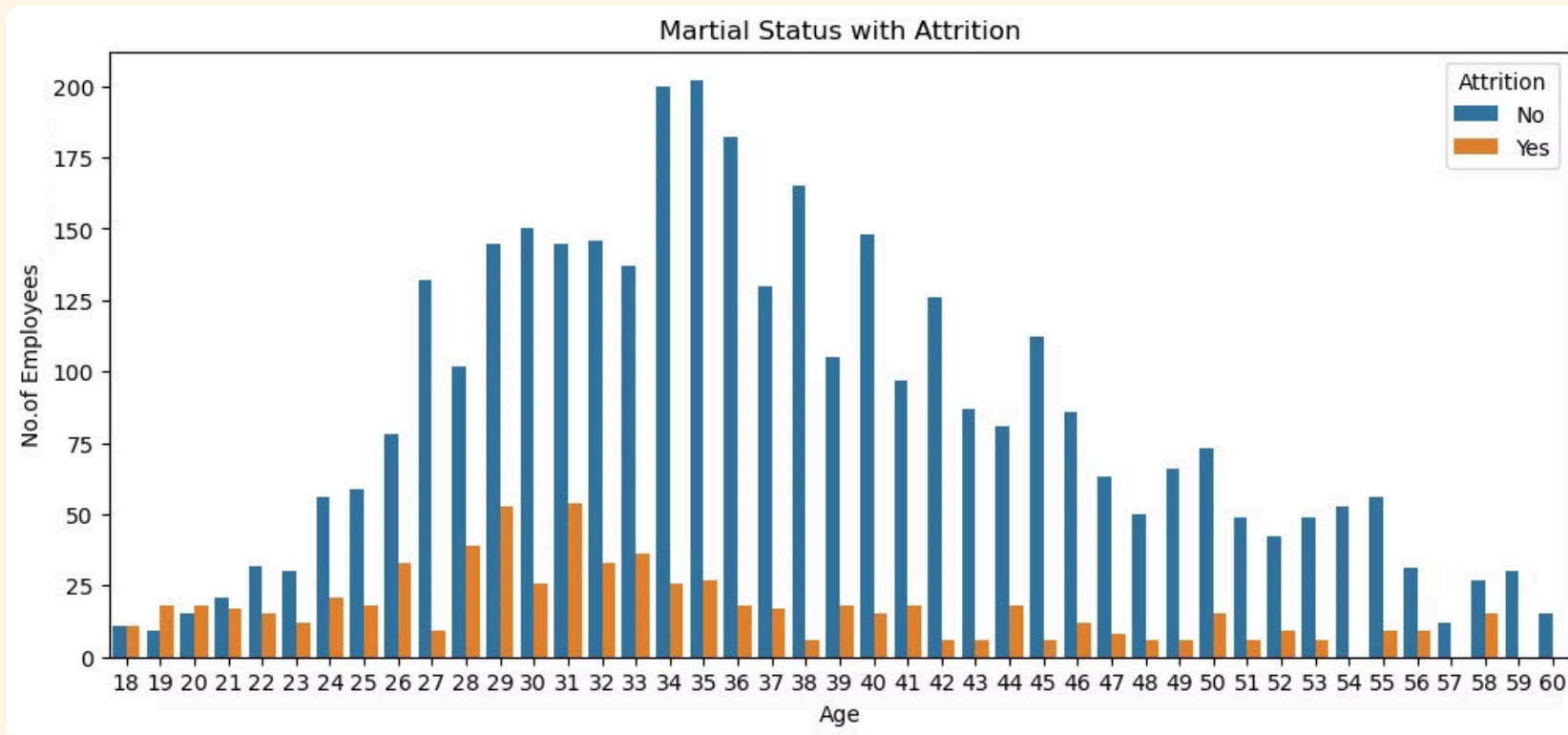
## Attrition

Most attrition occurs among married employees.



