

Employees Attrition Analysis

POWER BI CASE STUDY

EXIT

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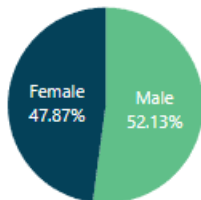
HR Attrition Dashboard

Divorced

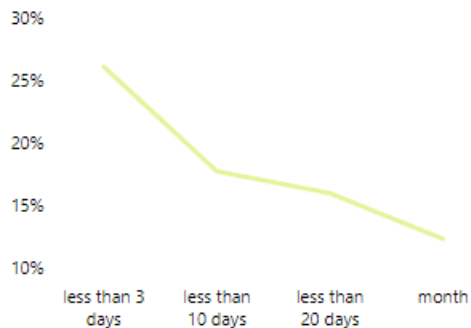
Married

Single

ATTRITION RATE BY GENDER



ATTRITION% BY ABSENT DAYS SEGMENTS



Total Employees

4410

Total Attrition

711

Total Attrition

16%

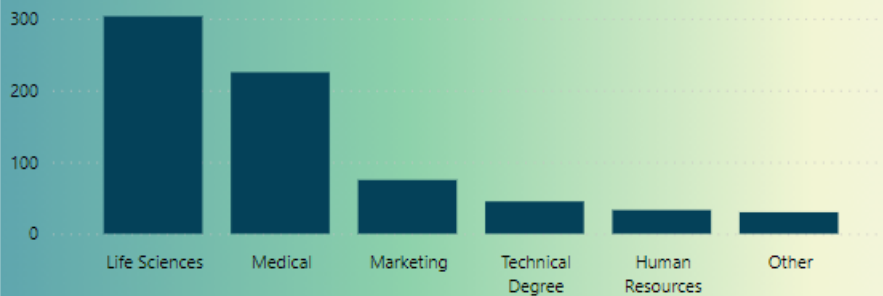


Survey



Department

ATTRITION BY EDUCATION FIELD



bachelor

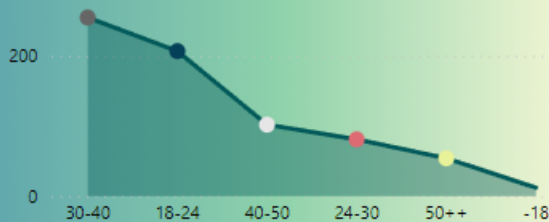
doctor

below collage

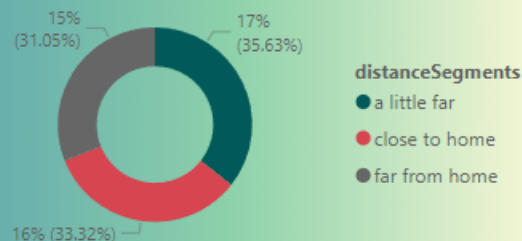
master

collage

ATTRITION BY AGE SEGMENTS



ATTRITION% BY DISTANCES FROM HOME SEGMENTS



HR Attrition Dashboard

Human Resources

Research and Development

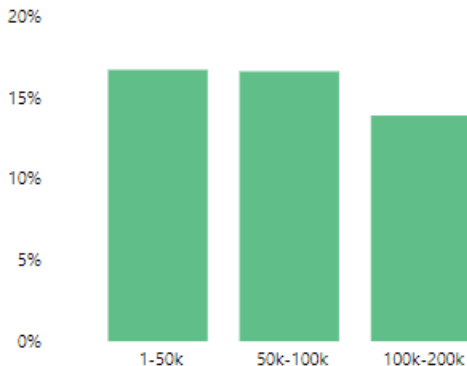
Sales

Attrition Rate by Department



Human Resources Research and Development Sales

Attrition Rate by Monthly Income Segments



Attrition Rate by Years at Company Segments

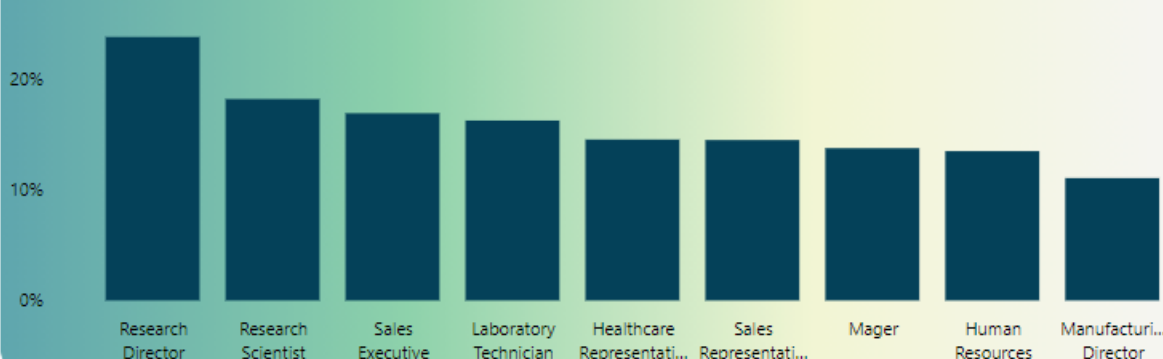


Employee

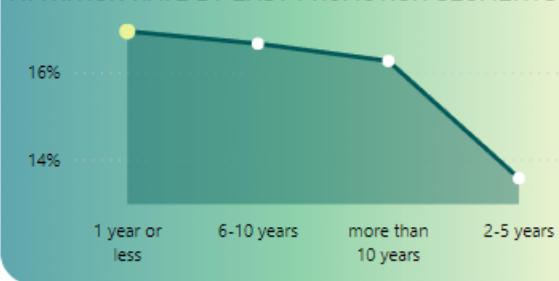


Survey

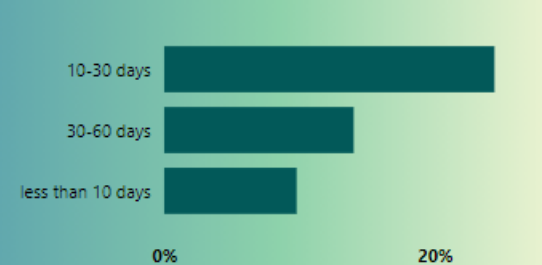
Attrition Rate by Job Role



Attrition Rate by Last Promotion Segments



Attrition Rate by Overtime Days Segments



HR Attrition Dashboard

Female

Male

Avg Working Hours

10.05

Avg Years
With Current Manger

4.37



Employee



Department

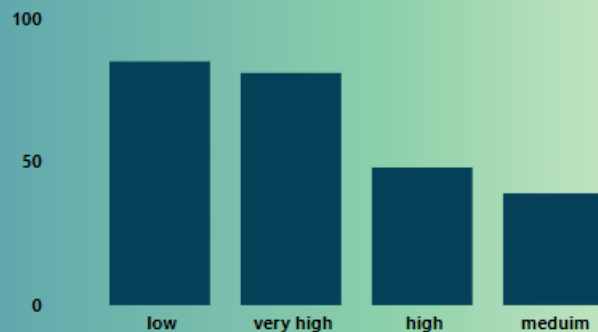
ATTRITION RATE BY Performance Rating



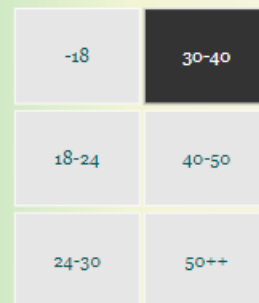
ATTRITION RATE BY Work-Life Balance



ATTRITION RATE BY Environment Satisfaction



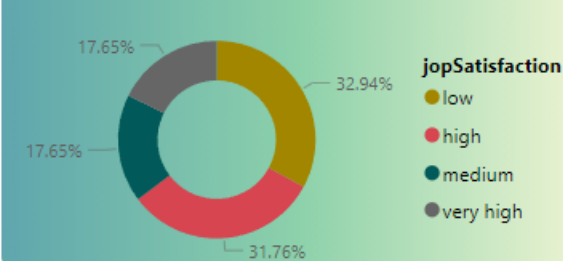
AGE SEGMENT



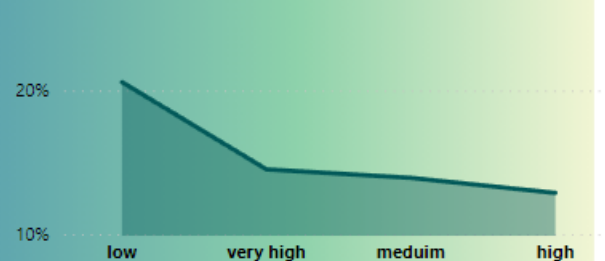
JOB INVOLVEMENT



ATTRITION RATE BY Job Satisfaction



ATTRITION RATE BY Job Involvement



Project Overview: Analyzing Attrition Causes Using Power BI

In this case study, we aim to analyze attrition causes within the "ABC" Corporation. Our approach involves the following steps:

- **Data Preparation: Connect to Oracle DB:** We will establish a connection to the Oracle database and import relevant tables, including Employee Information, Employee Survey, and Manager Survey.
- **Load CSV Files:** We'll load CSV files containing data related to employee in-time and out-time.
