ELEVATE LABS DATA ANALYST INTERN FINAL PROJECT
HR ANALYTICS
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📘 **Employee Attrition Analysis: Story & Insights**
🎯 **Objective**
The goal of this analysis is to understand the factors contributing to employee attrition in the organization, with the help of KPIs and data visualizations using SQL queries. By uncovering patterns, we aim to suggest strategies for improving employee retention.

📑 **Key Findings**
1. 🔢 Overall Attrition Rate
The overall attrition rate stands at X%, highlighting a pressing need to examine internal dynamics and retention strategies.

2. ▦ Department-Wise Insights
HR and Marketing departments have the highest attrition rates, indicating potential dissatisfaction or burnout.
In contrast, Finance and R&D show the lowest turnover, suggesting more stability or better engagement in those areas.

3. 💹 Salary Impact
Employees in the Low and Medium salary bands are leaving more frequently.
A negative correlation between compensation and retention suggests that pay structure adjustments could improve loyalty, especially for early-career or entry-level roles.

4. 📈 Promotion Stagnation
Attrition peaks among employees with 3–5 years since last promotion.
This indicates a career stagnation issue. Organizations should consider more transparent and regular promotion cycles.

5. 🧓 Age Distribution
Younger employees (<30) show the highest attrition.
They might be exploring growth opportunities elsewhere or lack engagement.
Consider implementing career development and mentorship programs for younger staff.

6. 👫 Marital Status Influence
Single employees show higher attrition rates than married ones.
Lifestyle flexibility or relocation preferences could be a contributing factor.

7. 🌐 Commute Challenges
Employees living farther from the office have higher attrition.
Options like remote work, relocation support, or transportation benefits could help.

8. 🔄 Overtime & Burnout
Employees frequently working overtime are more likely to leave.
There's a need to monitor workload and work-life balance, possibly by hiring more staff or redistributing tasks.

9. 🌟 Performance Rating & Satisfaction

Surprisingly, even employees with high performance ratings are leaving, indicating a lack of reward or recognition.
Employees with low job satisfaction also exhibit expected high attrition.

10. 📚 Training & Development
Those with fewer training hours per year tend to leave more.
Emphasizing continuous learning and upskilling could improve retention.

📌 Strategic Recommendations
- Re-evaluate pay scales, especially for lower income bands.
- Develop a career growth framework with timely promotions.
- Enhance job satisfaction through recognition programs.
- Implement flexible work arrangements to reduce attrition due to commute or burnout.
- Invest in training and development to foster a learning culture.

📜 Conclusion
This analysis paints a clear picture: attrition is not random it's often driven by under-compensation, career stagnation, and imbalance between work and life. By addressing these with data-backed decisions, the organization can significantly reduce turnover and enhance employee satisfaction.

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