

Report on Employee Attrition

Firstly went with the data cleaning and preprocessing part , there were no duplicates and null values.

Then made a column where Attritions 'Yes' and 'No' values were changed to 0 and 1.

Created different cards

- Total Employee - telling total number of employee in the company by CountRows formula
- Average JobSatisfaction - Telling the average satisfaction among the employees
- Attrition Rate - Telling with what rate attrition occurring in the company
- Average Performance - Telling the Average performance of the employees
- TurnOver Rate - Formula for this is $(\text{No. of employees left the company} / \text{Average number of employee in the company}) * 100$

Created the different Slicers

- Department - After selecting a particular Department other visuals will tell the no. of employees there jobSatisfaction Attrition rate etc.
- Education Field - Different Educationfields present the selected one will display every information relation to it wrt to other visuals
- BusineeTravel - It tells how frequently an employee travels

Created the tables

- Gender wrt Attrition - it is describing how many Attrition occurring based on Male and Female
- MaritalStatus wrt Attrition - Married , Single and Divorced People are taken and their Attrition

Created Histograms Between

- Attrition wrt Monthly Income
- Attrition wrt Total working Years
- Attrition wrt Age

Created Donut and Pie chart

- Attrition by JobSatisfaction
- Attrition by work life balance
- Attrition by Relationship Satisfaction

Through the Dashboard we can see that -

- The Male attrition is Higher than the Female Attrition
- Age 34 has highest no. of attrition in age wrt attrition histogram
- The salary less than 30,000 has higher Attrition
- The Single People have higher Attrition rate
- The employee with more than 10 years of total working years have higher attrition rate

- Overall the Attrition Rate is 16.12%
- The job satisfaction equal to 3 have higher attrition followed by 1,4,2
- The work life balance equal to 3 have higher attrition rate followed by 2,4,1
- The Relationship Satisfaction equal to 3 have higher attrition followed by 4,1,2.