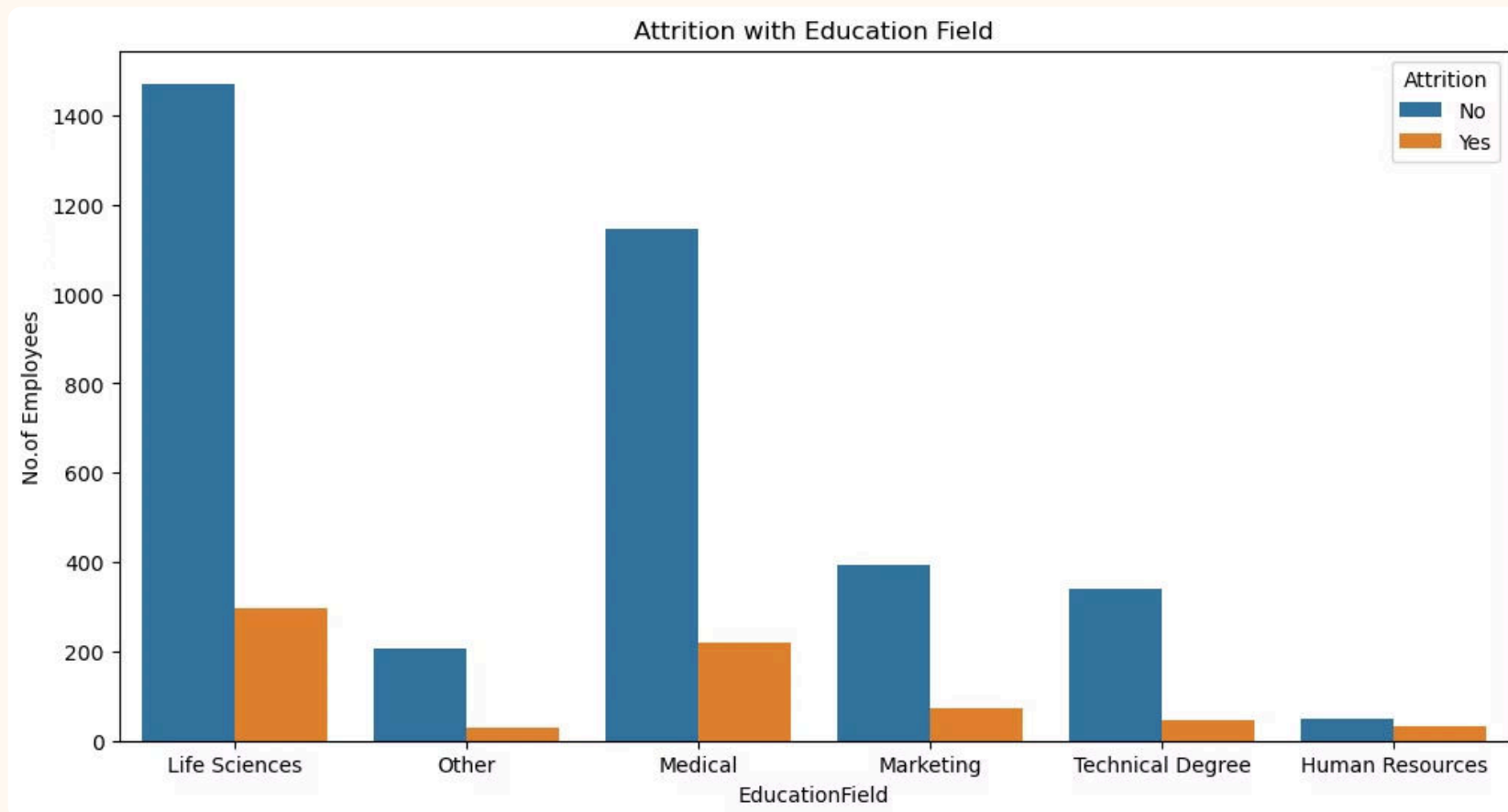
# Age by Attrition

- Most employees who parted ways were between 25 and 45 years old.



# Education Field by Attrition

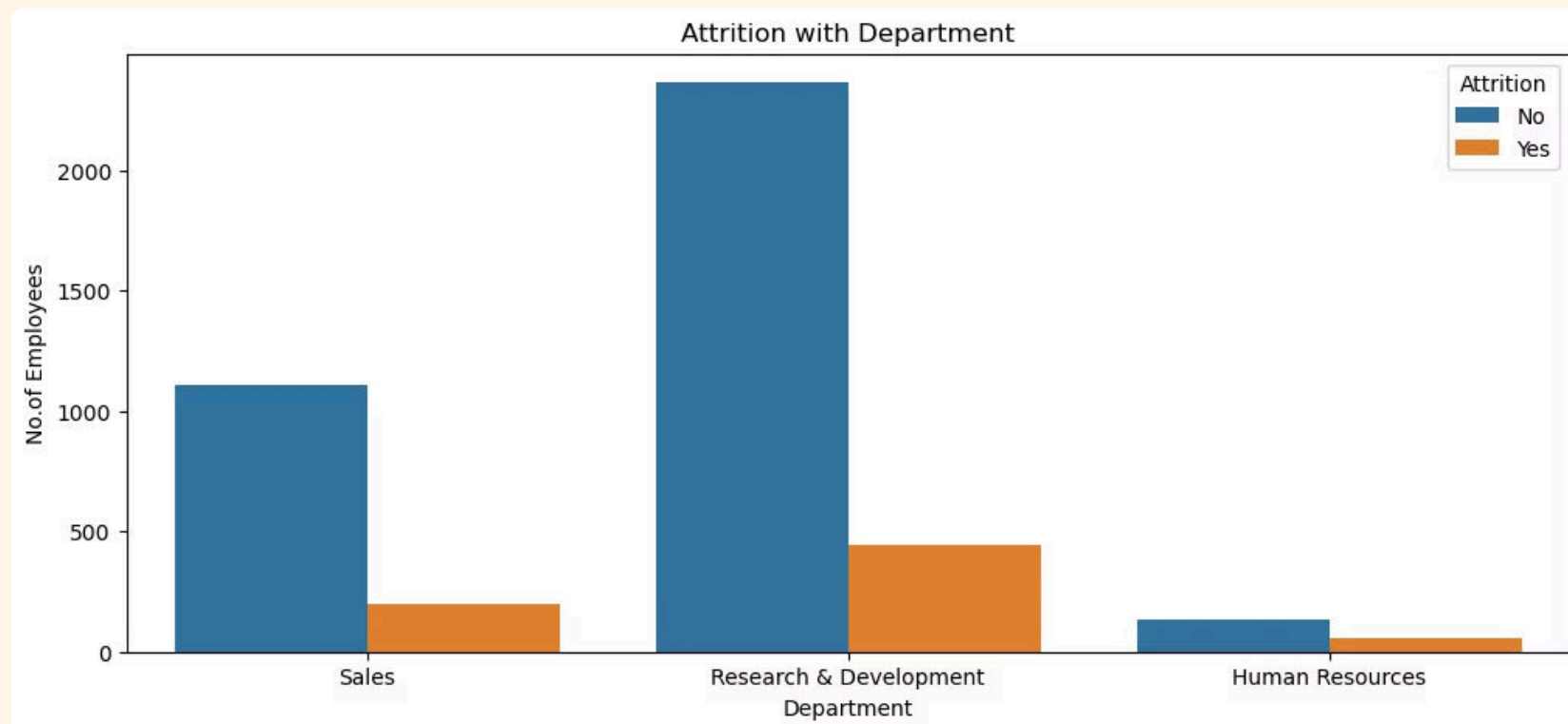
- Many professionals from life sciences and medical educational backgrounds have left their jobs. This warrants attention.





