Employee Attrition

Project Details – Project 8

Project Title Employee Attrition

Technologies Analysis Data Science

Domain – Human resourse

Project Difficulties level Intermediate

Introduction

HR analyst role in this project and building a dashboard which can help the organization in making data-driven decisions – to understand why employees are leaving the company and reduce the attrition rate XYZ

Details of Data

The Data analytics shows the attritions happens for the single male in following department.

Department - Research and development

Education field – Life science

Business travel – Travel Rarely

Main KPIs

Department

Education field

Business travel

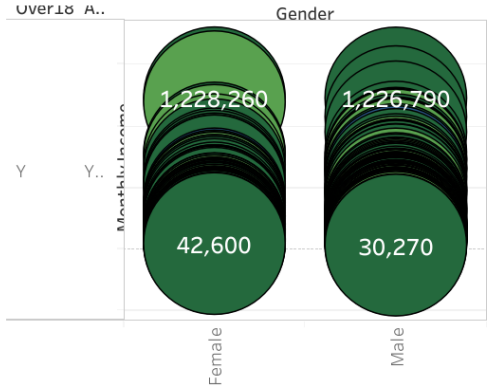
Years since last promotion

Monthly Salary

Dashboard

Project 8_ Employee Attrition Analysis

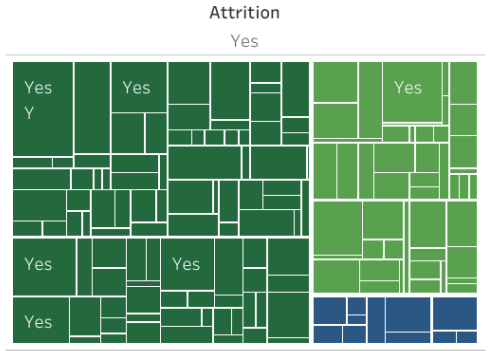
Genral Attrition analysis

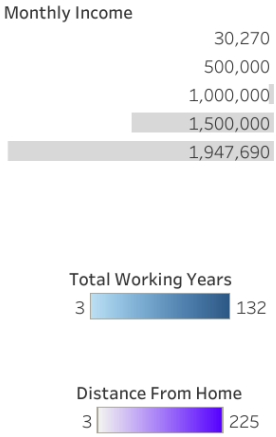


Project 8 - Data science analysis Sheet 21

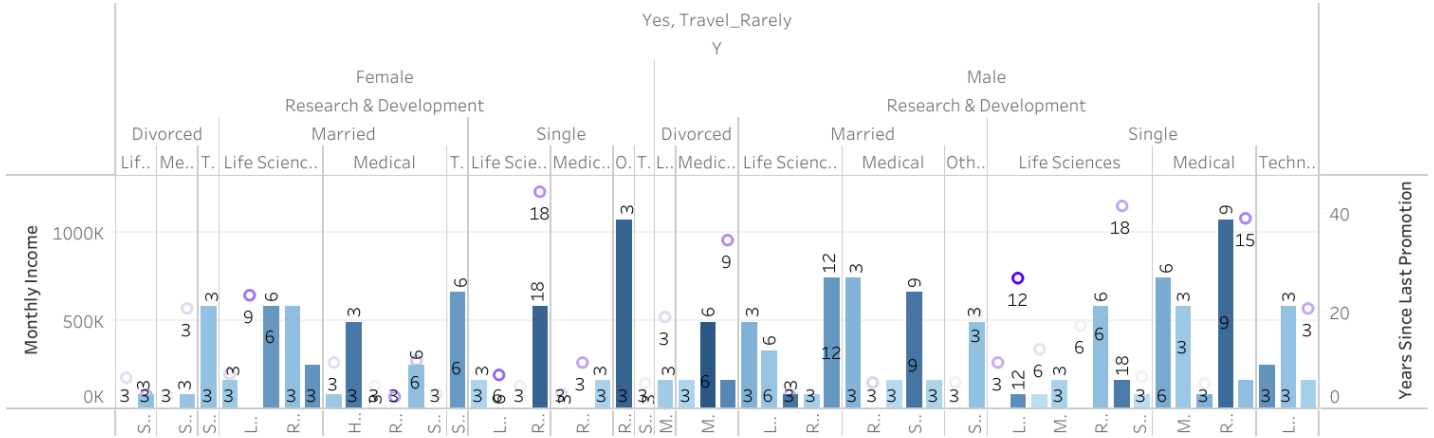
Employee ID	Monthly Income	Years Since L
3680	137,700	
2210	137,700	
740	137,700	
4277	21,410	
4125	29,960	
4121	61,790	
3964	19,040	
3869	54,720	
3722	26,940	
3719	65,000	
3615	28,860	

Tree map - Analytics

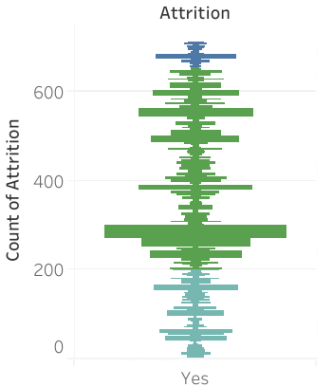




Stacked Filtered - Research and Development



Tree map - Analytics Funnel



Analytics

A few years back is facing around a 15% attrition rate for a couple of years.

The Data analytics shows the attritions happens for the single male in following department.

Department - Research and development & Sales

Education field – Life science

Business travel – Travel Rarely

In 4410 employees company , 711 employees has have resigned in which 453 are from research and development and rest in sales department.

The problem / Reason is the employees have not been promoted and they have got their promotion.

Recently or a couple of years back and the working employees have been working for more than a decade and max of 40 years .

Tableau link –

https://public.tableau.com/app/profile/kishore.ambalam/viz/Project8_EmployeeAttritionAnalysis-GenralAnalysis/Dashboard1

Git hub link –
https://github.com/kishoreAnalysis/Unified-mentor---Data-analytics-intern

Thank you