Project – Attrition rate analysis

DATASET LINK -

https://docs.google.com/spreadsheets/d/1I9hSMPaCtmpENfXGrxymGsYbaD4ziwqh/edit?usp=sharing&ouid=117361563593838013098&rtpof=true&sd=true

Github project link – https://github.com/chouhanbanti2544/Power-BI-project/blob/main/HR%20ANALYTICS%20DASHBOARD.pbix

(View only PowerBI)

I have worked on a dataset regarding the Attrition of employees in an organisation.

To understand why the employees are leaving the organisation.

From which department, employees are leaving.

Job Satisfaction rating is also considered.

In this report, several KPI such as count of employees, average salary, attrition rate and etc are considered during the analysis

Beneficial insights are drawn from dashboard which will surely be helpful to find the solution

HR ANALYTICS DASHBOARD

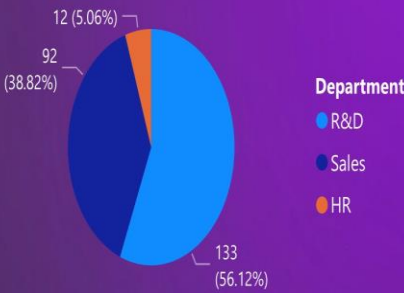| Associates De... | Bachelor's De... | Doctoral Degree | High School | Master's Degree |

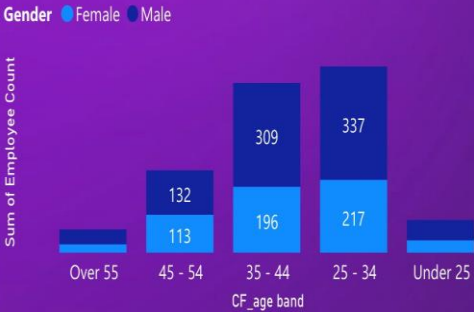| Overall Employees	Attrition	Attrition Rate	Active Employees	Average Age
1470	237	16.12%	1233	36.92

Depeartment wise Attrition

12 (5.06%)
92 (38.82%)
133 (56.12%)

Department
- R&D
- Sales
- HR

No of Employee by Age Group

Gender ● Female ● Male

CF_age band	Sum of Employee Count
Over 55	
45 - 54	132 / 113
35 - 44	309 / 196
25 - 34	337 / 217
Under 25	

Job Satisfaction Rating

Job Role ▲	1	2	3	4	Total
Healthcare Representative	26	19	43	43	131
Human Resources	10	16	13	13	52
Laboratory Technician	56	48	75	80	259
Manager	21	21	27	33	102
Manufacturing Director	26	32	49	38	145
Research Director	15	16	27	22	80
Total	**289**	**280**	**442**	**459**	**1470**

Sum of Attrition Count by Education Field

Education Field	Sum of Attrition Count
Life Scien...	
Medical	
Marketing	
Technical ...	
Other	
Human R...	
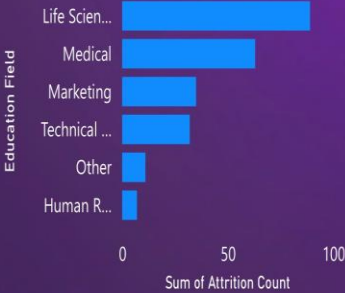
Attrition Rate by Gender for Different Age Groups

Under 25	25 - 34	35 - 44	45 - 54	Above 55
20 (52.63%)	69 (61.6...)	37 (72.55%)	16 (64%)	8 (72.73%)
38	112	51	25	11
18 (47.37%)	43 (38.39%)	14 (27.45%)	9 (36%)	3 (27.27%)