Employee Attrition

Project Details –Project 8

Project Title Employee Attrition

Technology 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

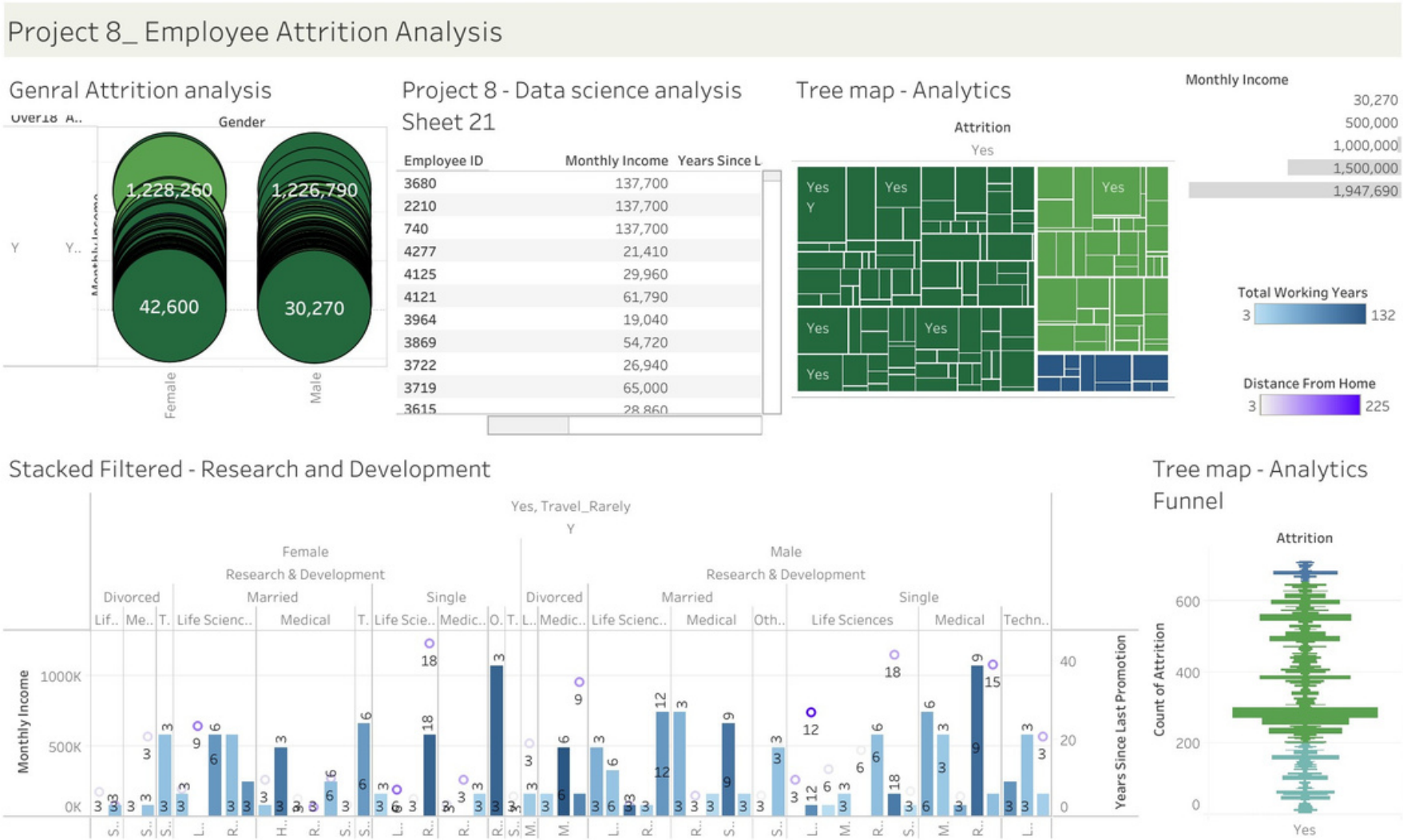
Business travel

Years since last promotion

Monthly Salary

Percentage of salary hike

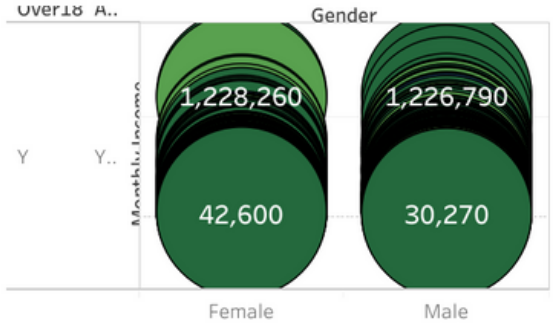
Dashboard


Project 8_ Employee Attrition Analysis
Genral Attrition analysis
Gender
1,228,260
1,226,790
42,600
30,270
Female
Male
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
Attrition
Yes
Monthly Income
30,270
500,000
1,000,000
1,500,000
1,947,690
Total Working Years
3
132
Distance From Home
3
225
Stacked Filtered - Research and Development
Yes, Travel_Rarely
Female
Research & Development
Male
Research & Development
Divorced
Married
Single
Monthly Income
1000K
500K
0K
Years Since Last Promotion
Tree map - Analytics Funnel
Attrition
Count of Attrition
600
400
200
0
Yes

