

HR Analytics Report

Employee Attrition Analysis

Microsoft Power BI

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YT Link : <https://www.youtube.com/watch?v=j4xlVLgsmNQ&list=PLzgQH5zz4JIWCtFBIXlIHVuIixJBZ9NzE&index=3>

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Employee Attrition Analysis Report

Introduction:

This report analyzes the attrition of employees in a firm using data visualized in a Power BI report. The objective is to identify key factors contributing to employee attrition, highlight underlying problems, and propose actionable solutions to improve employee retention.

Data Preparation

1. Data Cleaning:

- Raw data was imported and thoroughly cleaned.
- Unnecessary columns were removed to focus on relevant information.
- Duplicate records were identified and eliminated to maintain data accuracy.
- Data types were adjusted for consistency and correctness

2. Data Transformation:

- Added a calculated column named 'AttritionCount' to count employees who left the organization.
- Created a measure to calculate the Attrition Rate using DAX formulas in Power BI, providing insights into the percentage of employees leaving the organization.

3. Visualization Theme:

- Applied a custom report theme to ensure the dashboard is visually appealing and professional.
- Utilized consistent color coding and clean layouts to emphasize key metrics and trends.

Key Findings from the Report

1. General Overview (KPIs):

- Total Employees: 1,470
- Total Attrition: 237 employees
- Attrition Rate: 16.1%
- Average Age of Employees: 37 years
- Average Salary: \$6.5K
- Average Years at Company: 7 years