# Department by Attrition

- **Research & Development witnesses more employees. Sales and Human Resources have no table attrition trends.**



## Research & Development

Highest employee count, moderate attrition.

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Highest employee count, moderate attrition.

### Sales

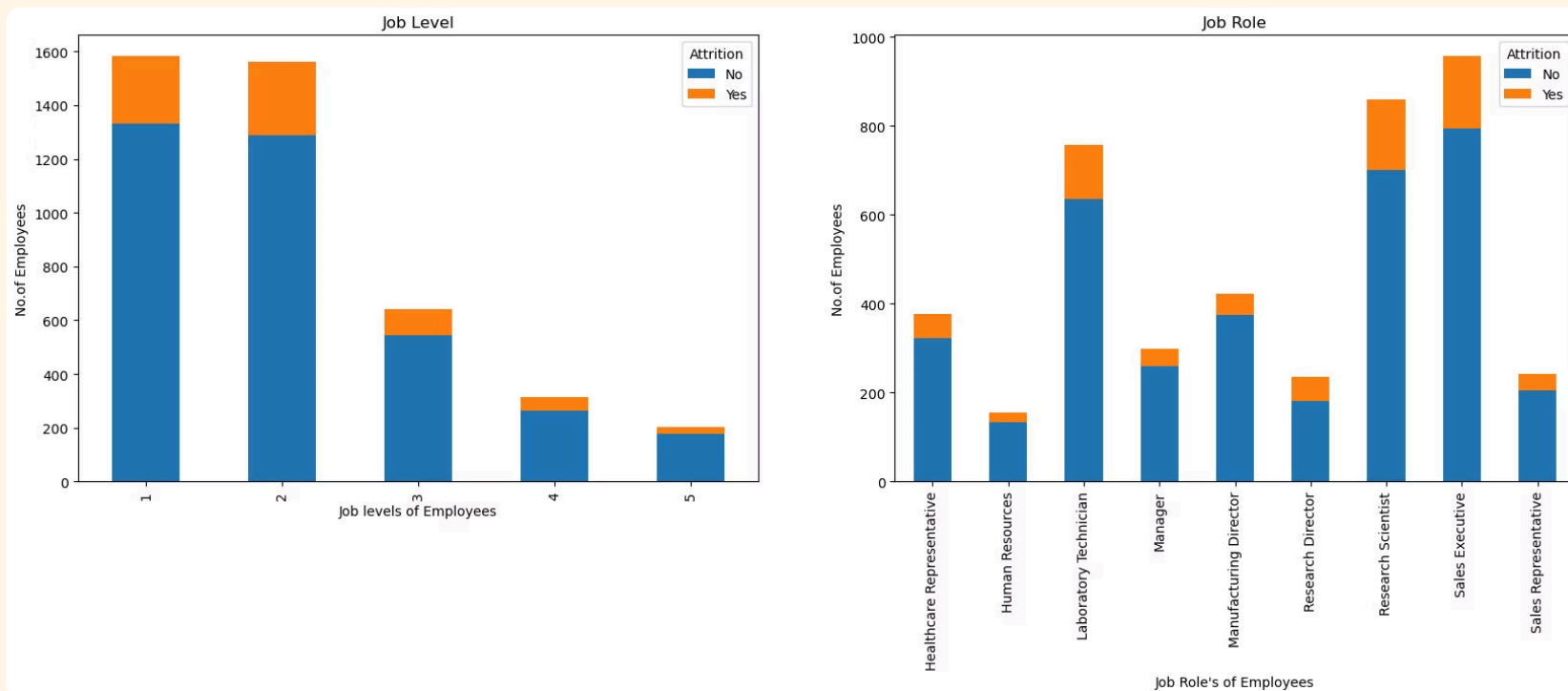
Higher attrition among sales executives and representatives.

### Human Resources

Least number of employees in this department.

# Job Level & Job Role by Attrition

- Attrition is prevalent among employees at job levels 1 and 2. Research Scientists, Sales Executives, and Laboratory Technicians are the most affected job roles.



**Research Scientist**

Affected by attrition

**Sales Representative**

High attrition observed

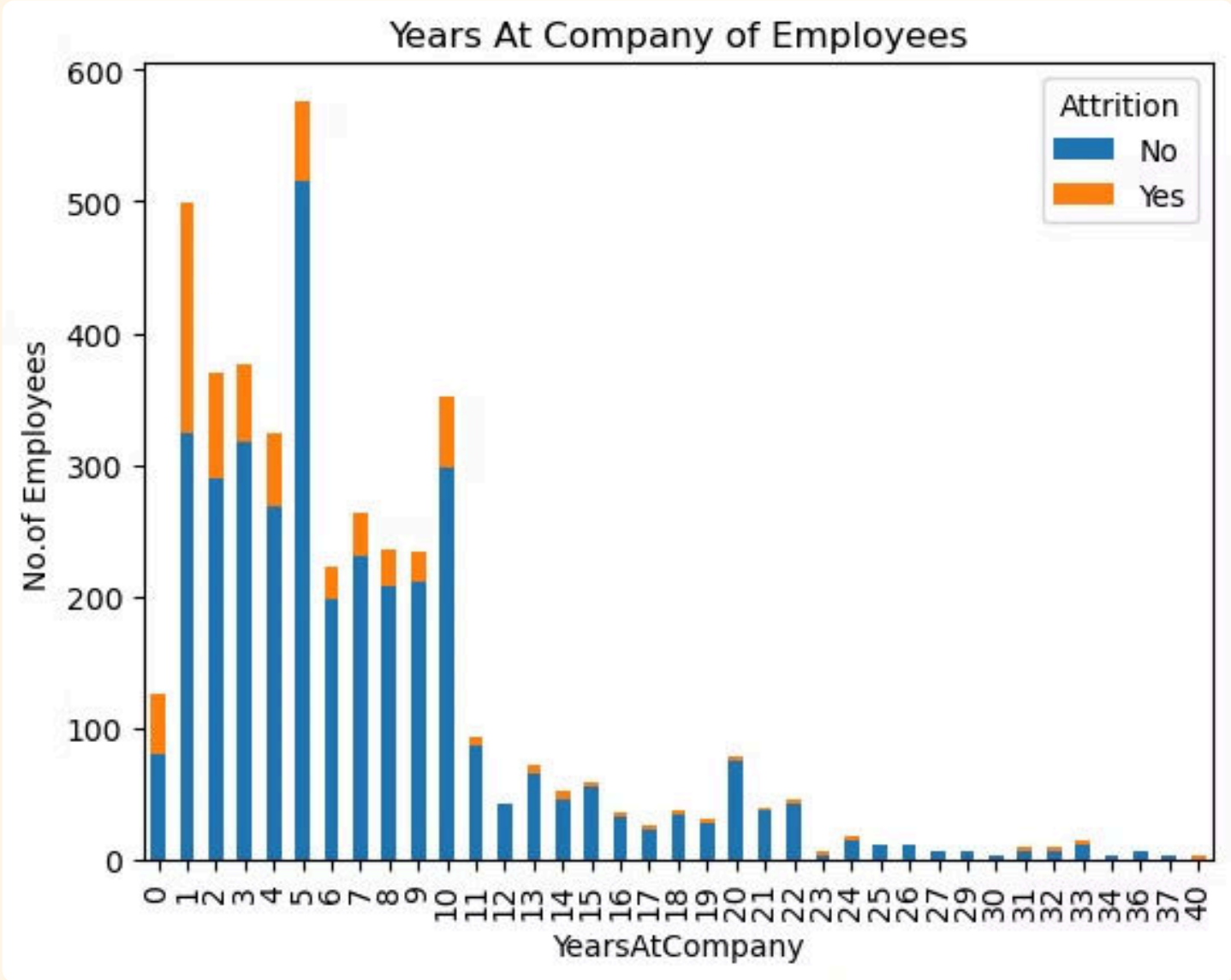
**Lab Technician**

Significant attrition

# Years At Company by Attrition

- Understanding the reasons why new and relatively less experienced employees are leaving is crucial due to their higher attrition rates.

