



# HR Employee Attrition

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# Definition of HR Attrition: Scope, Impact, and Why It Matters



## What is Employee Attrition?

The gradual reduction of a company’s workforce over time due to voluntary resignations, retirements, terminations, or other factors, without immediate replacement. Attrition focuses solely on **workforce shrinkage**.

### Scope

HR attrition encompasses voluntary, involuntary departures. Internal mobility also counts.

### Impact

It affects organizational knowledge and team dynamics. It harms morale and productivity.

### Why It Matters

High attrition rates signal systemic issues. It impacts reputation and talent acquisition.





1

## 🔍 Project Introduction

Employee attrition is a critical issue in HR management. High attrition rates can lead to increased hiring costs, knowledge loss, and reduced productivity.

**The goal of this analysis is to:**

- Understand the key factors driving attrition.
- Identify trends and patterns affecting employee turnover.
- Provide actionable recommendations to reduce attrition

1

## Dataset Description

The dataset contains (**number of employees in dataset**) employee records with various attributes such as:

**Demographics:** Age, Gender, Education.

**Job Details:** Department, Job Role, Job Level, Years in Company.

**Satisfaction & Performance:** Work-life balance, Environment Satisfaction, Performance Rating.

**Work Conditions:** Business Travel, Overtime, Distance from Home.

**Attrition Status:** Whether the employee left the company or not.

The dataset is structured using a **Star Schema**:

**Fact Table:** Contains Attrition status and more details.

**Dimension Tables:** Dim\_Employees, Dim\_Department details, Dim\_job status, Dim\_Performance ratings, etc.



2

## Data Cleaning & Exploration

### 🔍 Data Preparation

Before analysis, the dataset was cleaned and transformed:

- ✓ **Handled missing values** and formatted inconsistent data.
- ✓ **Created conditional columns** for better categorization (e.g., Age Groups, Performance Categories).
- ✓ **Transformed categorical variables** for analysis.
- ✓ **Built a Star Schema** with Fact & Dimension tables for optimized reporting.





