**Power bi Insight HR Analytics Project**

**Age Distribution and Attrition**:

The HR database shows that the average age is 37 years. However, the attrition data indicates a higher attrition rate among employees aged 26-35 years, suggesting a potential trend of turnover within this age group. male employees contribute 141 cases of attrition, while female employees account for 79 cases. This information suggests a gender-wise disparity in attrition, with more male employees leaving the organization.

**Attrition Rate and Salary:**

The overall attrition rate is calculated at 16.1%, indicating a moderate turnover within the HR database.A specific insight emerges when considering salary ranges. A significant portion of attrition, 163 cases, is observed in the salary slab up to 5k. This could suggest a correlation between lower salary levels and higher attrition rates, emphasizing the importance of competitive compensation in employee retention strategies.

**Job Roles and Attrition**:

The analysis of job roles reveals that laboratory technician positions experience the highest attrition. On the other hand, human resources roles have the lowest attrition rate. This suggests that there may be specific challenges or factors influencing turnover in laboratory technician roles that need attention, while HR roles seem to have better employee retention.

**Education Field and Attrition:**

Employees with a background in life sciences education exhibit the highest attrition compared to other education fields. This insight may prompt a closer examination of factors influencing attrition within the life sciences sector, such as career advancement opportunities, work satisfaction, or industry-specific challenges.

**Average Salary Insights:**

The average salary in the HR database is reported at 7k. While this provides a general benchmark, understanding the distribution of salaries within different departments or job roles could provide more nuanced insights into potential correlations between salary levels and attrition.