Dashboard 2

Project 8_ Employee Attrition Analysis

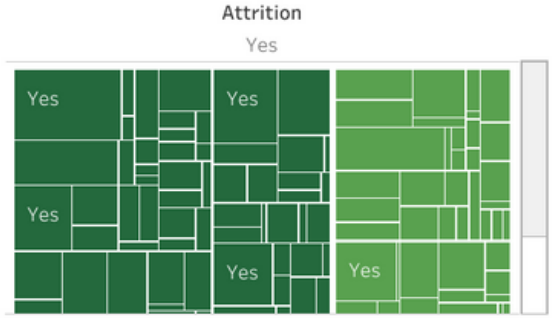
Genral Attrition analysis

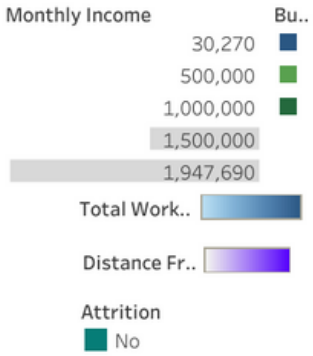


Project 8 - Data science analysis Sheet 21

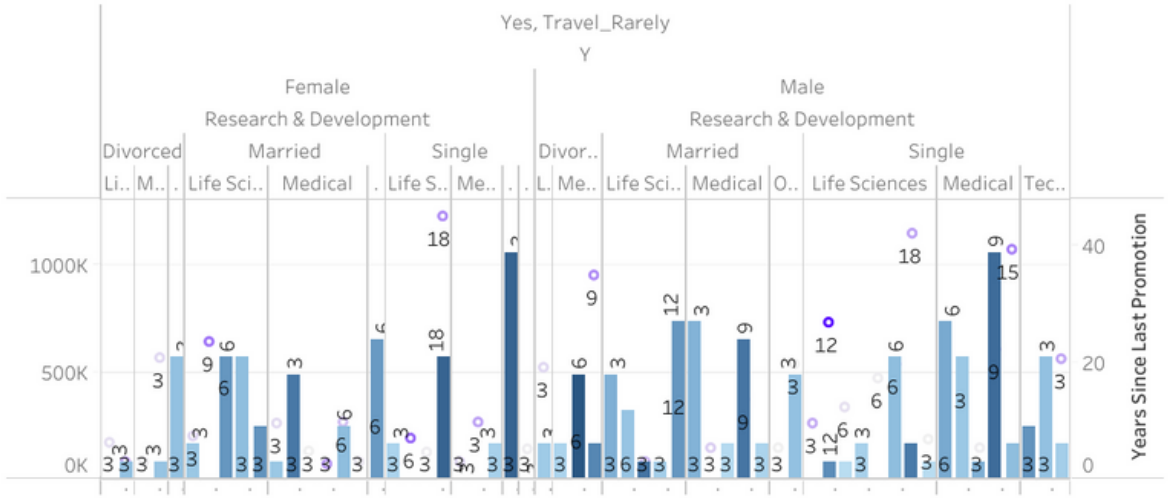
Employee ID	Monthly Income	Total Working Yea
3472	21,190	
3432	14,200	
2002	21,190	
1962	14,200	
532	21,190	
492	14,200	
3906	196,270	
3794	25,590	

Tree map - Analytics

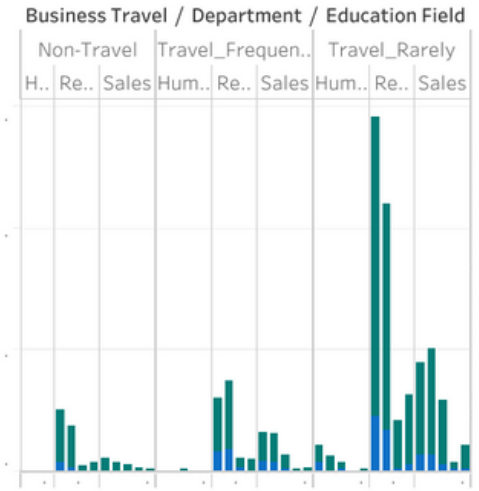




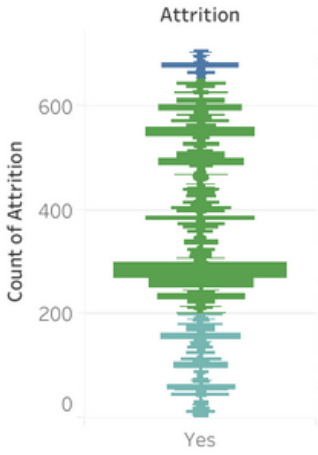
Stacked Filtered - Research and Development



Bar - Percentage salary hike



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 4410employees company , 711employees has have resigned in which 453are 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. The percentage of salary hike is 6 times low to these employees. 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_17063653618190/Dashboard1?publish=yes

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

Thank you