FINAL TASK
Attrition analysis in Power-BI
Dashboard

Created by: Gabor NAGYMANYAI

Participant at „datakepzes.hu”

Imagine a company employing over 1,400 people across three departments. Monthly reports reveal a steadily increasing employee turnover rate. This trend poses both immediate and long-term challenges, negatively impacting the company's operational efficiency and threatening its future stability and growth.

„No matter how successful you are, your business and its future are in the hands of the people you hire." - Aiko Morita (1921-1999), Japanese business executive

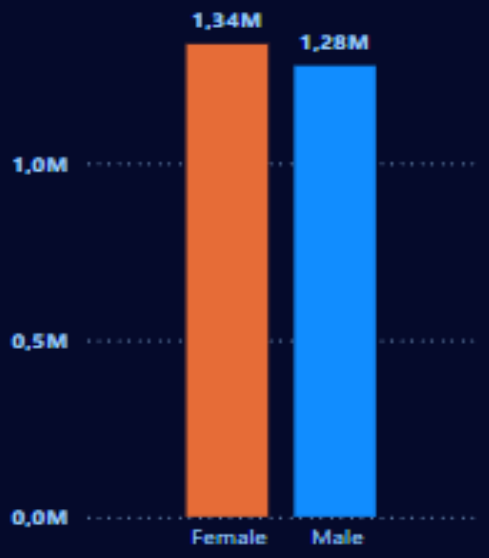
After completing the data cleaning and building the data model, the monthly turnover numbers and fluctuation rates become visible through an interactive dashboard.

1470
_Headcount

214
_Leaving

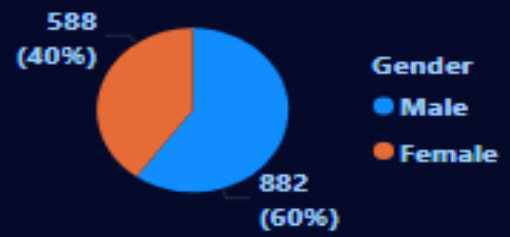
14,56%
_Attrition

Average_salary



Monthly_employee_leaving

Headcount



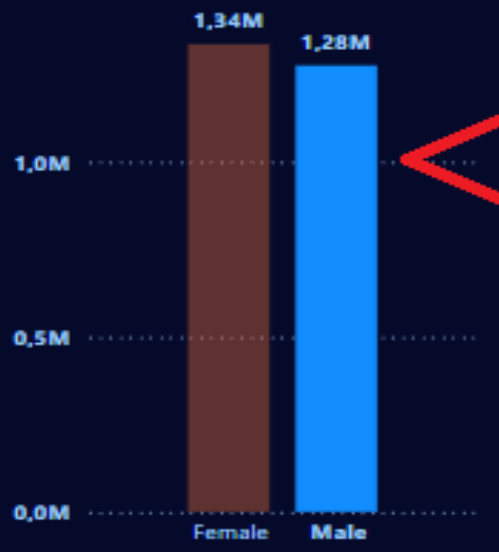
Within the interactive dashboard, clicking on a chart automatically updates the other elements to reflect the change.

