



HR Employee Attrition Analysis

Uncovering why employees leave and identifying at-risk groups to design effective retention strategies using comprehensive HR data analysis.

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Dataset Overview

1,470

Employee Records

Comprehensive dataset analyzed

35+

Data Features

Attributes tracked per employee

5

Key Categories

Demographics, job details, engagement, satisfaction, performance

Demographics & Job Details

- Age, Gender, Marital Status
- Department, Job Role, Years at Company
- Distance From Home

Performance & Compensation

- Job & Environment Satisfaction
- Performance Rating, Promotions
- Monthly Income, Hourly Rate, Salary Hike

Analysis Methodology

01

Data Preparation

Checked structure, categories, and numeric fields across all employee records

02

Satisfaction Grouping

Created Job Satisfaction categories: BAD (1–2) and GOOD (3–4) ratings

03

DAX Measures

Developed measures for gender splits, overtime count, attrition count, and average hourly rate

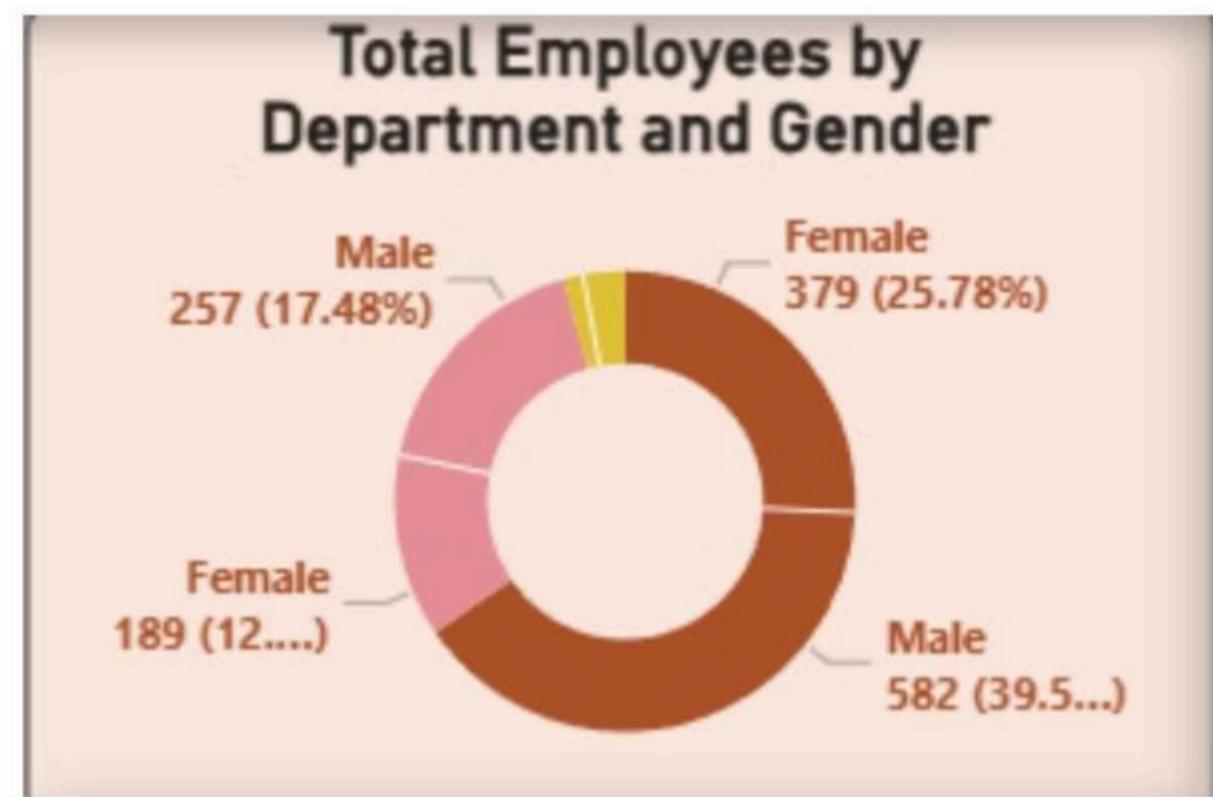
04

Visual Analysis

Built interactive Power BI dashboard with KPIs, charts, and filters for deep insights



Workforce Composition



Employees by Department & Gender

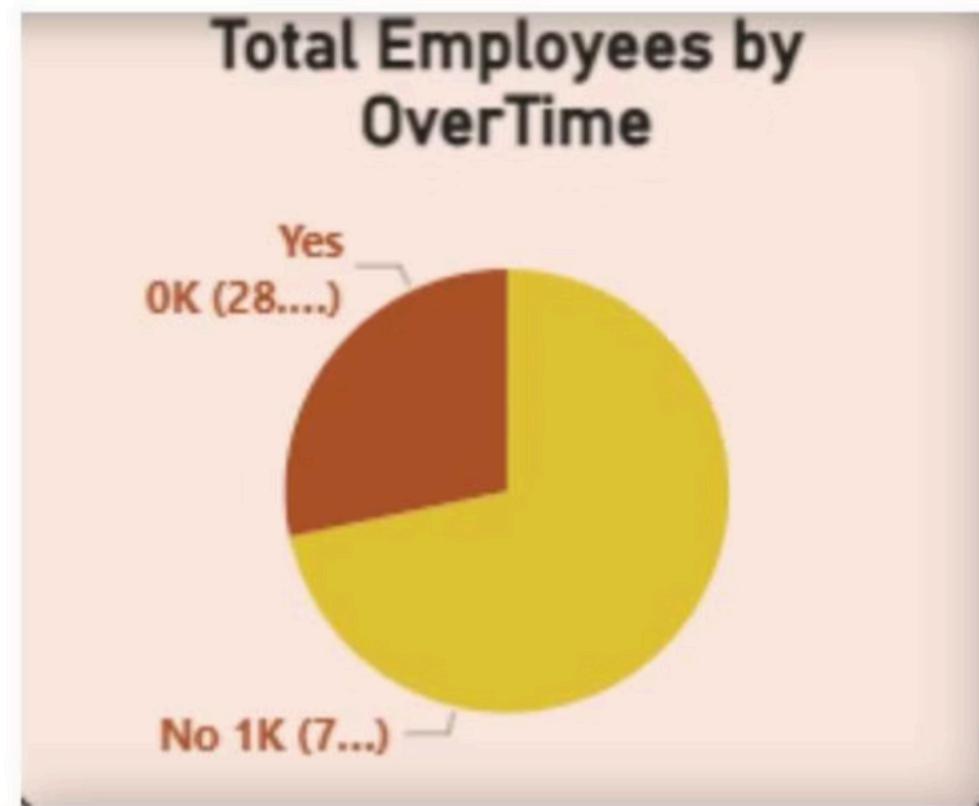
Sales, R&D, and HR departments analyzed with complete gender segmentation to understand workforce distribution.



Gender Distribution

Male vs female proportions calculated using custom DAX measures.

Work-Life Balance Indicators



Overtime Analysis

Identified employees working overtime—strong connection to burnout and attrition risk.



Business Travel Patterns

Compared Frequent Travelers, Rare Travelers, and Non-Travel categories to assess impact on retention.

Employee Satisfaction & Performance

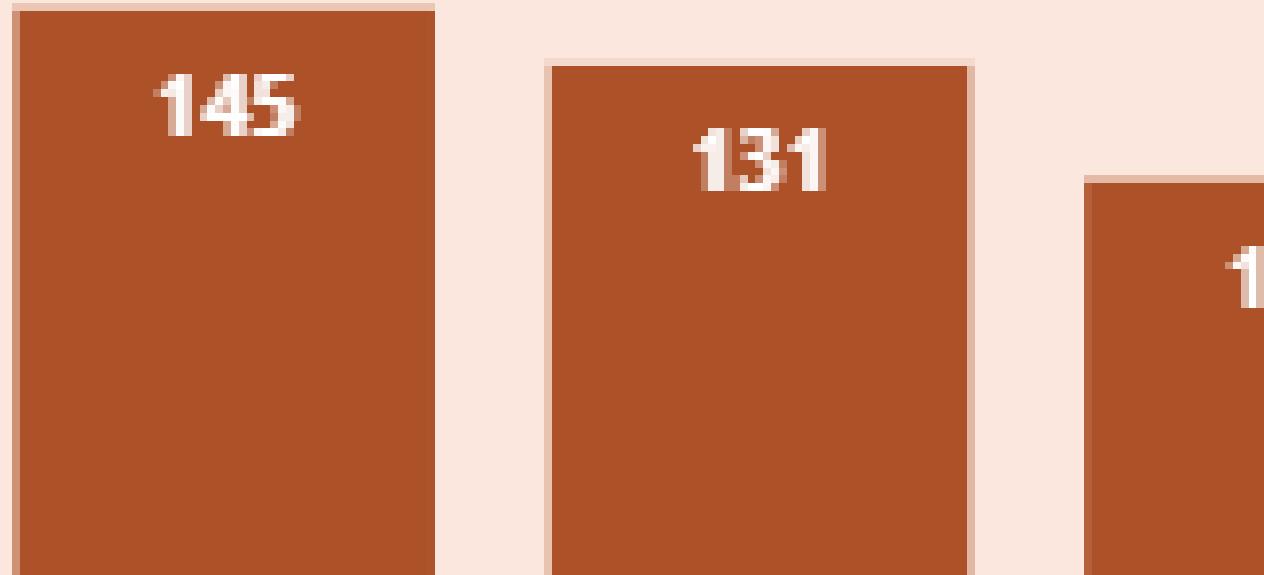
Job Satisfaction Review

Grouped ratings (1–2 = Bad, 3–4 = Good) to assess overall employee sentiment and engagement levels.

Performance Ratings

Analyzed ratings 3–4 to identify top contributors and low performers across the organization.

Total Employees by JobRole



Role Distribution & Compensation

Employees by Job Roles

Concentration identified across Sales Executive, Research Scientist, Manager, HR, and other key positions.

Average hourly rate

65.89

Average Hourly Rate

Calculated to understand compensation distribution patterns.

Attrition Insights



Marital Status Impact

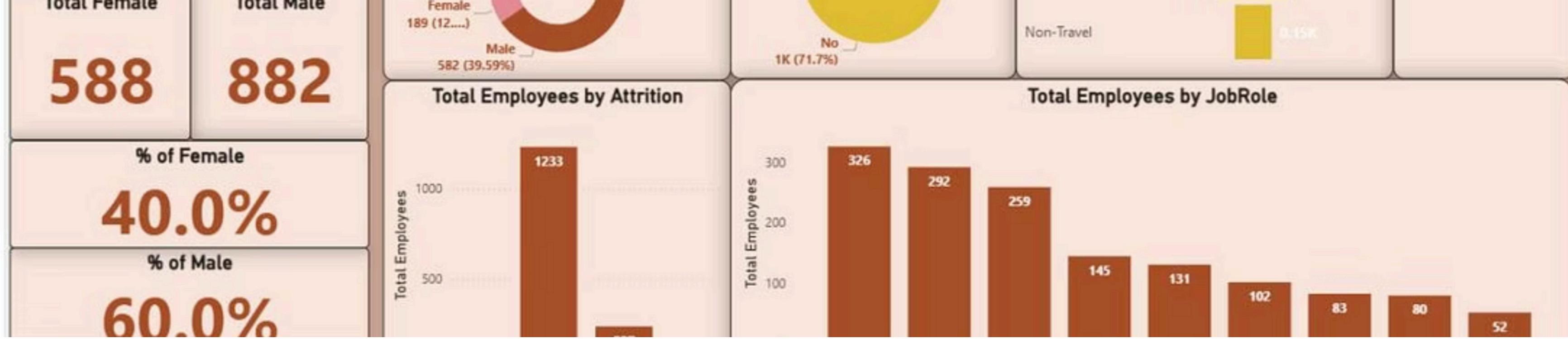
Count of Single, Married, and Divorced employees analyzed for attrition correlation.

Manager Relationships

Employees with >5 years under current manager indicate leadership impact and relationship stability.

Employees Who Left

Attrition count reveals workforce reduction trends and departure patterns across departments.



Interactive Power BI Dashboard



KPI Cards

Attrition, Overtime Count, Avg Hourly Rate, Gender %



Visual Charts

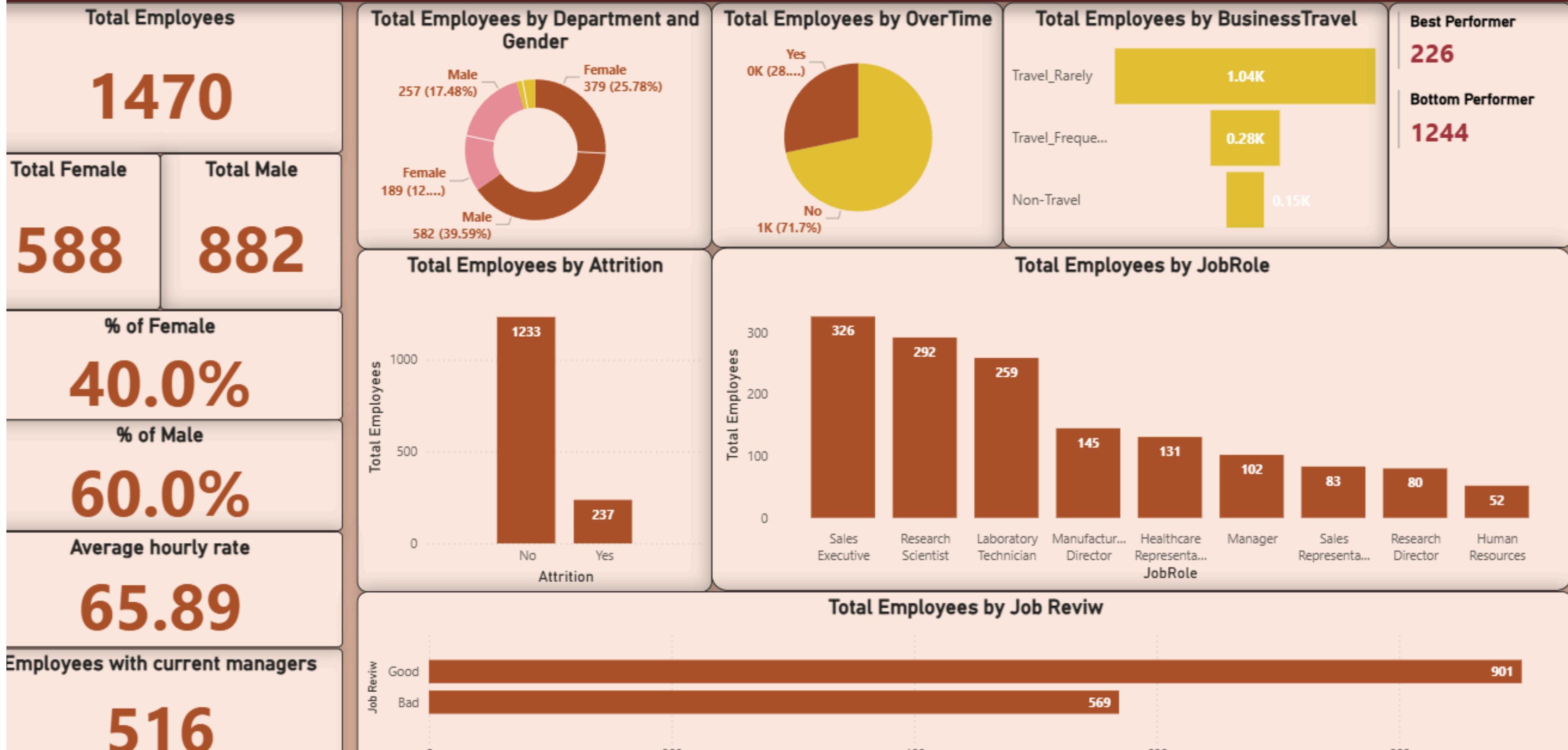
Pie, donut, bar, column, and funnel charts for comprehensive analysis



Dynamic Filters

Age, Gender, Department, Job Role, OverTime for deep-dive exploration

HR ANALYTICS DASHBOARD



Strategic Recommendations

Reduce Overtime

High overtime strongly correlates with attrition—implement workload management strategies.

Improve Satisfaction

Low job satisfaction drives exits—enhance workplace culture and engagement programs.

Support Young Workforce

Employees under 30 show higher churn—create mentorship and development opportunities.

Reevaluate Travel

Frequent travelers leave more often—consider remote options and travel reduction.

Strengthen Leadership

Short manager tenure (<2 years) increases risk—invest in manager training and stability.

Role-Specific Plans

R&D and Sales show highest attrition—develop targeted retention strategies per department.