**Data Analysis Report:**

**What is my project about?**

I focused on developing a data visualization solution to tackle employee attrition at Acme Corporation. My analysis, presented through a comprehensive Tableau dashboard, revealed valuable insights to empower Acme in making informed decisions for a happier workforce. Here's a breakdown of some key factors impacting attrition.

**The following tools has been used:**

* Microsoft Excel
* Microsoft PowerPoint
* Tableau

**KPI’s**

* **Employee count:** There are total 1470 employees are in the dataset.
* **Attrition count:** The attrition count is total 237.
* **Attrition rate:** The attrition rate is total 16.12%. From the dashboard, we can infer that out of 1470 employees, 16% of the employees left their job due to some reasons whereas other 84% of the employees preferred to continue their job at the company.
* **Avg. Job satisfaction:** From the dashboard data, we can see that more than 60% of the employees are Not Satisfied in their Job. There's a clear correlation between low job satisfaction and employee attrition. Acme can benefit from initiatives that boost employee morale and engagement.
* **Avg. Performance rating:** Almost 85% of the employees have a low performance rating.
* **Attrition count by business travel:** From the data it is clear that Employees who travel rarely have more attrition rate followed by Employees who travel frequently. Evaluating travel policies and potential remote work options might be beneficial.
* **Count of Attrition by age:** The report dives deeper, exploring specific demographics like High Attrition Among Young Adults. Employees aged (30 – 36) have a significantly higher attrition count. Understanding their needs and motivations can help develop targeted retention strategies.
* **Attrition by department:** Employees who work in Research and Development department have high attrition rate of 56% then in other departments. Company should foster a positive work environment and also understanding the department needs and encouragement can help in retention.
* **Education Field wise Attrition:** The report indicates that employees with Life science stream have a greater number of attrition count. Competitive compensation packages can be a key factor in retaining talent.
* **Attrition by gender:** The data shows a concerning trend of high attrition (60%) among Male employees in the company.

These insights can be instrumental in developing targeted strategies to address the root causes of attrition at Acme Company.