2

## Data Cleaning & Exploration

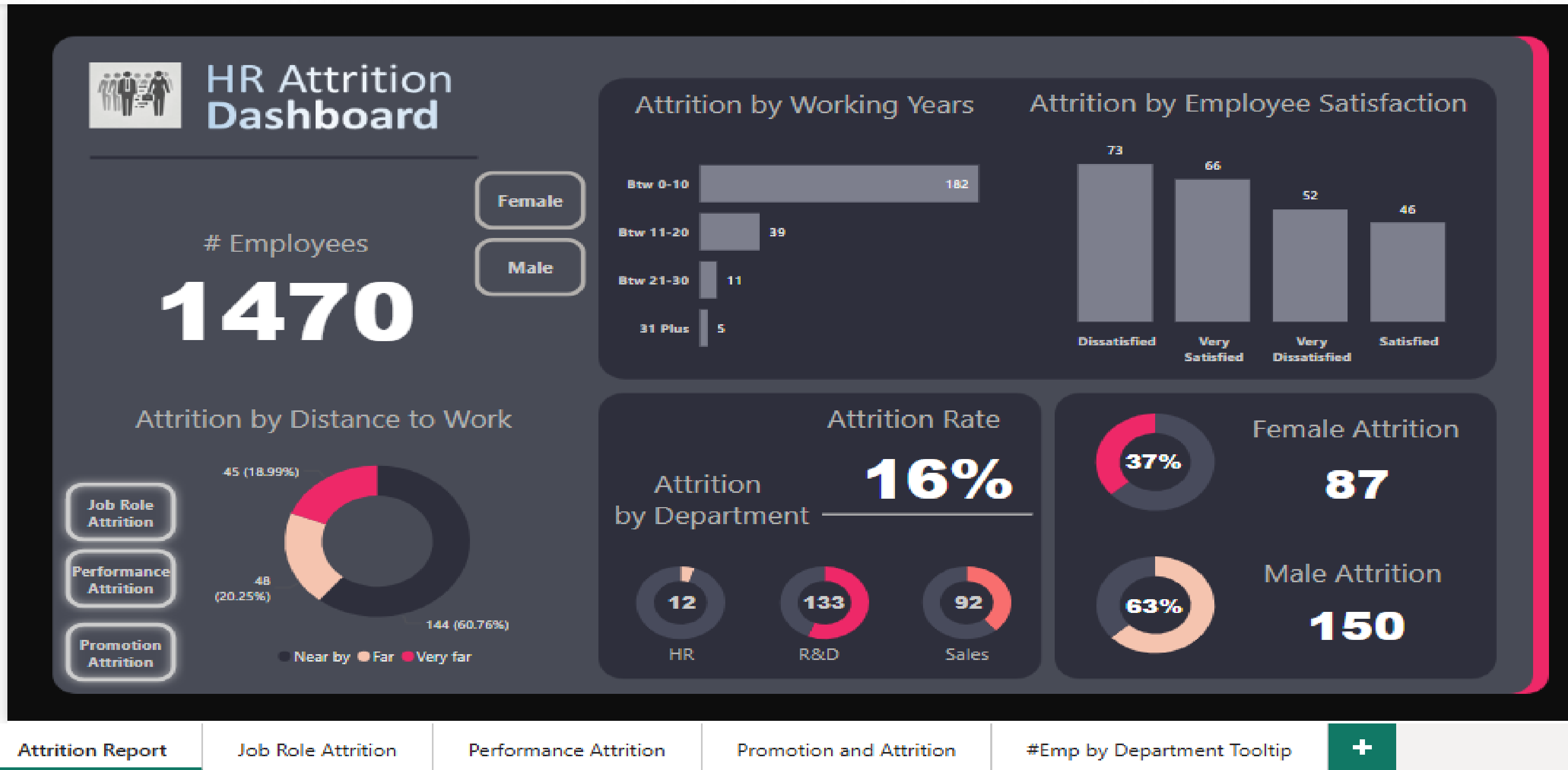
### 🔍 Key Data Insights

- The overall Employees Attrition rate is **16%**.

#### Key observations include:

- ♦ Departments with highest Attrition: **R&D (133), Sales (92)**.
- ♦ Young employees **(26-35 years)** have the highest Attrition **(116)**.
- ♦ **Laboratory Technician** have the highest Attrition **(62)** among job roles.
- ♦ Employees working overtime have an Attrition **of (127)**.
- ♦ Attrition is highest for Employees **Very Far from home(45)**.
- ♦ Employees with **the lowest satisfaction have a 73 Attrition**.
- ♦ **(29)** Attrition of Employees **Due for Promotion**.