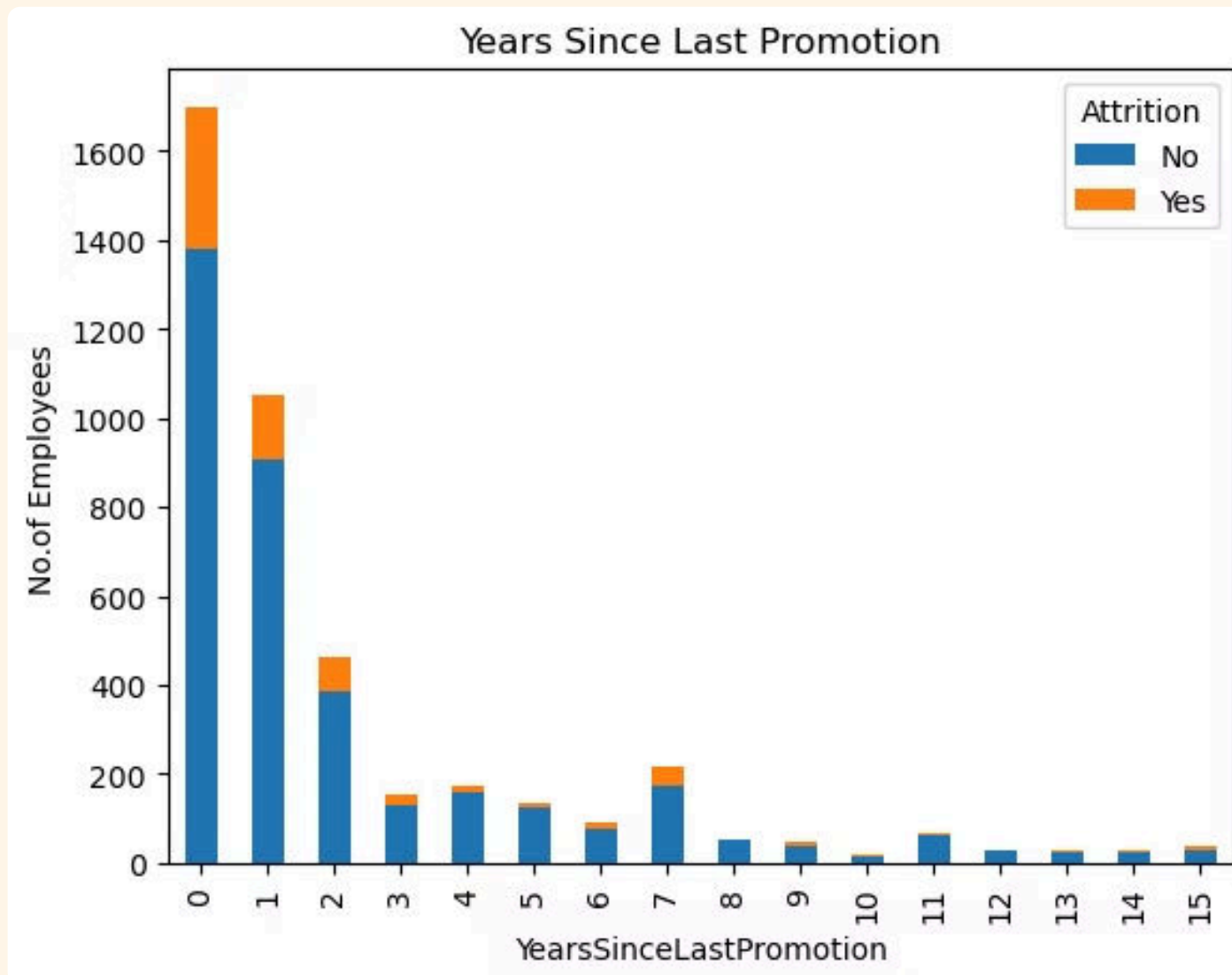
New Arrivals	Employees with <10 years of experience
Experienced Employees	Employees with >10 years of experience



# Years Since Last Promotion

- Major Concern

Most employees in the same post are not getting promoted and tend to leave the company, affecting the company's stability.