882
_Headcount

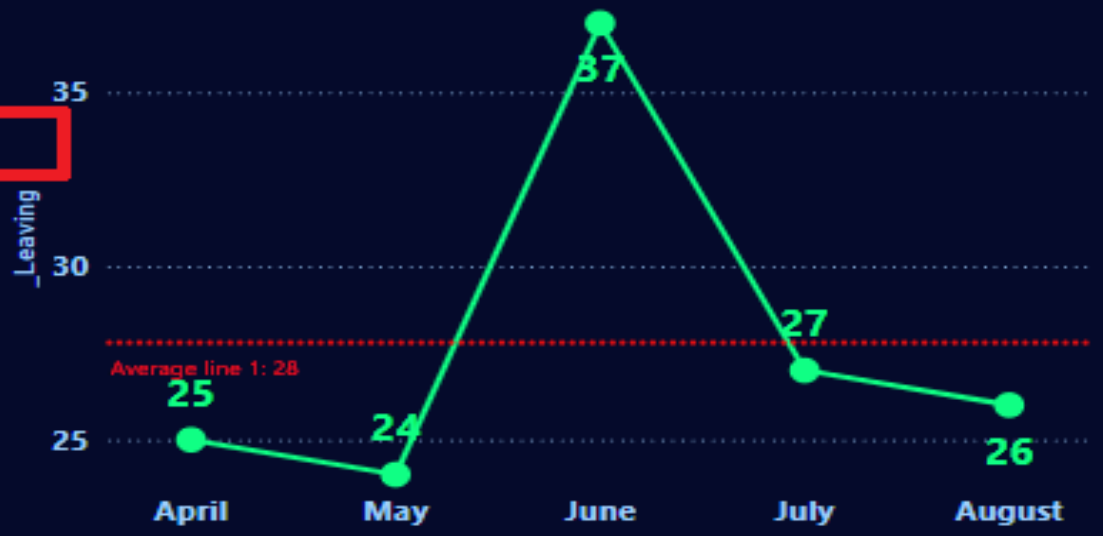
139
_Leaving

15,76%
_Attrition

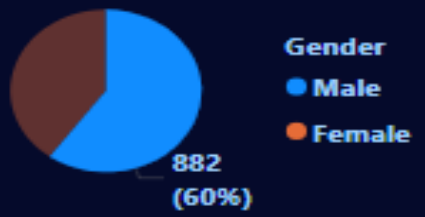
Average_salary



Monthly_employee_leaving

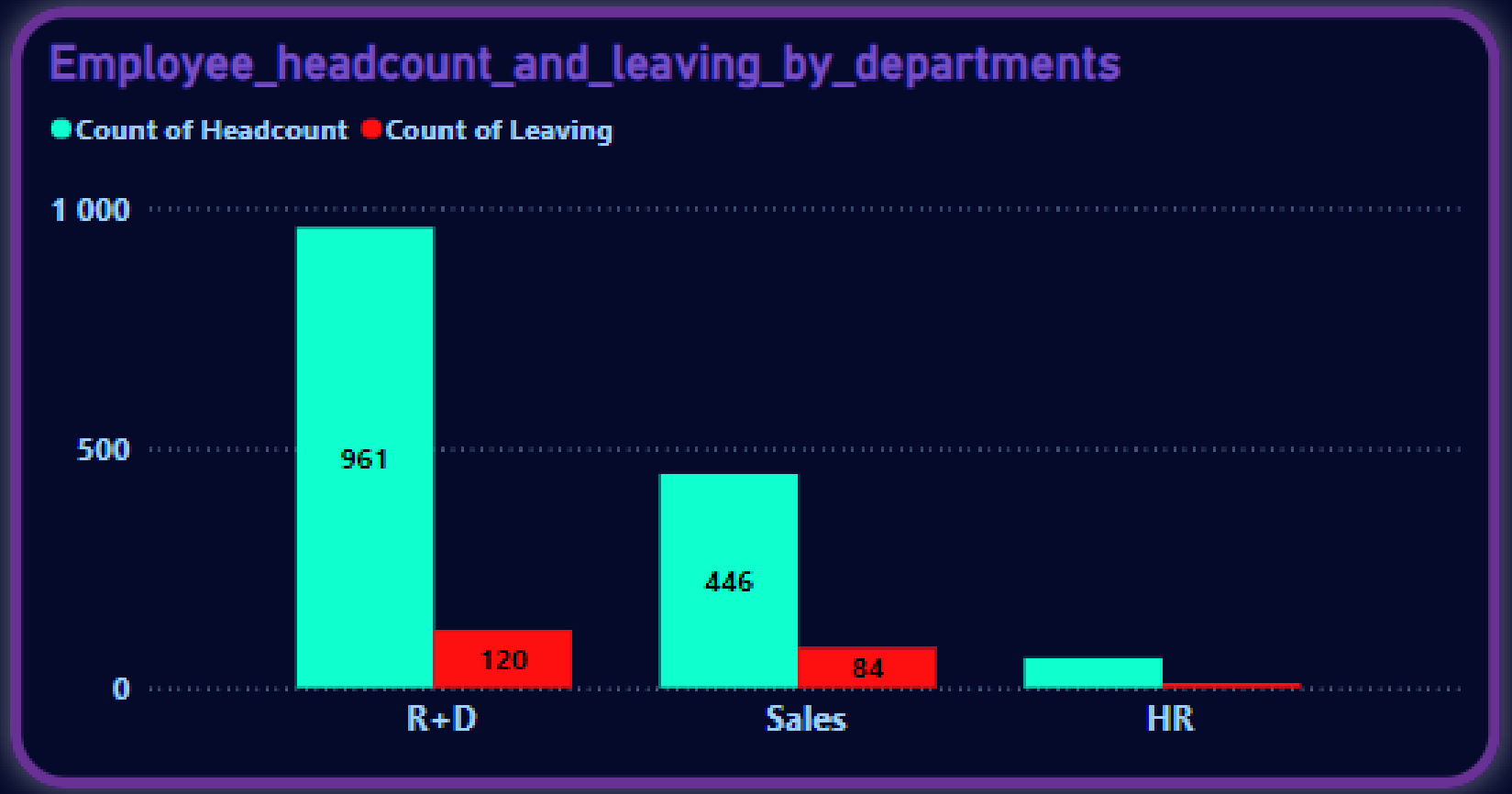


Headcount

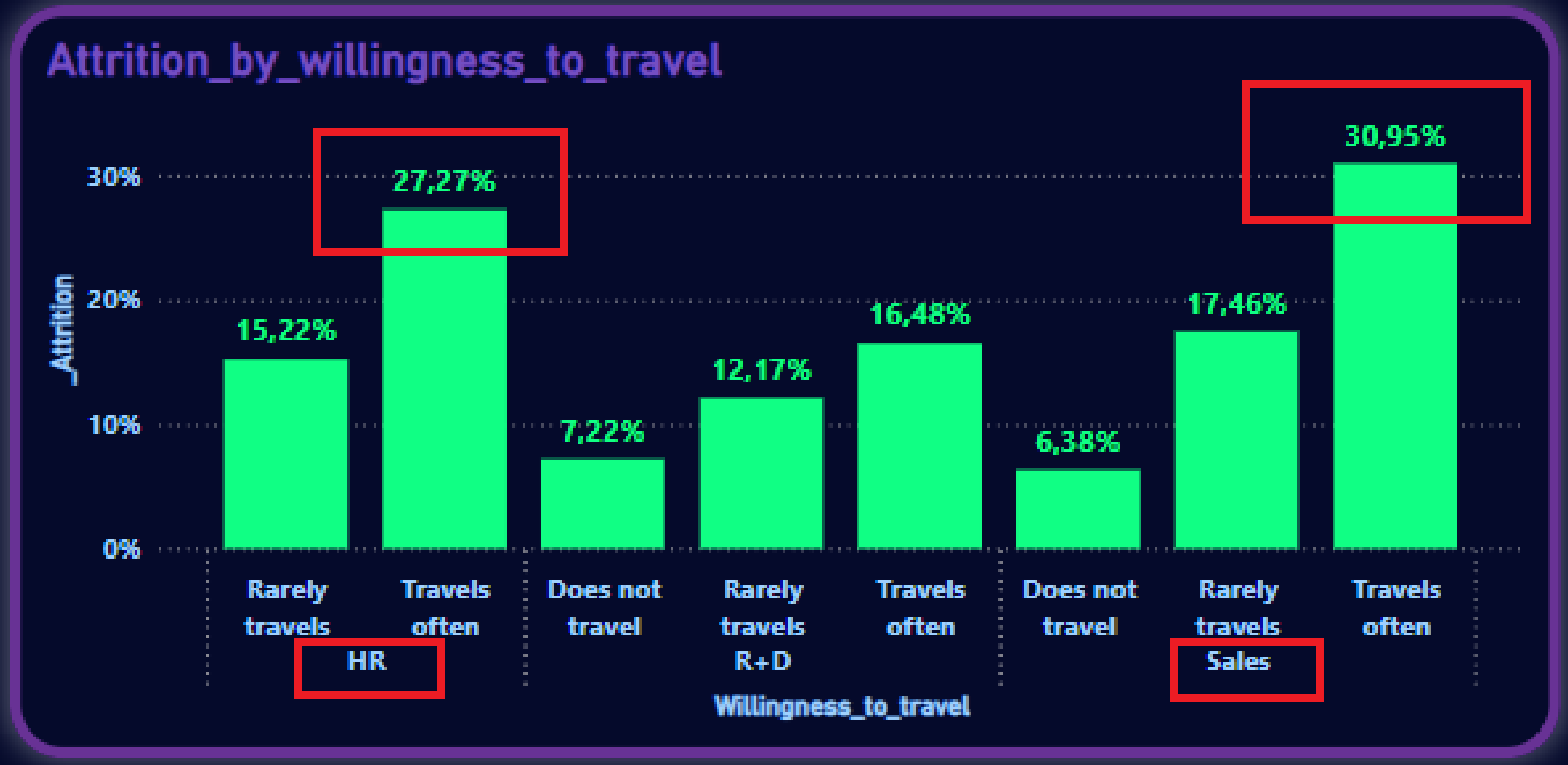


By creating a DAX function, the number of departures became visible by department. However, this can be misleading, as at first glance, it seems that the biggest issue lies within the research and development department.

Therefore, I create a new DAX variable to display, by department, how many employees left relative to the total headcount.



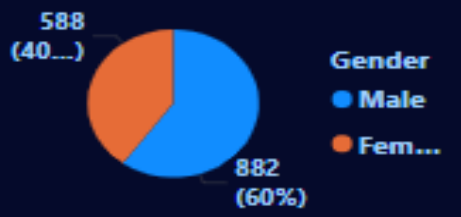
Now it's visible how many have left, but the reasons are still unknown. Therefore, I need to create an additional DAX variable to represent the willingness to travel.



The **conclusion** is that employees who travel frequently tend to have a higher turnover rate. Additionally, the issue is not with the Research & Development department, but with the Sales department!

This is a FULL interactive Power BI Dashboard

Employee_headcount



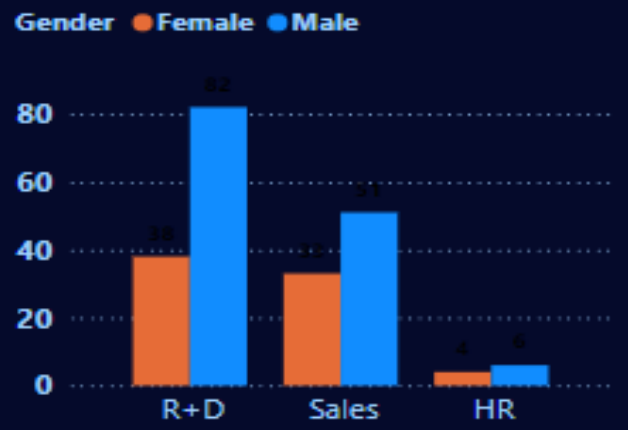
14,56%
_Attrition

1470
_Headcount

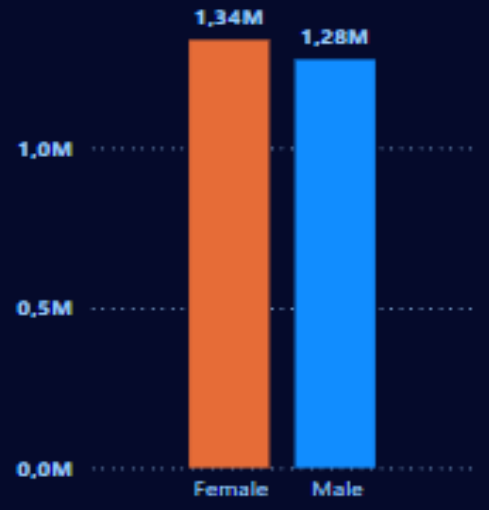
214
_Leaving

Leaving_by_Month