# HR Attrition Dashboard

# Employees

1470

Female

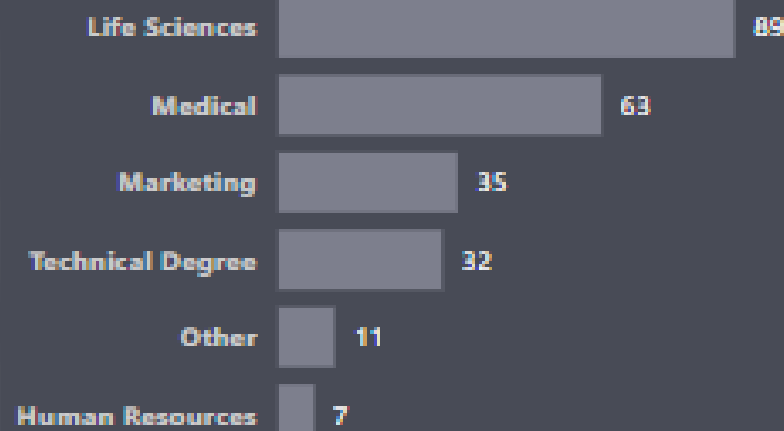
Male

Attrition by Employees Education

Attrition

Performance  
Attrition

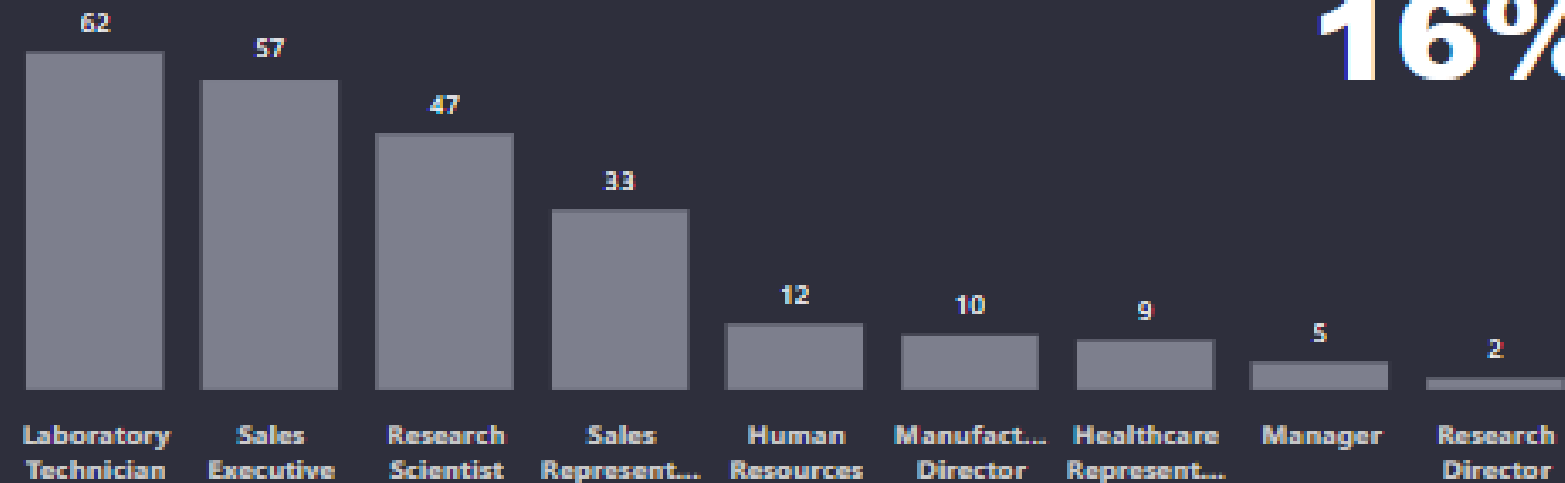
Promotion  
Attrition



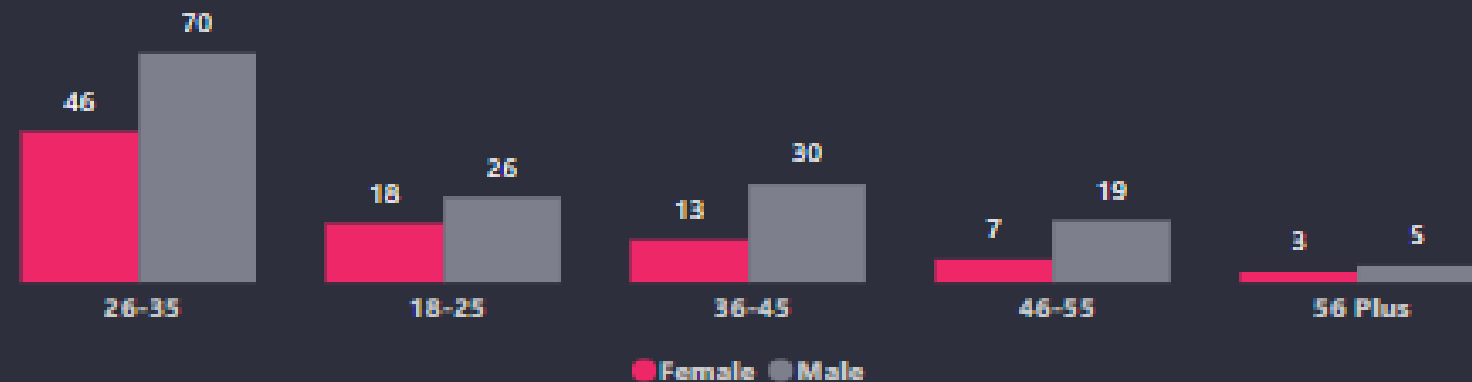
Attrition by Job Role

Attrition Rate

16%



Attrition by Age Group and Gender



Attrition Report

Job Role Attrition

Performance Attrition

Promotion and Attrition

#Emp by Department Tooltip





# HR Attrition Dashboard

# Employees

1470

Female

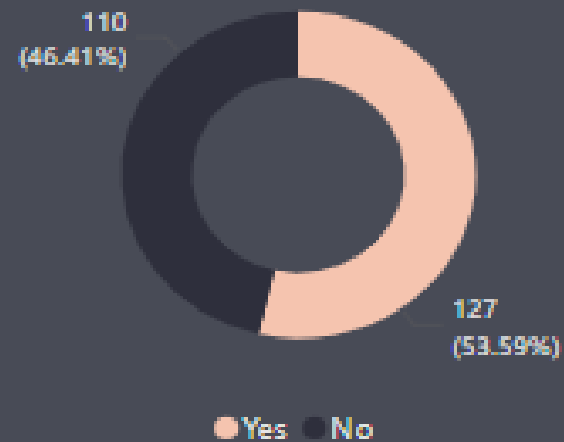
Male

Attrition

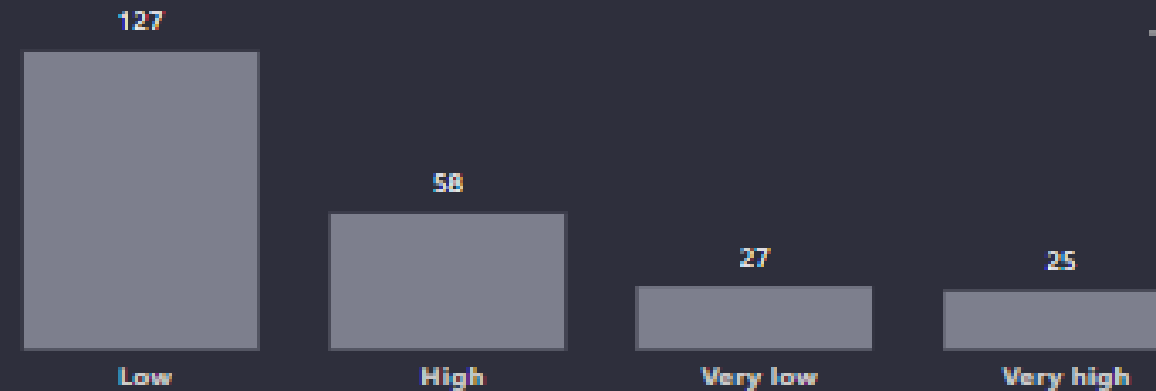
Job Role  
Attrition

Promotion  
Attrition

## Attrition by Over Time



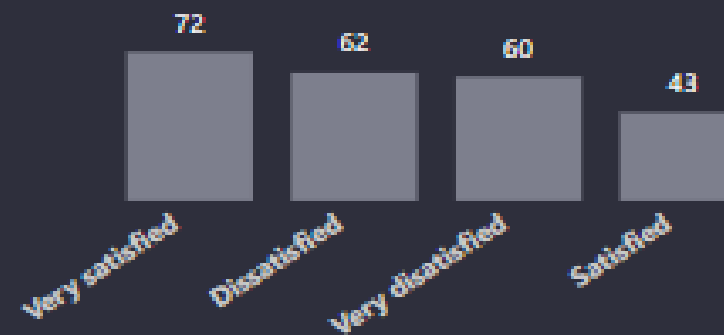
## Attrition by Work Life Balance



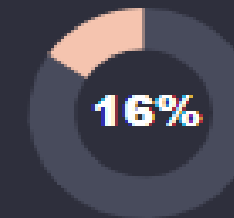
Attrition Rate

16%

## Attrition by Environment Satisfaction

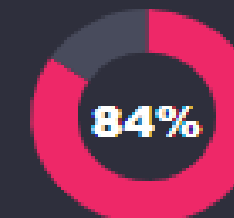


## Attrition by Emp with Low Performance



37

## Attrition by Emp with High Performance



200

Attrition Report

Job Role Attrition

Performance Attrition <sup>x</sup>

Promotion and Attrition

#Emp by Department Tooltip





# HR Attrition Dashboard

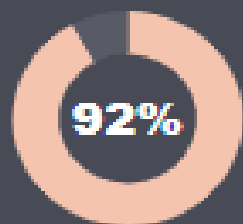
# Employees

1470

Female

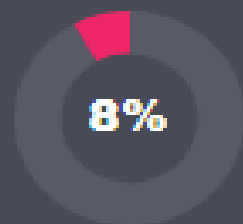
Male

Employees On Service



537

Employees Will be Retired



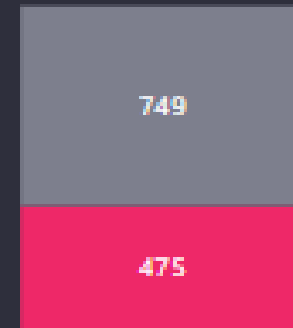
51

Attrition

Job Role  
Attrition

Performance  
Attrition

Employees and Gender by Service  
Years at Company



btw 0-10



btw 11-20



btw 21-30



31 Plus

Female Male

Attrition Rate

16%

Employees by Job Levels

Level 1



543

Level 2



534

Level 3



218

Level 4

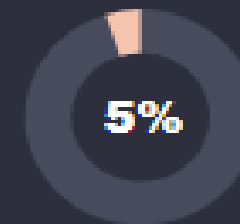


106

Level 5



69

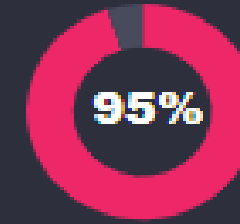


5%

Due For Promotion

29

Not Due For Promotion



95%

559

Attrition Report

Job Role Attrition

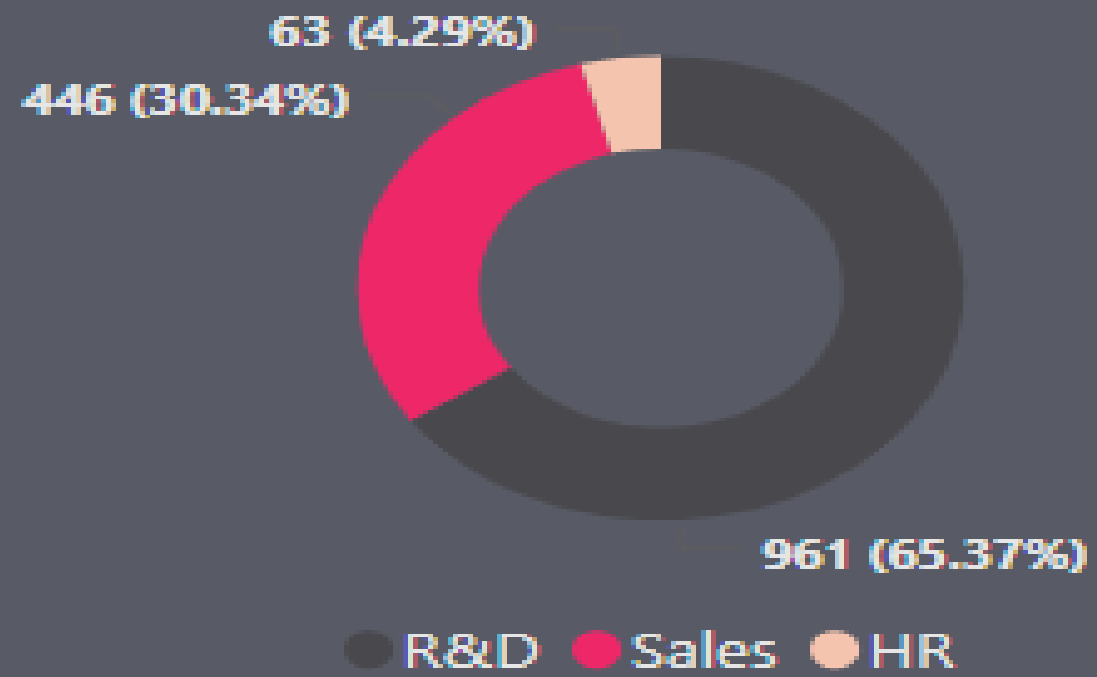
Performance Attrition

Promotion and Attrition

x

#Emp by Department Tooltip





#Emp by Department

Performance Attrition

Promotion and Attrition

#Emp by Department Tooltip <sup>x</sup>





## Conclusion & Recommendations

- The overall Employees Attrition rate is **16%**.

### Key observations include:

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# **Conclusion & Recommendations**

## ✓ **Enhance Work-Life Balance:**

- Introduce flexible working hours and hybrid work policies.
- Reduce excessive overtime workloads.

## ✓ **Retention Strategies for R&D and Sales Departments:**

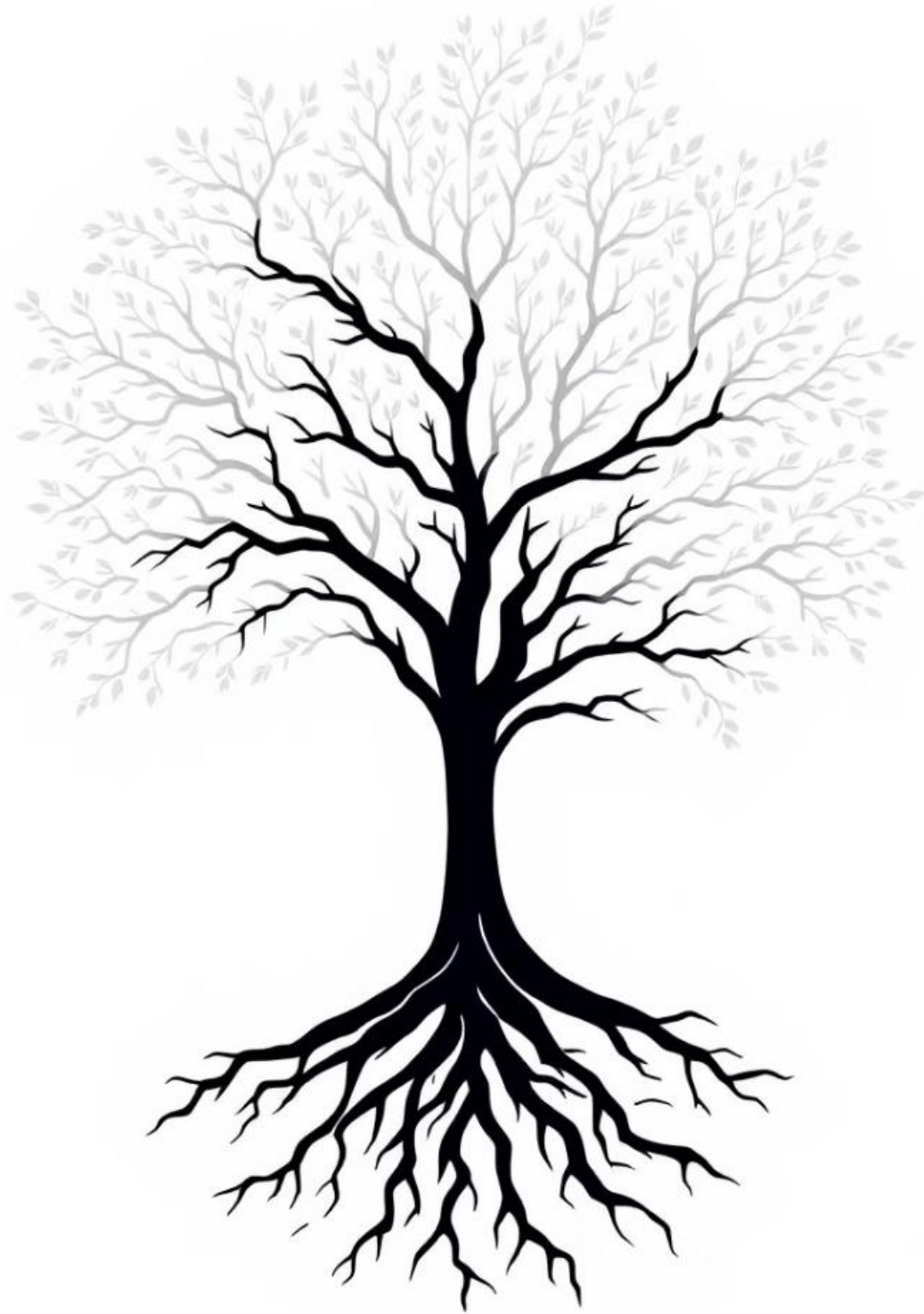
- Offer higher base salaries and performance-based incentives.
- Provide mentorship programs and career growth opportunities.

## ✓ **Engagement for Young Employees:**

- Improve onboarding programs and training opportunities.
- Introduce career progression plans for early-career employees.

## ✓ **Improve Employee Satisfaction & Environment:**

- Upgrade office facilities and provide mental health support.
- Conduct regular employee feedback surveys and act on them.



## 4

# Conclusion & Recommendations

### ✓ Address Long Commutes & Overtime Issues:

Provide transportation allowances or remote work options.

Monitor overtime hours and introduce better workload management.

### ✓ Encourage Promotions & Career Growth:

Implement structured promotion policies.

Provide skill-based training and leadership programs.

### ✓ Better Retirement Planning:

Introduce gradual retirement programs and financial planning.



A hand is placing a wooden block with the letter 'S' at the end of a row of wooden blocks that spell out 'SOURCES'. The blocks are light-colored wood with black letters. The background is a plain, light-colored surface.

SOURCES

Infoplease

**1. SHRM (Society for Human Resource Management):**

[https://www.shrm.org/topics-tools/news/employee-relations/attrition-definition-types-causes-mitigation-tips?utm\\_source=chatgpt.com](https://www.shrm.org/topics-tools/news/employee-relations/attrition-definition-types-causes-mitigation-tips?utm_source=chatgpt.com)

**2. Work Institute:**

[https://workinstitute.com/blog/employee-attrition-definition-impact-cause/?utm\\_source=chatgpt.com](https://workinstitute.com/blog/employee-attrition-definition-impact-cause/?utm_source=chatgpt.com)

**3. ClicData:**

[https://www.clicdata.com/blog/employee-attrition/?utm\\_source=chatgpt.com](https://www.clicdata.com/blog/employee-attrition/?utm_source=chatgpt.com)



A top-down view of two open, light-skinned hands held palm-up against a dark, textured background. A small, rectangular piece of white paper with deckled edges is held between the palms. The paper has the words "Thank you!" written in a dark, cursive script. The hands are positioned symmetrically, with fingers slightly spread, framing the paper.

Thank you!

Who Am I?



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