

## **Key Performance Indicators (KPIs) Requirement**

### **1.Employee Count:**

**Definition:** The total number of employees currently working in the organization.

**Usage:** Provides a baseline understanding of the organization's workforce size.

### **2.Attrition Count:**

**Definition:** The total number of employees who have voluntarily left the organization.

**Usage:** Helps in understanding the attrition rate and its impact on the organization.

### **3.Attrition Rate:**

**Definition:** The proportion of employees who have left the organization, expressed as a percentage of the total workforce.

**Formula:**  $(\text{Attrition Count} / \text{Employee Count}) * 100\%$

**Usage:** Provides a relative measure of attrition, allowing for comparison and trend analysis over time.

### **4.Active Employee Count:**

**Definition:** The total number of employees currently employed in the organization.

**Usage:** Helps in tracking the real-time workforce and making resource allocation decisions.

### **5.Average Age:**

**Definition:** The sum of the ages of all employees divided by the total number of employees.

**Formula:**  $(\text{Sum of all employee ages}) / (\text{Total Employee Count})$

**Usage:** Provides insights into the age distribution of the workforce, aiding in HR planning and policy adjustments.

## **Chart's Requirement**

### **1.Attrition by Gender:**

**Visualization:** Pie chart or bar chart showcasing attrition numbers based on gender.

**Usage:** Helps identify if there are any gender-related patterns in attrition.

### **2.Department-wise Attrition:**

**Visualization:** Stacked bar chart or grouped bar chart showing attrition count by department.

**Usage:** Enables HR to pinpoint departments with higher attrition rates for targeted interventions.

### **3.Number of Employees by Age Group:**

**Visualization:** Histogram or bar chart presenting the count of employees in different age groups.

**Usage:** Provides a clear understanding of the age distribution within the organization, which can influence HR strategies.

#### **4.Job Satisfaction Rating:**

**Visualization:** Box plot or a bar chart or heatmap displaying job satisfaction ratings and their distribution.

**Usage:** Allows for insights into job satisfaction levels among employees, aiding in identifying areas for improvement.

#### **5.Branch of Education-wise Attrition:**

**Visualization:** Pie chart or bar chart presenting attrition count based on the employee's branch of education.

**Usage:** Helps in understanding if attrition rates vary based on the employee's field of education.

#### **6.Attrition Rate by Gender for Different Age Groups:**

**Visualization:** Grouped bar chart illustrating attrition rates based on gender for different age groups.

**Usage:** Allows for a deeper analysis of attrition rates by combining gender and age data.

#### **Slicer Requirement**

##### **Education Slicer:**

**Functionality:** Allows users to filter data based on the employee's education level.

**Usage:** Enables users to analyze attrition patterns specific to various education levels.

##### **Gender Slicer:**

**Functionality:** Allows users to filter data based on the employee's gender.

**Usage:** Provides the ability to analyze attrition trends separately for male and female employees.