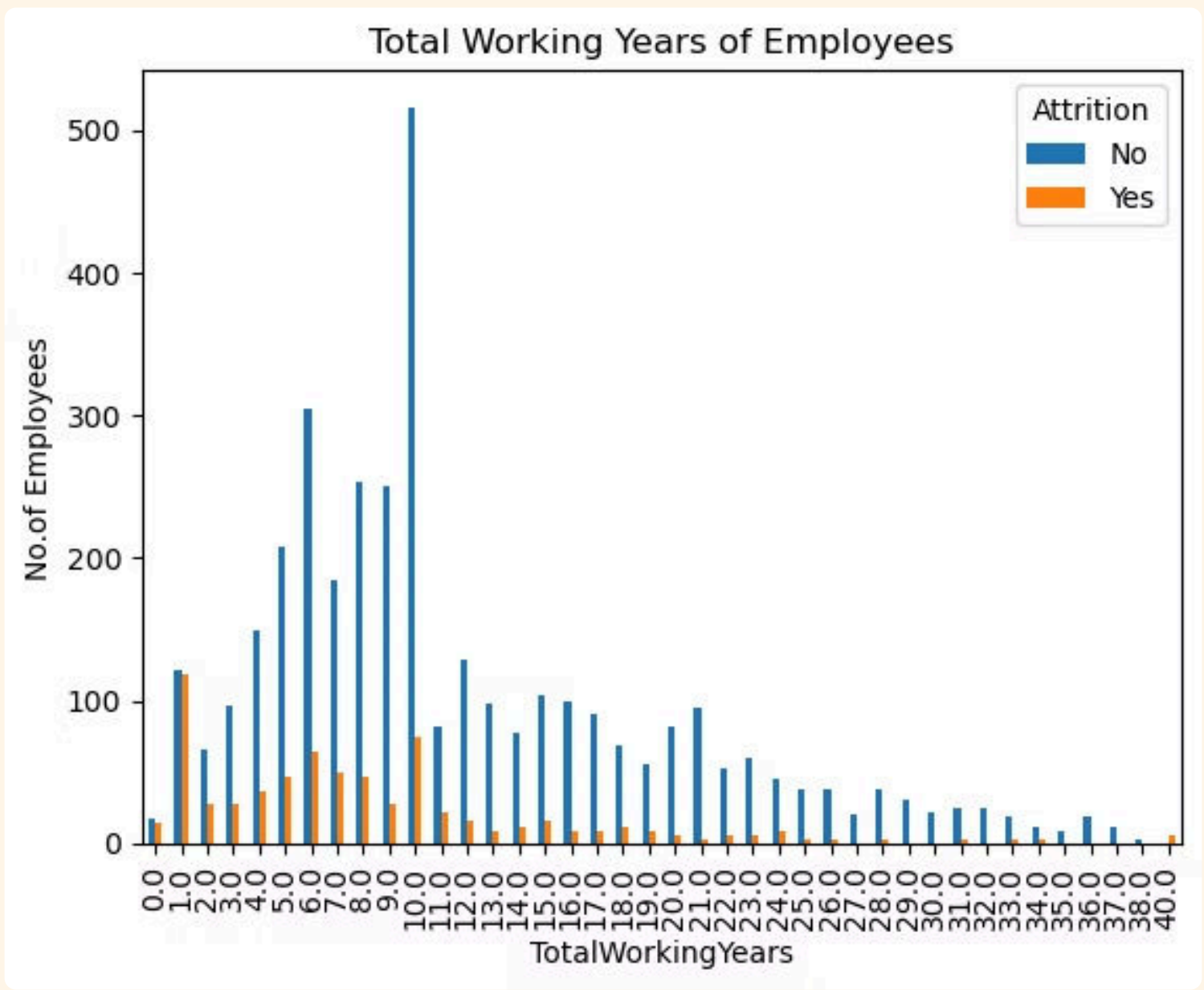
# Total Working Years by Attrition

## Attrition Trend

Fresher and less-experienced employees are leaving the company, posing a significant risk to the company's stability.

## Action Required

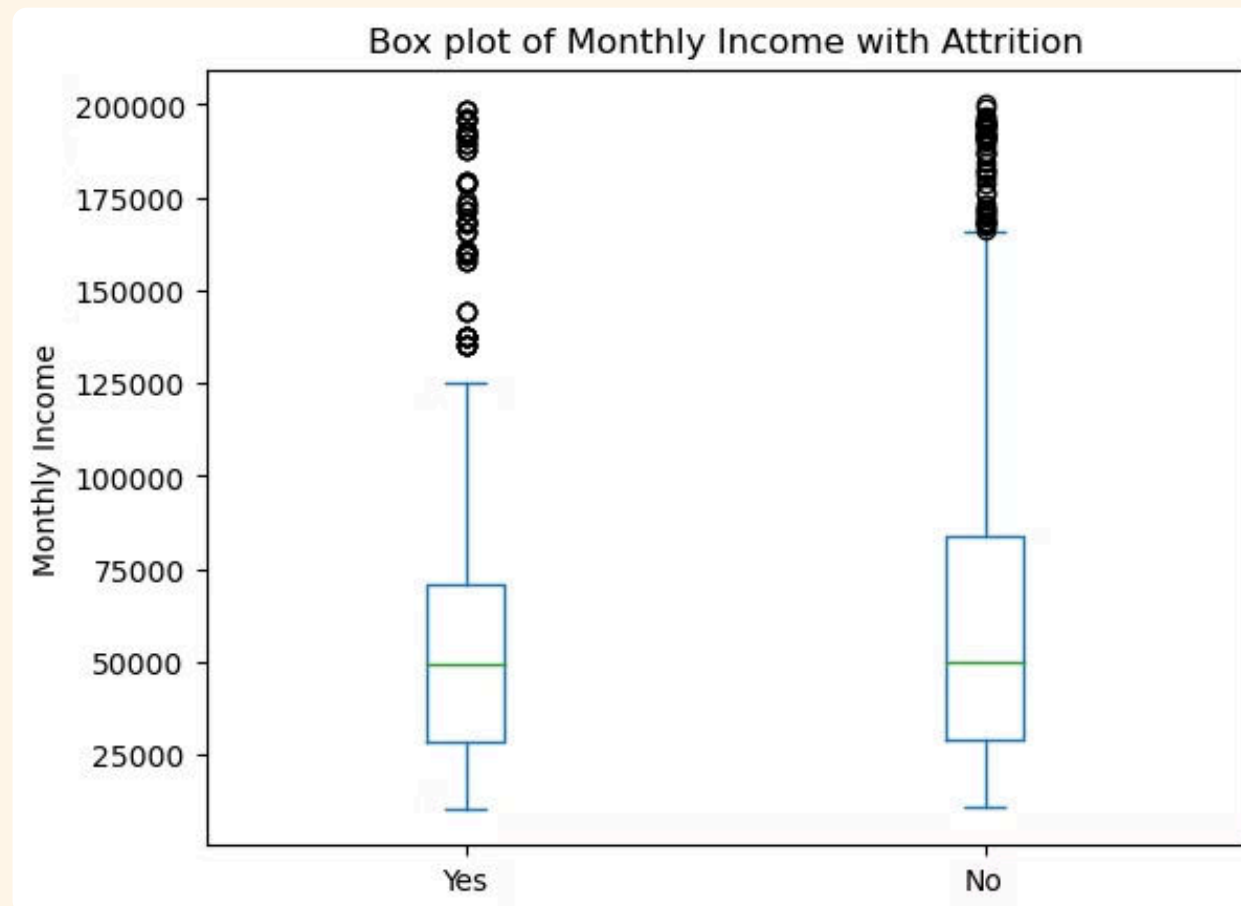
Focusing on understanding why fresher and less-experienced employees are leaving is critical to mitigating the potential negative impact on the company.