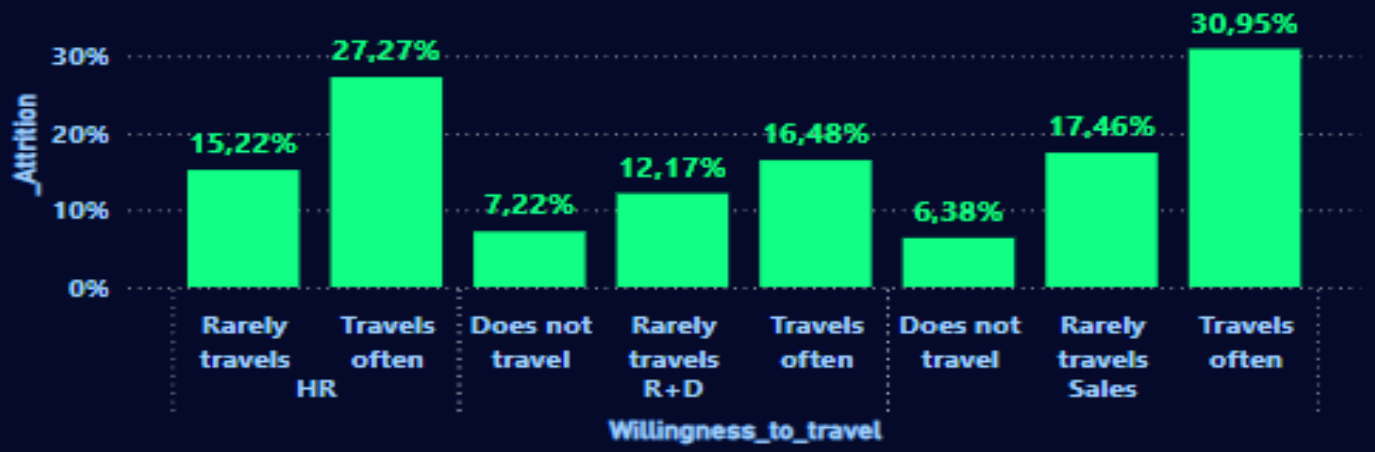
Leaving_employee_by_departments



Average_salary



Attrition_by_willingness_to_travel



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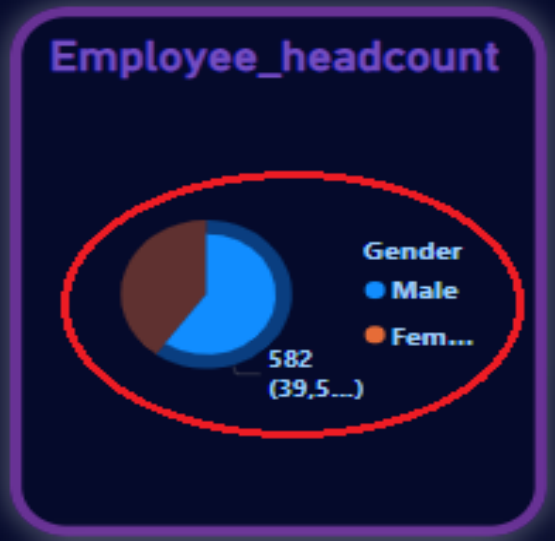
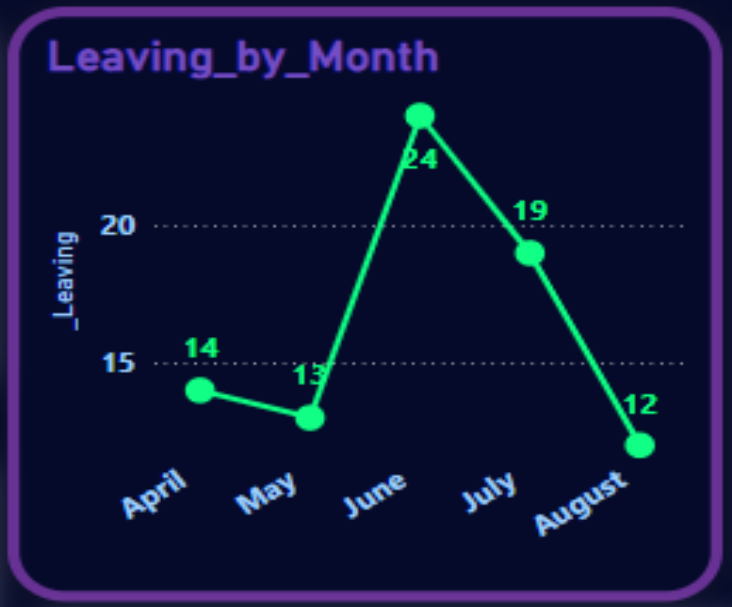
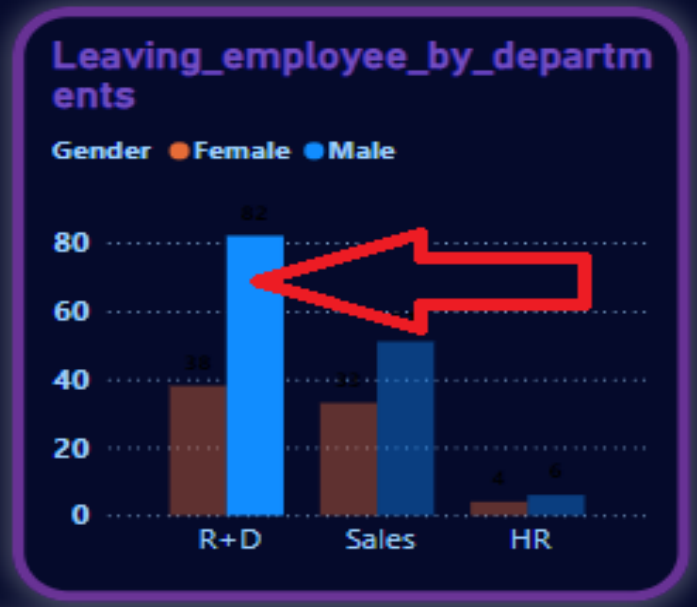
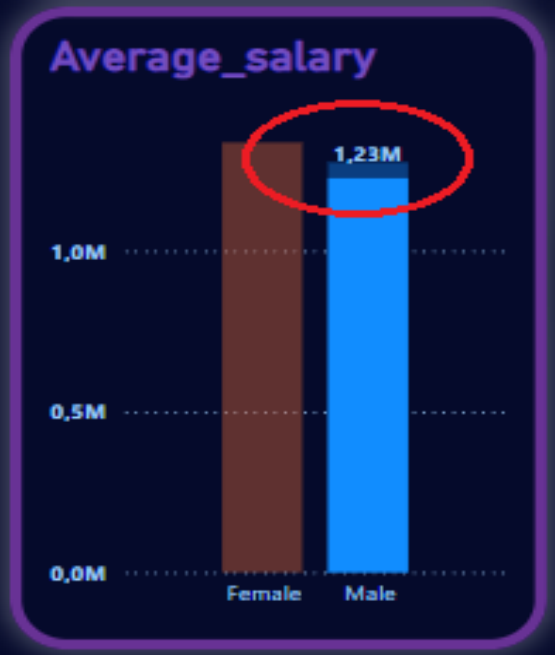
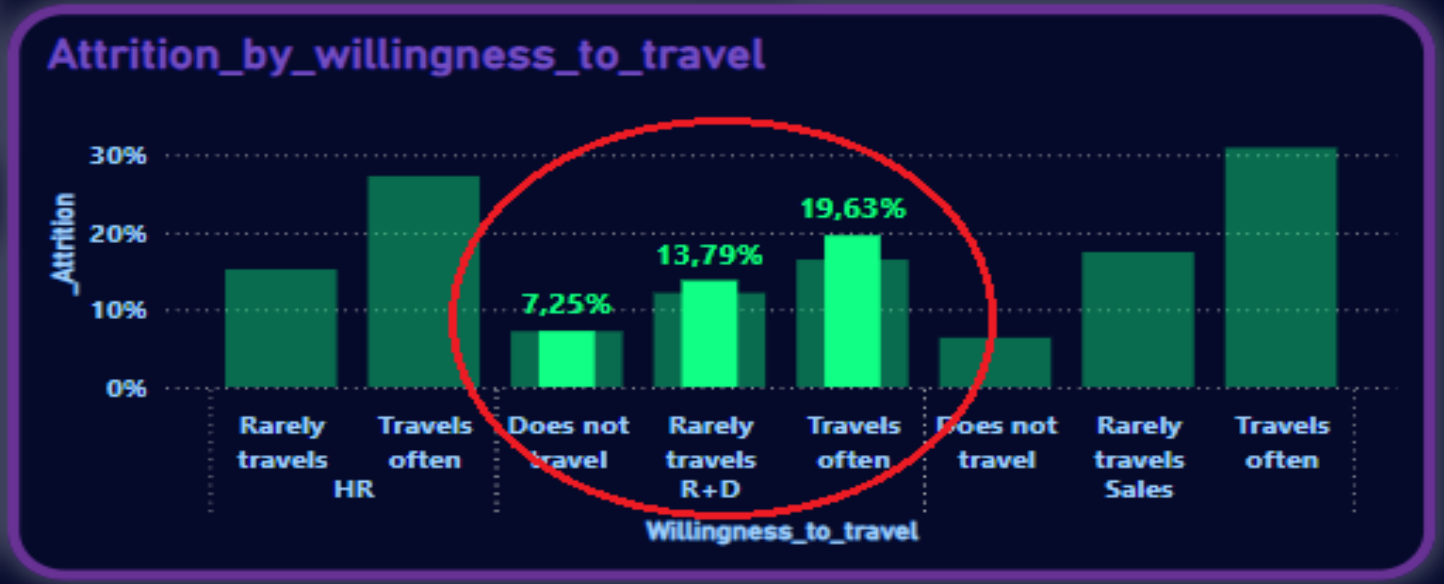








