

Employee Attrition Analysis

Project Overview

This project focuses on analyzing employee data to identify the reasons behind attrition and provide actionable insights for improving employee retention. The dashboard leverages key metrics and visualizations to guide decision-making in HR management.

Key Features

- **KPIs Tracked:**
 - Attrition rate
 - Satisfaction levels
 - Average monthly hours
 - Promotions in the last 5 years
 - Salary trends and department-wise turnover
- **Charts and Visualizations:**
 - Attrition by department, salary, and tenure
 - Correlation between satisfaction levels and evaluations
 - Workload trends (projects and monthly hours)
 - Top reasons for employee departures
- **Tools Used:**
 - **Data Cleaning & Analysis:** Microsoft Excel
 - **Visualization:** Pivot Tables and Charts

Key Insights

- Identified a strong correlation between low satisfaction levels and higher attrition rates.
- Departments with lower salaries showed higher turnover rates.
- Employees with excessive workloads or no promotions were more likely to leave.

Conclusion

This project demonstrates how data-driven HR analytics can provide valuable insights into workforce trends and help organizations enhance employee retention strategies.

Dashboard:

