HR Attrition Analysis Project Report

# 1. Business Problem

Employee attrition is a major concern for organizations, especially in high-turnover roles like Sales and HR. Retaining skilled employees saves costs, improves morale, and maintains productivity.

# 2. Methodology

Dataset: HR dataset containing employee demographics, job details, performance ratings, and attrition status.  
SQL:  
- Cleaned and standardized data  
- Calculated KPIs (headcount, attrition count, attrition rate)  
- Wrote queries to analyze attrition by department, gender, overtime, distance, job satisfaction, and salary hikes  
Power BI Dashboard:  
- Imported SQL results into Power BI  
- Created KPIs, charts, and slicers for interactivity  
- Designed a storytelling dashboard for HR decision-makers

# 3. Key Findings

- Overall attrition rate was high compared to industry average  
- Sales Department had the maximum attrition  
- Overtime workers left at twice the rate of non-overtime workers  
- Employees far from office had higher churn probability  
- Low salary hikes & poor satisfaction directly correlated with attrition

# 4. Recommendations

- Address work-life balance issues in Sales & HR roles  
- Provide relocation/transport benefits for long-distance employees  
- Align salary hikes with performance to boost retention  
- Conduct regular employee engagement surveys