

## **Project Title**

Employee Attrition & Workforce Analytics Dashboard

## **Problem Statement**

The company is experiencing increasing employee attrition and uneven workforce distribution across departments. HR leaders need a dashboard to understand satisfaction levels, performance, compensation, and hiring trends to identify factors influencing employee turnover and improve retention.

## **Data Overview**

The dataset contains employee information such as demographics, job role, department, salary, satisfaction score, performance rating, experience, and attrition status. It supports detailed analysis of retention, engagement, and workforce trends.

## **Project Description**

The dashboard analyzes employee data using Tableau to track workforce distribution, satisfaction, performance, salaries, and attrition patterns. It enables HR to make data-driven decisions to enhance employee retention and workplace productivity.

## **KPIs**

- Attrition Rate
- Total Active Employees (Headcount)
- Average Satisfaction Score
- Average Performance Rating
- Average Monthly Income
- Hiring Trend

## **Insight Questions Included**

- Which department has the highest attrition?
- Does low satisfaction correlate with employee turnover?
- Which locations have the happiest employees—remote or on-site?

- How does salary influence attrition?
- Which job roles need urgent hiring?

## **Conclusion**

The dashboard reveals that attrition is higher in departments with lower satisfaction and lower compensation. Remote work shows slightly better satisfaction than on-site work. These insights help the company strengthen retention programs, optimize hiring, and improve employee engagement and performance.