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| Photo displaying partial image of two pie charts on a canvas-textured page |
| EMPLOYEE ATTRITION ANALYSIS |
| |  |  |  | | --- | --- | --- | | **Omar Ashraf** | **Data Management** | **Power BI** | |

**Project Overview:**

ABC Corporation is facing a problem with employees leaving, and we really need to figure out why and how to stop it. So, we're taking on this challenge by using Power BI, a tool that helps us understand the attrition cause.

**Modeling:**

**Facts:**

* Daily Employee Fact: This table holds daily data about employee activities.
* Employee Report Fact: It contains yearly reports for each employee, even though we have data for just one year.

**Dimensions:**

* Date Dimension
* Employee Dimension
* Survey Dimension

**Insights:**

In our analysis, we found that our workforce comprises **4410** employees, with **711** total attritions, leaving **3699** active employees. This results in an attrition rate of **16.12%.**

**Employee Info Insights:**

* Employees with tenure between **0 to 10 years** exhibit the highest attrition, with **544** employees leaving.

Possible reasons may include career exploration, seeking better opportunities, or dissatisfaction with growth prospects within the organization.

* The Employees in **Research and Development department** experiences the highest attrition, with a total of **453** employees leaving.

This observation indicates potential challenges or dissatisfaction within this department.

* Employees earning monthly incomes between **10-20k** exhibit the highest attrition rate, reaching **24.24%.**

Due to lowest income so employee tend to leave to find another opportunity with the highest income.

* Employees who live **Far** from the workplace exhibit a higher attrition rate, reaching **18.33%.**

**Survey Insights:**

* Employees with **Bad Work Life Balance, Low Environment Satisfaction** and **Low Job Satisfaction** exhibit a significantly higher attrition rate of **31.38%,25.21% and 22.91%** respectively**.**

This underscores the critical impact of these factors on employee retention.

* Employees with **Low** **job involvement** demonstrate the highest attrition rate at **21.69%**, those with **high job involvement** represent the highest total attrition count, at **399 employees**.

**Work Insights:**

* Employees with the longest average working duration, highest average overtime hours, and the fewest absent days tend to exhibit the highest attrition rates, with percentages of 29%, 29.9%, and 19.35%, respectively.

**Recommendation Insights:**

**For Employees with Tenure between 0 to 10 years (Highest Attrition):**

* Implement career development programs and mentorship opportunities to engage and retain younger employees.
* Offer clear paths for advancement and provide regular feedback to support career growth.

**For Research and Development Department (Highest Attrition):**

* Evaluate workload and provide resources to manage tasks effectively.
* Make the workplace friendly and show appreciation for employees to keep them motivated to stay.

**For Employees with Monthly Incomes between 10-20k (Highest Attrition Rate):**

* Review salary structures to ensure competitiveness in the market.
* Provide opportunities for skill development and career advancement to increase employee satisfaction and loyalty.

**For Employees Residing Far from Work (High Attrition Rate):**

* Offer flexible work arrangements, including remote work options or flexible hours, to alleviate commuting stress.
* Help employees with travel costs by providing transportation assistance or subsidies.

**For Employees with Low Job Involvement (High Attrition Rate):**

* Encourage participation in decision-making processes and involve employees in meaningful projects to increase job satisfaction and engagement.
* Provide training and development opportunities to enhance skills and job relevance.

**For Employees with High Working Duration and Overtime (High Attrition Rate):**

* Implement workload management strategies to prevent burnout and fatigue.
* Encourage breaks and time off to promote a healthy work-life balance and reduce stress levels.