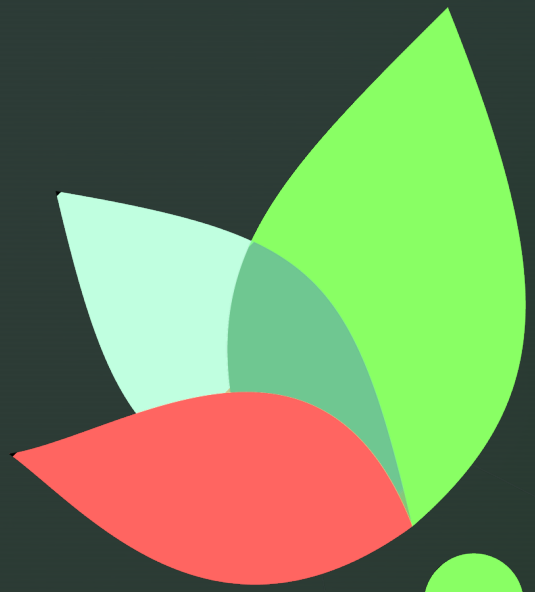

GREEN DESTINATIONS

HR DASHBOARD Analysis

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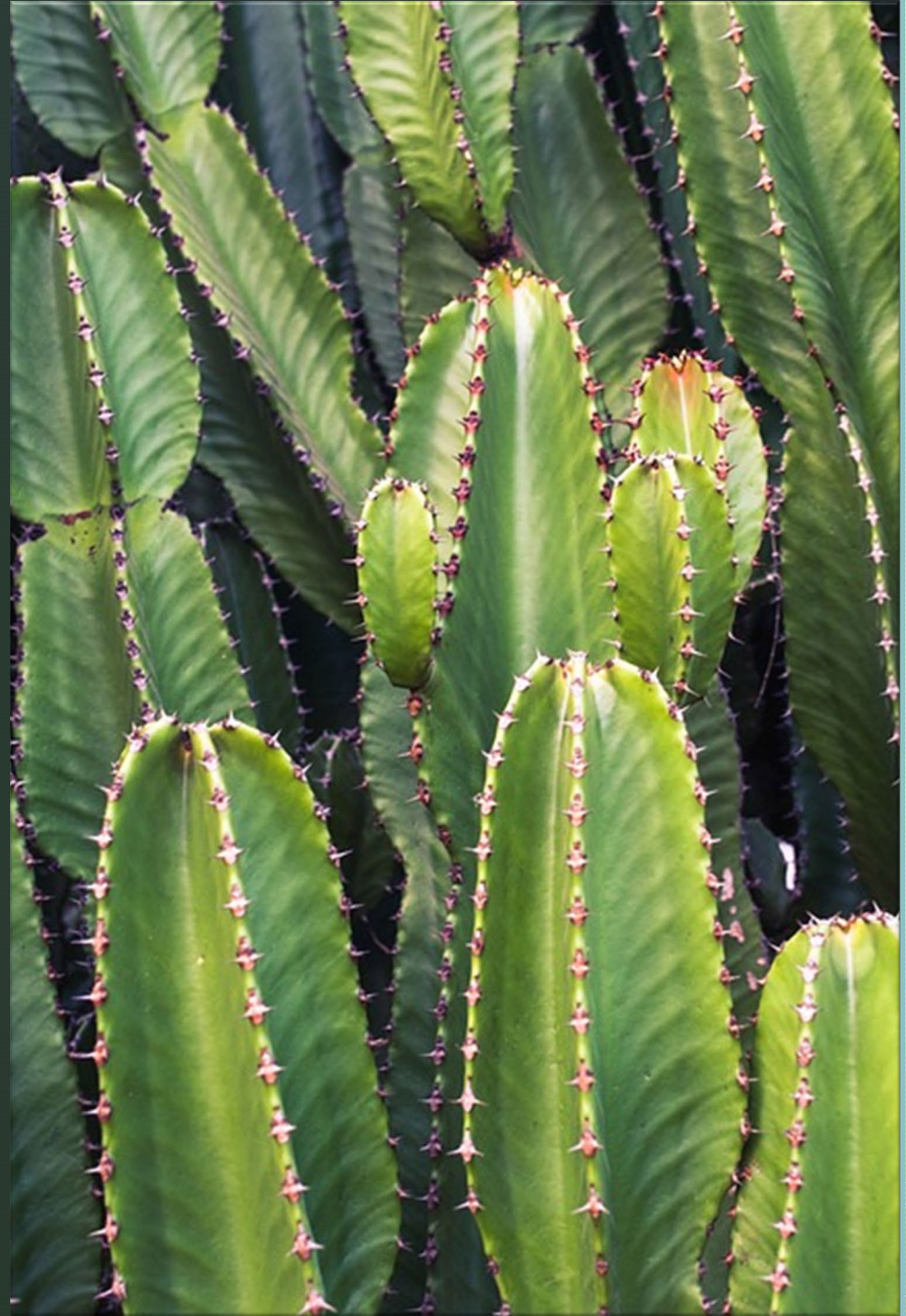


Problem Statement:

- Green Destination is a well-known travel agency. The HR Director has recently noticed an increase in employees leaving(attrition). She would figure out any trends or patterns. She has surveyed the staff of Green Destinations and provided the data.
- She would like to know the attrition rate (% of people who left the company).
- She would also know if factors like age, years at the company and income play a part in determining if people will leave or not.

Objective:

- Provide Insights to Hr. Director for employee attrition.
- The staff of Green Destinations provided the data.
- Create the KPI's accordingly.
- Create a dashboard

Benefits:

- Cost savings: Reduced revenue means lower recruitment and training costs.
- Cultural improvements: A better understanding of the reasons for leaving will help foster a positive work culture.
- Enhanced productivity: Lower turnover rates lead to a more stable and productive workforce.

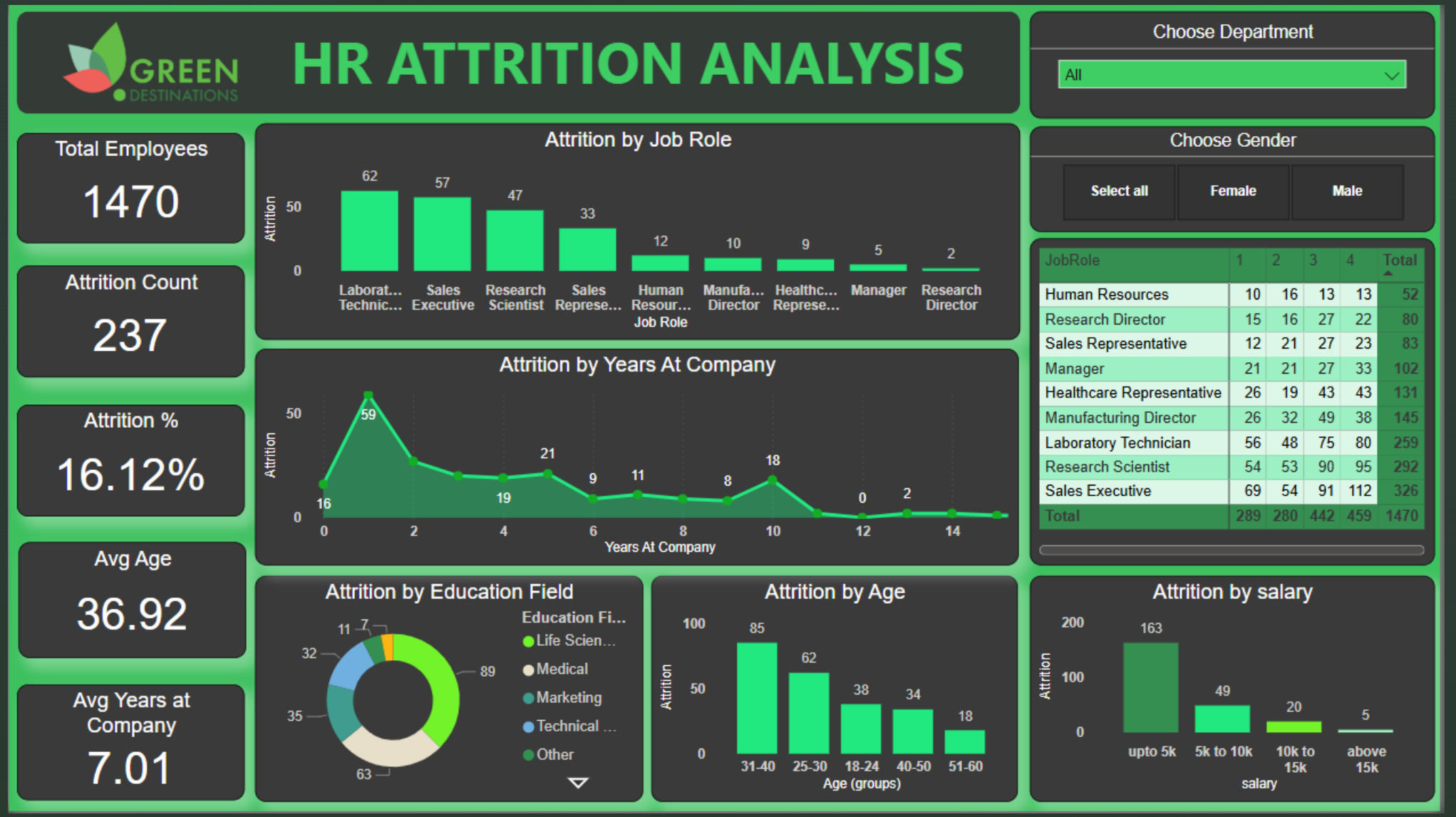
Data Overview:

Age	Attrition	BusinessTravel	DailyRate
Department	DistanceFromHome	Education	EducationField
EmployeeCount	EmployeeNumber	Environment Satisfaction	Gender
HourlyRate	JobInvolvement	Job Level	JobRole
JobSatisfaction	MaritalStatus	MonthlyIncome	MonthlyRate
NumCompaniesWorked	Over18	OverTime	PercentSalaryHike
PerformanceRating	RelationshipSatisfaction	StandardHours	StockOptionLevel
TotalWorkingYears	TrainingTimesLastYear	WorkLifeBalance	YearsAtCompany
YearsInCurrentRole	YearsSinceLastPromotion	YearsWithCurrManager	

Approach:

- **Collect Raw Data-** This step involves extracting the data from different sources relevant to the problem statement or obtaining data from the client.
- **Data Wrangling-** Contains following steps gathering data, assessing data, handling missing data and adding columns.
- **Exploring Data-** Once the data is loaded and pre-processed, we preform data analysis using python libraries and Business Intelligence tools like Tableau public and Power BI.
- **Deployment-** The prepared visualizations are deployed on the public.tableau.com site. Where they will be available publicly.

Dashboard Components:



JobRole	1	2	3	4	Total
Human Resources	10	16	13	13	52
Research Director	15	16	27	22	80
Sales Representative	12	21	27	23	83
Manager	21	21	27	33	102
Healthcare Representative	26	19	43	43	131
Manufacturing Director	26	32	49	38	145
Laboratory Technician	56	48	75	80	259
Research Scientist	54	53	90	95	292
Sales Executive	69	54	91	112	326
Total	289	280	442	459	1470

Key Performance Indicators:

- Total Employees- 1470
- Attrition Count- 237
- Attrition Rate %- 16.12%
- Average Age- 36.92
- Average Years at Company- 7.01

Future Improvements:

The dashboard provides helpful suggestions to reduce attrition, such as:

- **Employee engagement program**: Implement programs to increase employee engagement and satisfaction.
- **Career development plans**: Yield advancement opportunities and a clear career path.
- **Compensation and Benefits Evaluation**: To remain competitive, compensation and benefits must be evaluated regularly.
- **Flexible working Arrangements**: Offer flexible working arrangements to improve work-life balance

Conclusion:

The HR Attrition Analytics dashboard is a valuable resource for HR professionals and decision-makers seeking to better understand employee attrition. Companies may effectively reduce turnover and establish a stable, engaged, and productive workforce by studying demographic determinants, tracking KPIs, and applying improvement measures. more efficient.

THANK YOU