Overall Employees

1470

Attrition

237

Attrition Rate

16.1%

Average Age

37

Average Salary

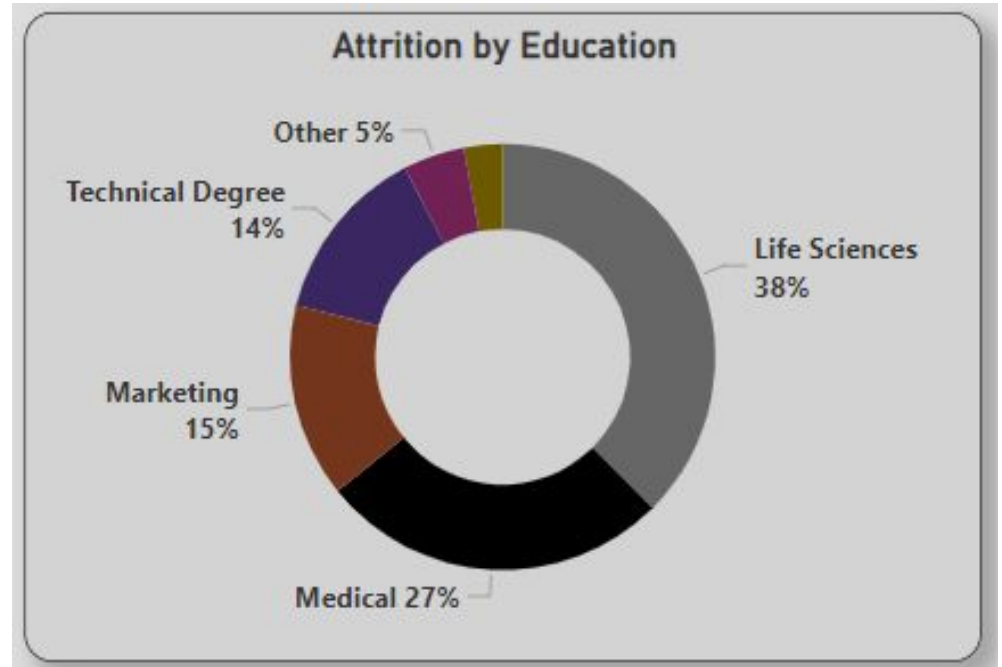
6.5K

Years at Company

7.0

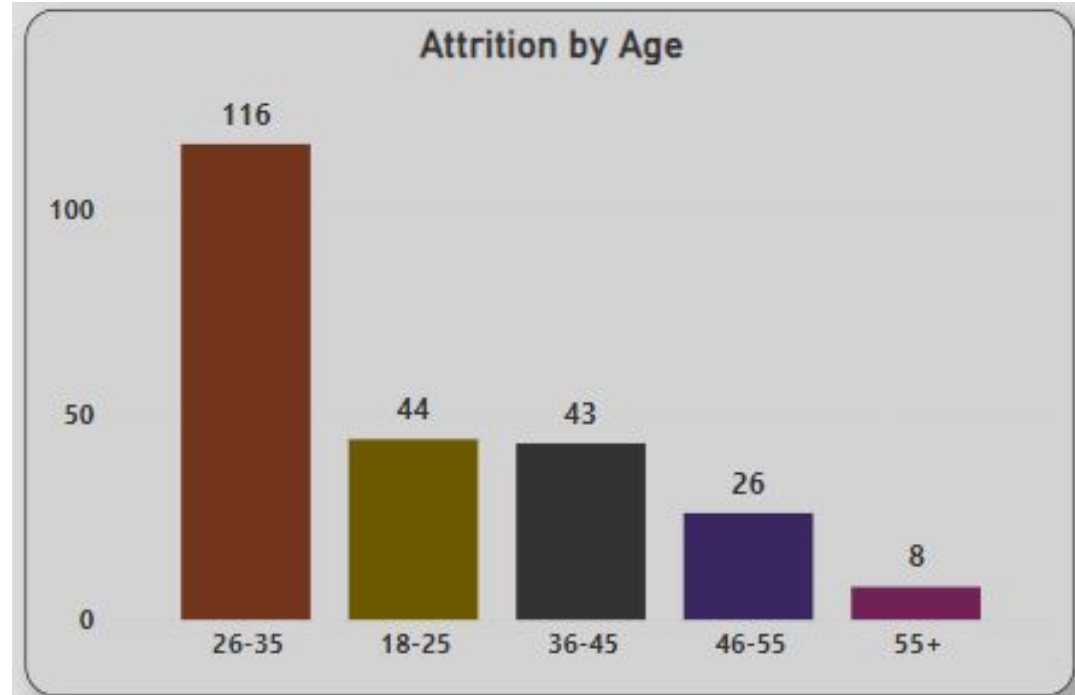
2. Attrition by Education:

- Highest attrition is observed among employees with a background in Life Sciences (38%) and Medical fields (27%).
- Employees with a Technical Degree (14%) and Marketing (15%) exhibit lower attrition rates.



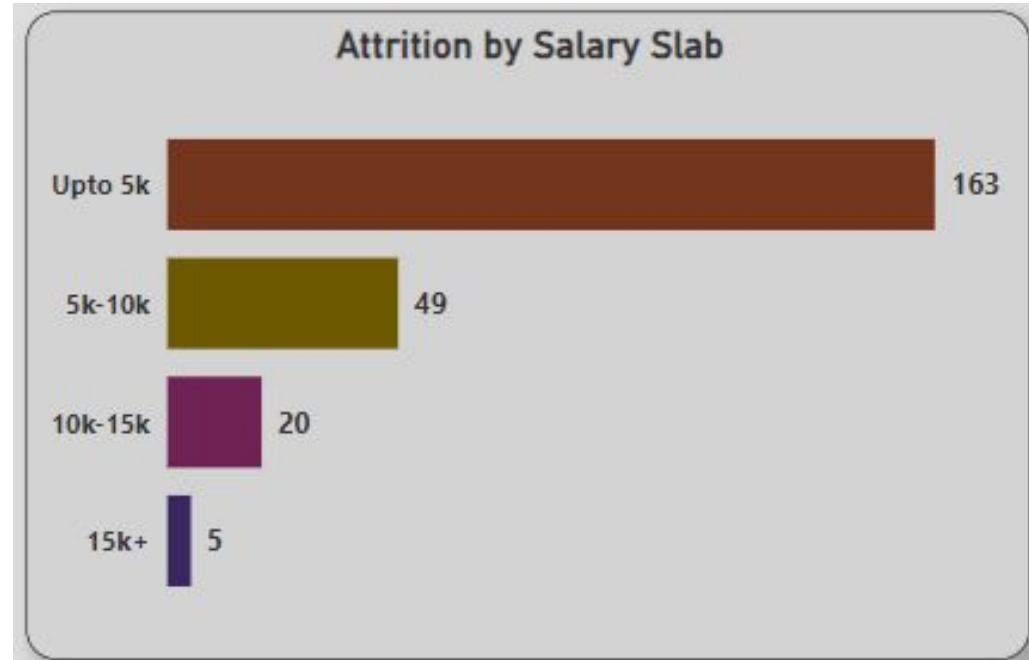
3. Attrition by Age Group:

- Employees aged 26-35 represent the largest share of attrition (116 employees).
- Younger employees (18-25) and older employees (46-55 and 55+) show lower attrition rates.



