HR Analytics Dashboard – Employee Attrition Analysis (Power BI)

- Developed an interactive Power BI dashboard to analyse employee attrition trends using a dataset of 1481 records and 38 columns.
- Conducted data cleaning: handled missing values, corrected data types, removed duplicates, and created new features (AgeGroup, SalarySlab) for deeper analysis.
- Project Objective: To identify key drivers of attrition across demographic, job, salary, and satisfaction factors.
- Final dataset: 1470 employees, 237 attrition cases, with an overall attrition rate of 16.12%.
- Revealed higher attrition in the 26-35 age group, while the 55+ group showed low attrition (only 8 cases) — suggesting mid-career instability as a key driver rather than retirement-related exits.
- Identified high-attrition job roles:
    - Laboratory Technician (62)
    - Sales Executive (57)
    - Research Scientist (47)
    - Sales Representative (33)
- Found higher attrition among employees with degrees in Life Sciences (37.55%) an**d** Medical fields (26.58%).
- Salary-based attrition insights:
    - ≤ $5,000: 163 attrition cases
    - $5k–10k: 49
    - $10k–15k: 20
    - > $15k: 5
- Discovered that most attrition occurred within the first 3 years, especially in year 1 (59 employees).
- Analysed job satisfaction by role, with low satisfaction (ratings 1–2) in roles like Lab Technician and Sales Executive.
- Recommendation: Focus on early-stage employees, adjust low salary bands, and improve satisfaction in high-turnover roles.