# Monthly Income by Attrition

## Salary Impact

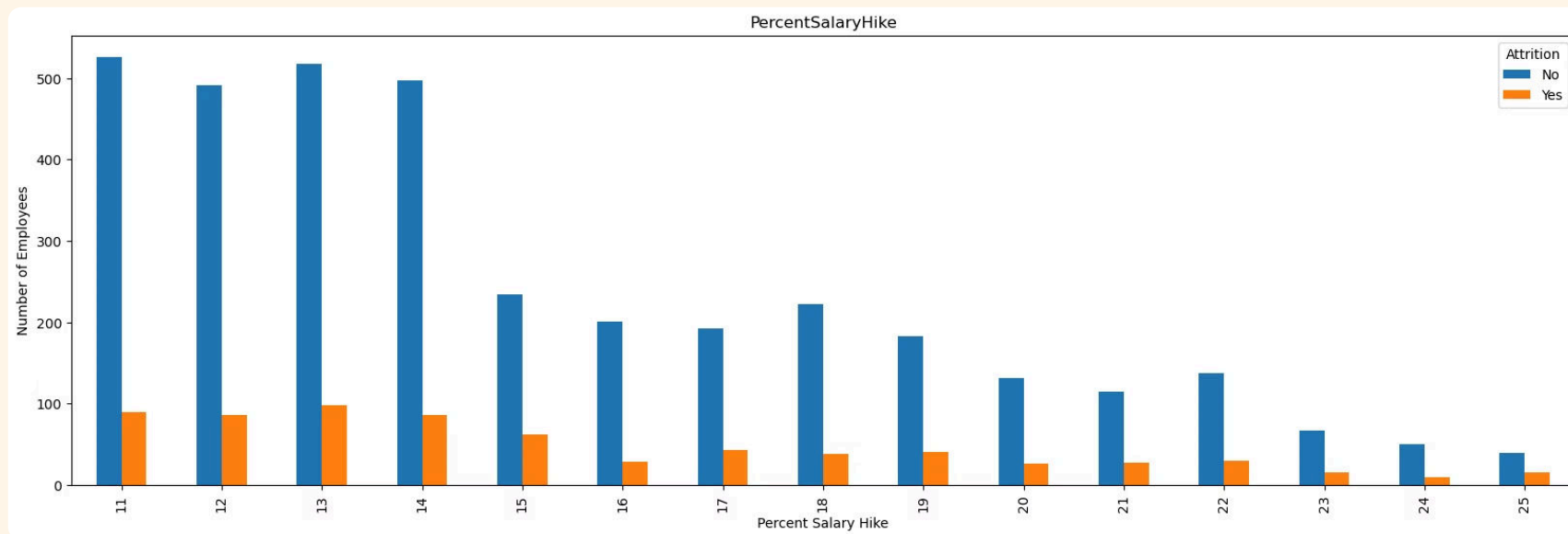
Employees who left their jobs tend to have lower monthly salaries than those who continued, indicating dissatisfaction.



# Percent Salary Hike by Attrition

- Common Salary Hike

Most current and attrition employees have reported salary hikes of 11 to 14 percent.

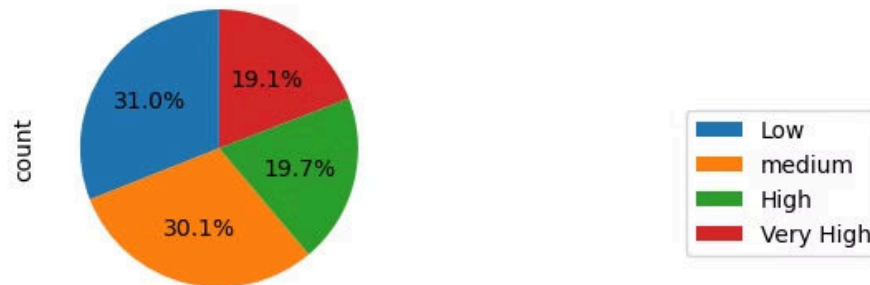


# Rating Features of Job & Environmental Satisfaction by Attrition

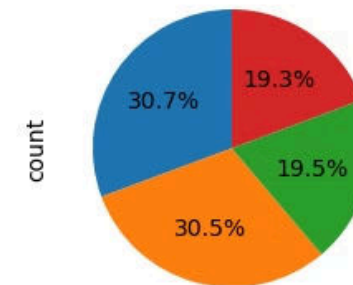
- Job & Environment Satisfaction

Over 60% of employees are not satisfied with their job and work environment, emphasizing the need for effective communication and infrastructure improvements.