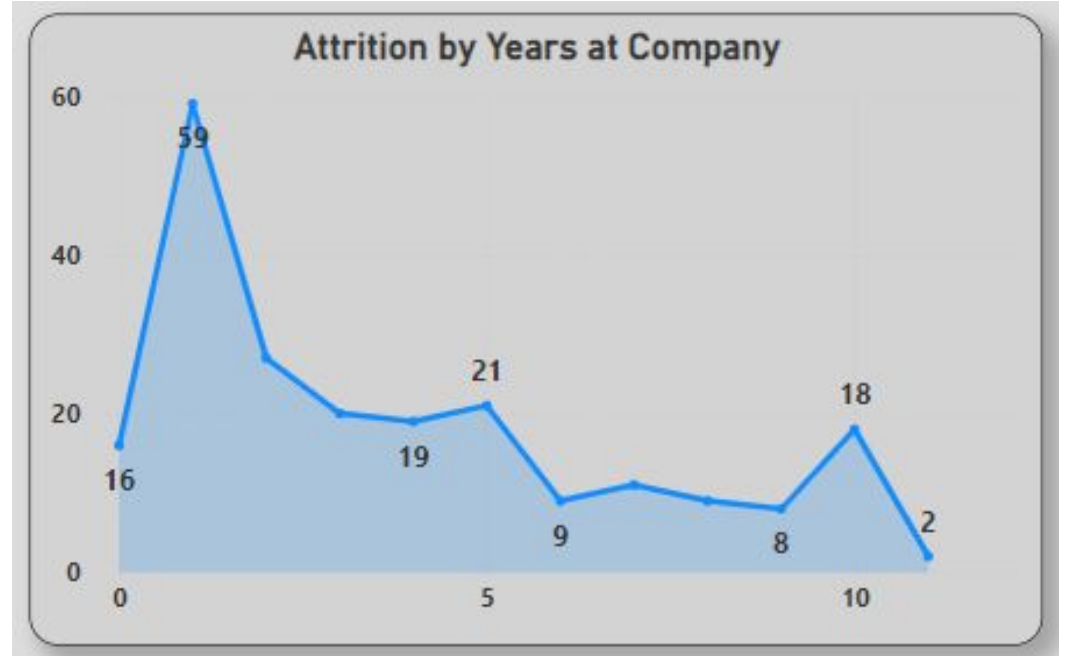
4. Attrition by Salary Slab:

- A significant portion of employees leaving earn salaries up to \$5K (163 employees).
- Attrition decreases as salaries increase, indicating a correlation between low salary and employee turnover.



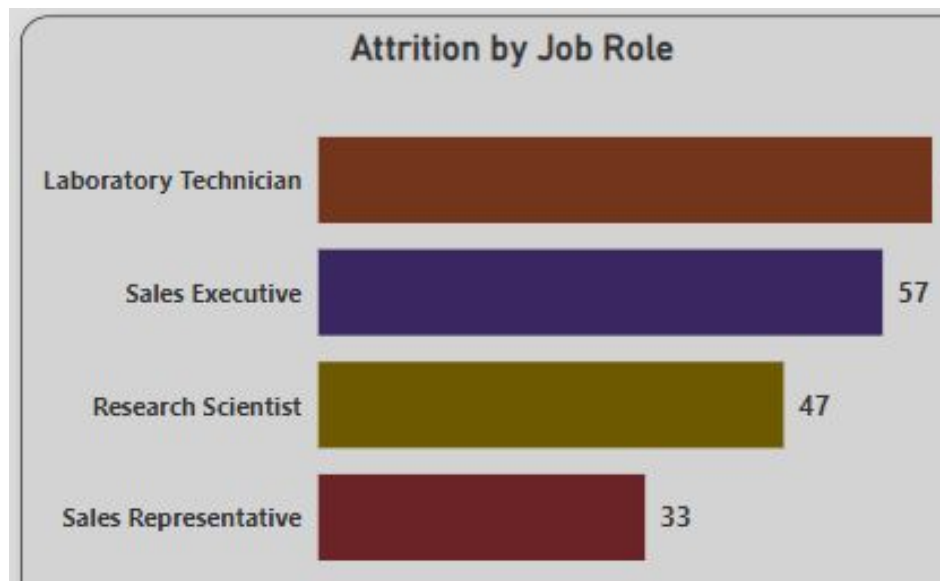
5. Attrition by Years at Company:

- Most attrition occurs within the first **0-5 years** of employment.
- Attrition peaks at **3 years** (39 employees), suggesting retention challenges during early employment stages.



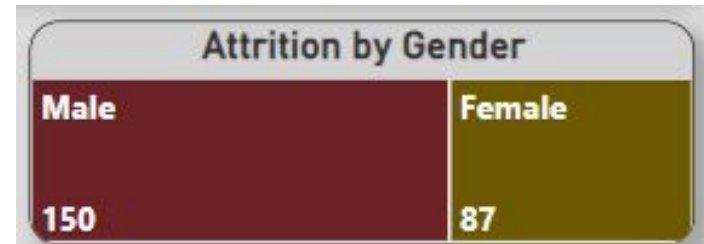
6. Attrition by Job Role:

- Laboratory Technicians (62 employees) and Sales Executives (57 employees) have the highest attrition rates.
- Research Scientists and Sales Representatives also exhibit notable attrition.



