

# HR Attrition Analysis Report

## Executive Summary

This report provides a comprehensive analysis of employee attrition using key HR attributes. The goal is to uncover patterns in attrition across job roles, travel frequency, education level, gender, and distance from home. Using this insight, organizations can devise targeted strategies to reduce turnover and improve employee engagement.

## Data Overview

The dataset includes 1,000+ employee records and 35 attributes such as Age, Job Role, Department, DistanceFromHome, BusinessTravel, and more. Attrition is the primary outcome variable (Yes/No).

## Key Metrics & Insights

- Total Employees: 1,000
- Average Age: 36.92 years
- Attrition Rate: 16%
- Most frequent attrition observed among:
  - Job Role: Sales Executive
  - Travel Type: Travel\_Rarely
  - Age Group: 26–35
  - Education: Bachelor's Degree holders

## Visual Analysis Overview

The Power BI Dashboard consists of the following visuals:

- Attrition by Education – Bar Chart
- Attrition by Gender – Bar Chart
- Attrition by Job Role – Horizontal Bar Chart
- Attrition by Distance From Home – Waterfall Chart by Job Role and Company Count
- Attrition by Business Travel – Donut Chart
- Filters for Department and Gender – Slicers
- KPIs: Total Employees, Attrition Rate, Average Age – Card Visuals

## Conclusion & Recommendations

Attrition is more prominent among mid-level employees (26–35), especially in Sales roles with moderate travel frequency. To reduce attrition, organizations should focus on employee satisfaction, job engagement, and work-life balance policies.