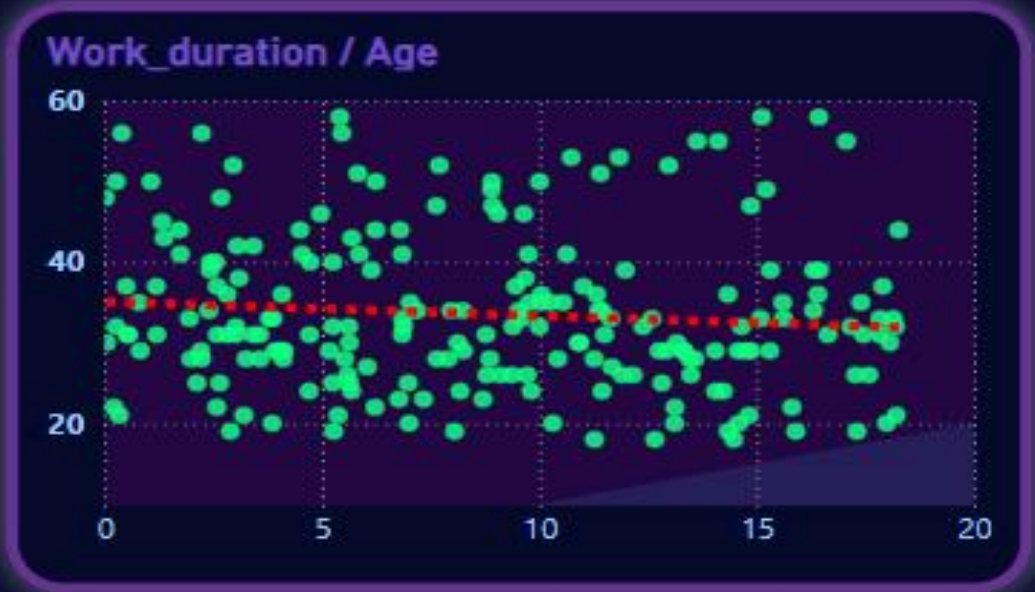


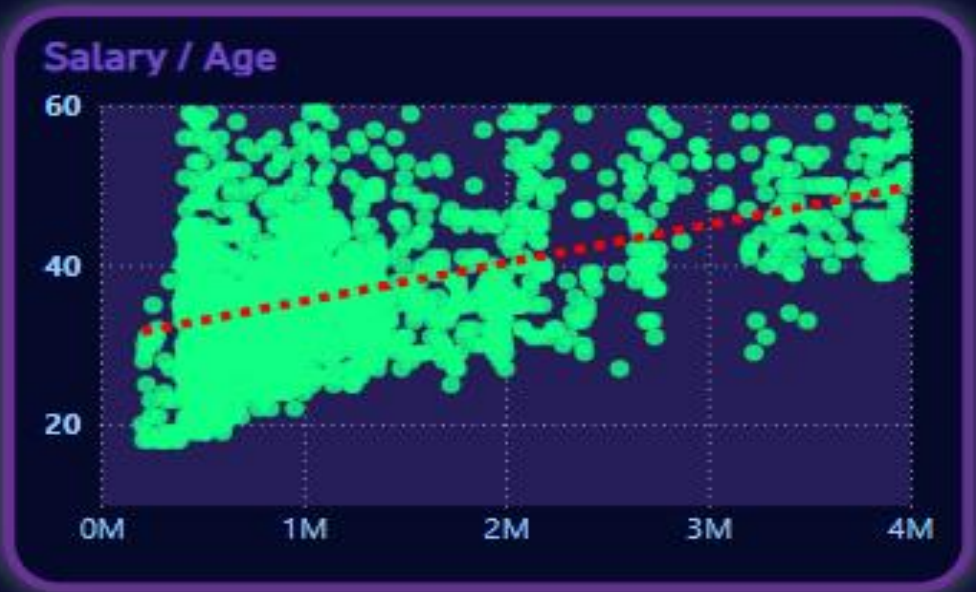
This is another statistical distributions

14,56%
_Attrition

1470
_Headcount

214
_Leaving





Thank you very much, for your attention