7. Gender Disparity in Attrition:

- **Male employees** represent a larger share of attrition (150), compared to **Female employees** (87).



Final Report

HR Analytics Dashboard

Human Resources

Research & Development

Sales

Overall Employees

1470

Attrition

237

Attrition Rate

16.1%

Average Age

37

Average Salary

6.5K

Years at Company

7.0

Attrition by Gender

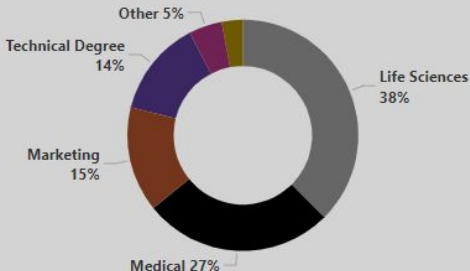
Male

150

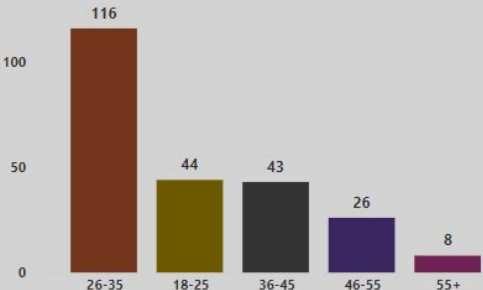
Female

87

Attrition by Education



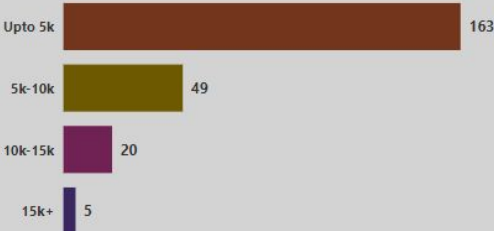
Attrition by Age



JobRole

	1	2	3	4	Total
Healthcare Representative	2	2	1	4	9
Human Resources	5	2	3	2	12
Laboratory Technician	20	8	21	13	62
Manager	1	2	1	1	5
Manufacturing Director	2	2	4	2	10
Research Director	0	1	1	0	2
Research Scientist	13	10	15	9	47
Sales Executive	16	9	18	14	57
Sales Representative	7	10	9	7	33
Total	66	46	73	52	237

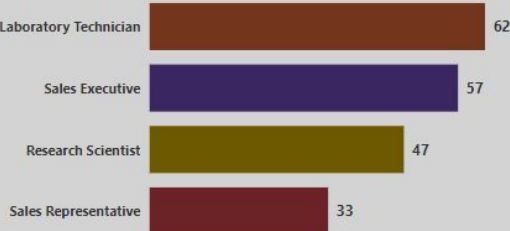
Attrition by Salary Slab



Attrition by Years at Company



Attrition by Job Role



Identified Problems

1. **Low Salary:** High attrition is concentrated among employees in the lowest salary slab (\leq \$5K).
2. **Early-Career Attrition:** Employees are leaving within their first 3-5 years at the firm.
3. **High Turnover in Key Roles:** Job roles such as Laboratory Technicians and Sales Executives have disproportionately high attrition rates.
4. **Lack of Targeted Retention Strategies:** The firm lacks tailored strategies to retain employees in specific age groups and job roles.

Proposed Solutions

1. **Salary Adjustments:**

- Conduct a market analysis to benchmark salaries and offer competitive compensation, particularly for employees in the lower salary slab.

2. **Onboarding and Mentorship Programs:**

- Develop robust onboarding processes and mentorship programs for new hires to improve their integration and satisfaction during the first few years.

3. **Role-Specific Retention Plans:**

- Identify pain points specific to high-turnover roles (e.g., Laboratory Technicians, Sales Executives) and address them with tailored training, growth opportunities, and role redesigns.

4. Career Development Initiatives:

- Provide clear career progression paths and upskilling opportunities, especially for employees in high-attrition education fields like Life Sciences and Medical.

5. Work-Life Balance Policies:

- Introduce flexible work policies, wellness programs, and regular surveys to gauge employee satisfaction.

6. Data-Driven Monitoring:

- Continuously monitor attrition trends using Power BI dashboards to identify emerging patterns and address them proactively.

Conclusion

This analysis highlights key factors contributing to employee attrition, including low salaries, early-career turnover, and challenges in specific job roles. By implementing the proposed solutions, the firm can create a more supportive and engaging work environment, ultimately improving employee retention.

Thank You...