

Attrition Analysis Dashboard - Power BI Project

Project Overview

The **Attrition Analysis Dashboard** provides insights into employee attrition trends within an organization. It is designed to help HR teams and management analyze factors contributing to employee turnover and identify strategies for retention. The dashboard presents various metrics that highlight patterns in attrition, demographic breakdowns, and key performance indicators (KPIs) that support data-driven decision-making.

Key Objectives:

- Analyze the overall attrition rate within the organization.
- Identify key factors contributing to employee turnover.
- Segment attrition data by departments, demographics, and job roles.
- Provide actionable insights to reduce future attrition.

Features and Components

1. Attrition Overview
2. Demographic Breakdown
3. Departmental and Job Role Analysis
4. Reasons for Attrition
5. Retention Insights

Data Sources

The dashboard is built using data sourced from:

- **HR System:** Employee details, demographics, job roles, and tenure.
- **Exit Interviews/Surveys:** Insights into reasons for attrition and employee feedback.
- **Payroll/Finance System:** Compensation and benefits data related to retention.

Data Transformation

Data was transformed and cleaned using Power Query to ensure accuracy and consistency. DAX formulas were employed to create measures like attrition rates, average tenure, and retention probability.

How to Run the Project

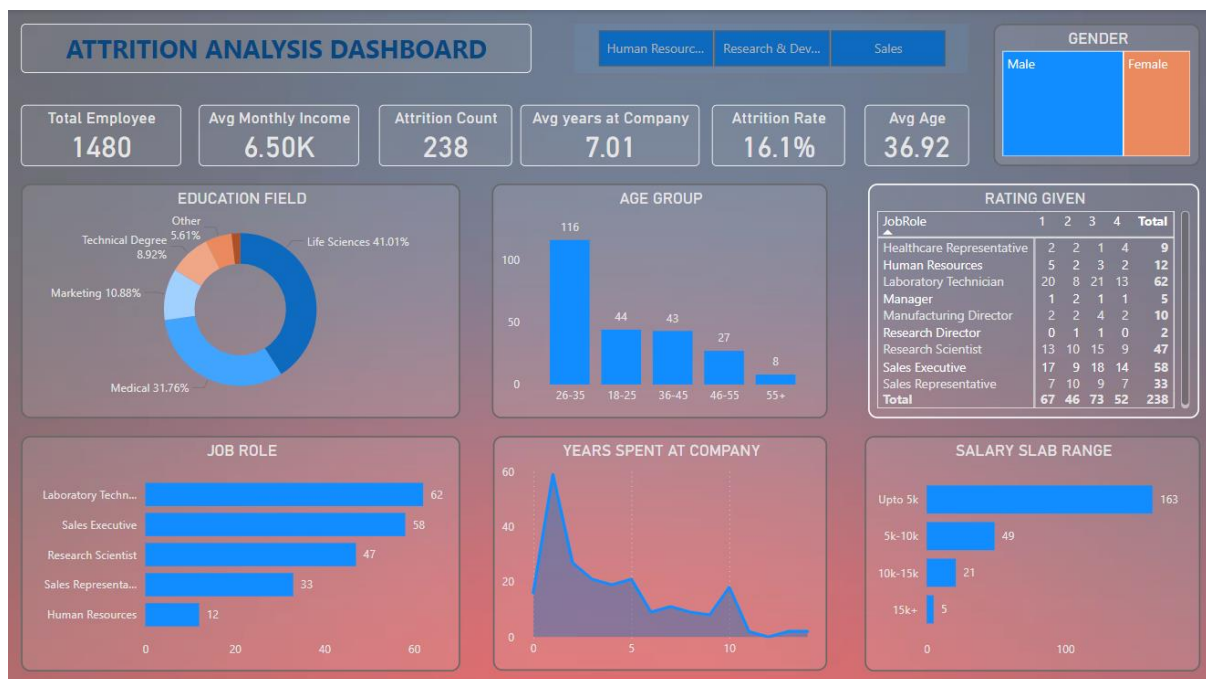
1. Open the Attrition Analysis Dashboard.pbix file in Power BI Desktop.
2. Explore the various report tabs (e.g., Attrition Overview, Demographics, Departmental Analysis).
3. Use the filters and slicers to customize the analysis for specific departments, time periods, or employee demographics.
4. Drill through visualizations for more detailed insights into specific areas of interest.

Customization

This dashboard is designed for flexibility:

- **Modify Visualizations:** Adjust existing charts or add new ones as needed.
- **Add New Data Sources:** Incorporate additional data sources such as employee engagement surveys or external benchmarking data.
- **Customize Measures:** Create new calculated fields and measures using DAX to extend the analysis.

Screenshots



Conclusion

The Attrition Analysis Dashboard provides valuable insights into employee turnover and its underlying causes, empowering HR teams and executives to make data-driven decisions aimed at reducing attrition and improving employee satisfaction.