- **Clean and Transform Data:** The raw data will be cleaned and transformed to ensure it's ready for modeling and analysis.
- **Key Findings and Insights:** Our organization currently faces an attrition rate of **16%**, affecting **711 employees** out of a total workforce of **4410**.

In this case, understanding the reasons behind attrition is crucial for strategic decision-making and improving organizational outcomes

The primary factors influencing employee attrition within the organization are :

- DEPARTMENT
- WORK-LIFE BALANCE
- YEARS AT THE COMPANY
- AGE
- EDUCATION FIELD
- ABSENT DAYS
- JOB ROLE

High Risk Groups

Human Resources Department.


With a 30% attrition rate, We must investigate more deeply to find the cause of this problem in this department and solve it

Age between 30 to 40

With a 255-employee attrition, we need to provide many things so they can be loyal for the company, such as:

1. **Skill Development:** Encourage continuous learning and skill enhancement.
2. **Feedback Culture:** Foster an environment where feedback is valued and acted upon.
3. **Career Development:** Implement structured learning paths and mentorship programs

Company New Comers

1. With a 35% attrition rate, We must investigate more deeply to offer them better chances and offer them with
2. **Salary Boost:** Raise pay for young, talented employees. 
3. **Career Development:** Provide training programs for fresh graduates' growth

WORK-LIFE BALANCE

With a 37% attrition rate, We must apply many policies to achieve work-life balance for our employees:

1. **Flexible Work Arrangements:** Offer remote work options or flexible hours to accommodate employees' personal needs and schedules.
2. **Encourage Time Off:** Promote and encourage the use of vacation days and ensure employees feel supported in taking time off to rest and recharge.

Life Science fields

About 303 employees with expertise in Life Science fields have resigned. To prevent this, the company could implement targeted professional development programs tailored to the needs and aspirations of employees in Life Science fields, offering opportunities for skill enhancement, career advancement, and meaningful engagement within the company.

ABSENT DAYS

Employees who took more off days stayed longer in the company, I recommend the company give the employees more off time.