Rating of job Satisfaction by Employees



Rating of Environmental Satisfaction by Employees



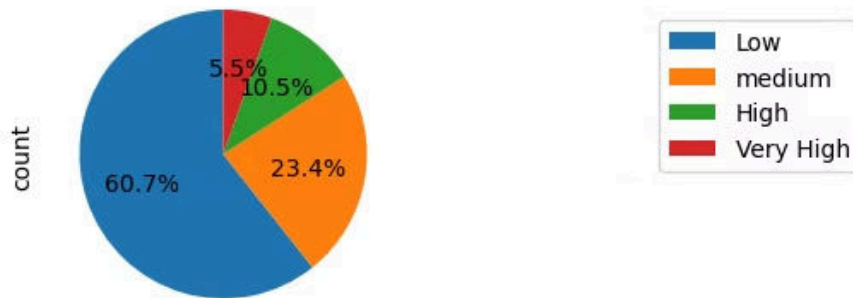


# Rating Features of Work Life Balance, Job Involvement by Attrition

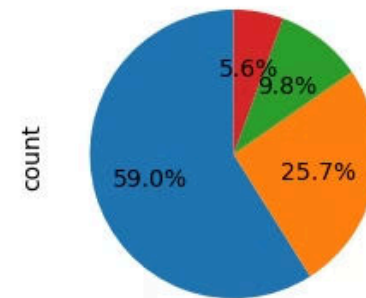
- Work-Life Balance

More than 60% of employees have rated their work-life balance and job involvement as bad.

Rating of Work-Life Balance by Employees



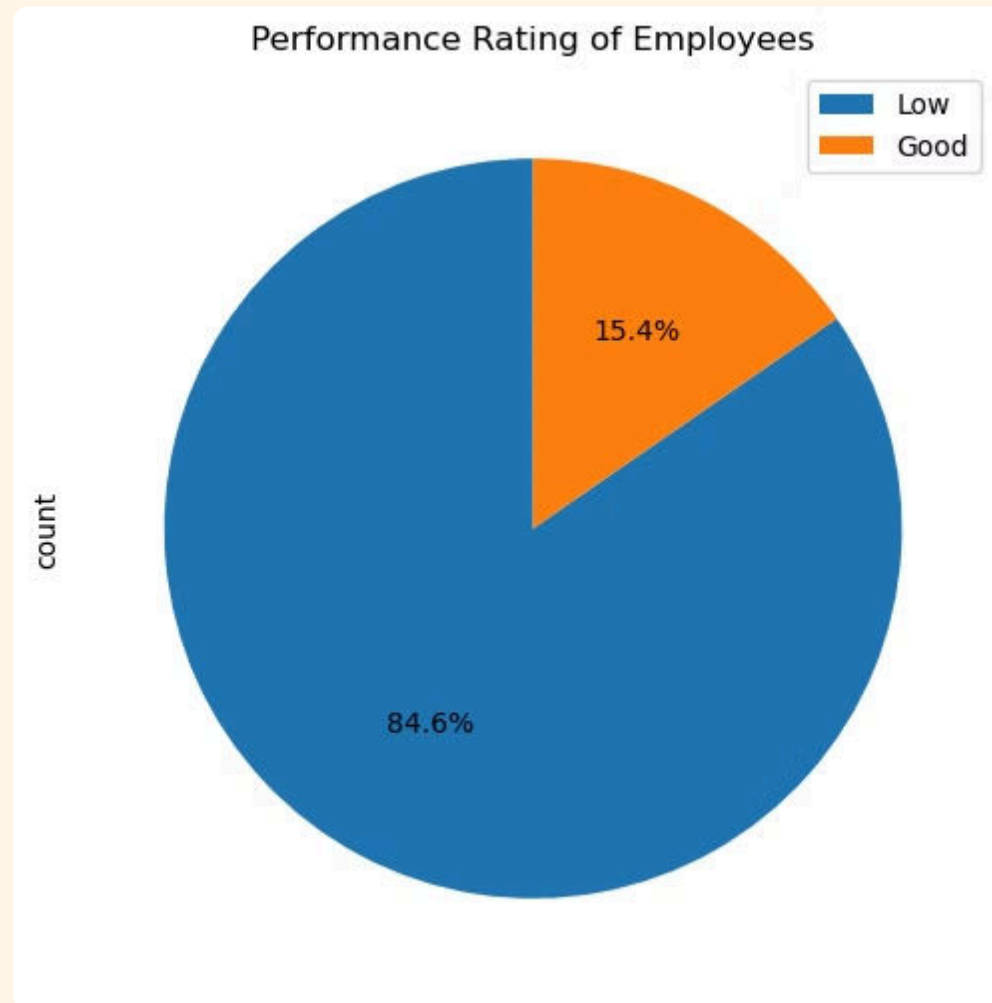
Rating of Job Involvement by Employees



# Rating Feature of Performance Rating by Attrition

- Low Performance

Almost 85% of employees have received low performance ratings, indicating a concern for employee engagement and productivity.



# Data Analysis Value

As an HR analyst, I would consider the dataset provided to be suitable for analyzing employee attrition within XYZ company. With a notable 15% attrition rate over the past couple of years and indications that many current employees are dissatisfied with their job and environment, the dataset presents valuable insights into factors contributing to turnover.

By conducting thorough analysis on this dataset, I aim to identify patterns and underlying reasons for attrition, ultimately informing data-driven strategies to improve employee retention and organizational stability.

# Strategies for Improvement

## Enhancing Job Satisfaction

Effective communication and infrastructure upgrades are essential for improving job satisfaction among employees.

## Flexible Work Options

Offering remote and hybrid work options can enhance job satisfaction and productivity.

## Empowering Employees

Assigning work based on experience and roles can help manage workload effectively.

## Salary & Benefits Improvement

Adopting fair salary and benefits policies is crucial to retaining talent and improving overall satisfaction.

Thank you