HR Analytics Dashboard: Insights on Attrition in the Organization

Introduction:

The purpose of this project is to analyze and gain insights into attrition in the organization using Power BI. Attrition refers to the rate at which employees leave an organization, and it can have a significant impact on employee morale, productivity, and overall organizational performance. By analyzing various factors related to attrition, such as education, age, job role, salary slab, and years at the company, this project aims to identify patterns and trends that may be influencing attrition and provide actionable insights for effective HR management.

Methodology:

The project utilized Power BI, a powerful data visualization tool, to create an interactive dashboard for analyzing attrition data. The data was collected from the organization's HR database, which included information on employee education, age, job role, salary slab, and years at the company. The data was cleaned and preprocessed to ensure accuracy and reliability. The cleaned data was then imported into Power BI, and various visualizations, such as bar charts, line charts, and pie charts, were created to analyze the data and gain insights into attrition patterns.

Findings:

The analysis of attrition data using Power BI revealed several key findings:

a) Attrition by Education: The analysis revealed that employees with a degree in Life Sciences had a higher attrition rate compared to employees with degrees in Medical, Marketing, Technical, and other fields. This finding suggests that employees with a Life Sciences background may be more likely to leave the organization, and HR strategies may need to be tailored to address retention challenges in this specific field of education.

b) Attrition by Age: The analysis revealed that employees in the age range of 26-35 had the highest attrition rate, while employees in the age range of 55 and above had the lowest attrition rate. This finding suggests that younger employees may be more likely to leave the organization, while older employees may be more likely to stay.

c) Attrition by Job Role: The analysis revealed that employees in specific job roles, such as Laboratory Technician, Sales Executive, Research Scientist, and Sales Representative, had a higher attrition rate compared to employees in other roles, such as Management and Administration. This finding suggests that certain job roles may be more susceptible to attrition, and HR strategies may need to be customized to address the unique challenges and retention needs of employees in these roles.

d) Attrition by Salary Slab: The data revealed that employees in lower salary slabs had a higher attrition rate compared to employees in higher salary slabs. This finding suggests that compensation may be a significant factor influencing attrition, and organizations may need to review their salary structures to ensure competitive compensation and retain top talent.

e) Attrition by Years at Company: The analysis showed that employees with shorter tenure at the company had a higher attrition rate compared to employees with longer tenure. This finding suggests that employees may be more likely to leave the organization in the early years of their employment, and HR strategies may need to focus on retaining employees during this critical period.

Conclusion:

In conclusion, the HR analytics dashboard project on attrition using Power BI provided valuable insights into attrition patterns in the organization. The findings highlighted the impact of factors such as education, age, job role, salary slab, and years at the company on attrition, and suggested areas where HR strategies may need to be targeted to improve employee retention. The project report serves as a valuable resource for HR managers and decision-makers to develop data-driven strategies to mitigate attrition and enhance overall organizational performance.

References:

https://youtu.be/j4xlVLgsmNQ

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