INTERNSHIP: PROJECT REPORT

Internship Project Title	TCS iON RIO-45: Employee Attrition and Performance Analysis
Name of the Company	TCS iON
Name of the Industry Mentor	PrepInsta
Name of the Institute	PrepInsta Technologies Pvt. Ltd.

Start Date	End Date	Total Effort (hrs.)	Project Environment	Tools used
25-03-2023	04-04-2023	45	Chrome, Windows 11	Power BI

Acknowledgements

I am highly indebted to TCS iON for their guidance and constant supervision as well as for providing necessary information regarding the project & also for their support in completing the project.

I would like to express my gratitude towards my parents and my academic mentor, for their kind co-operation and encouragement which helped me in completion of this project.

I would like to express my special gratitude and thanks to my industry mentor for giving me such attention and time.

Objective

The objective of this project is to develop analytics and insights that would optimize employee performance and control attrition.

Introduction

In today's fast-paced business environment, organizations face a significant challenge of retaining their employees. Employee Attrition, which refers to the loss of employees over time, is a critical issue that can have a significant impact on an organization's productivity, profitability, and overall success.

To ensure optimal employee productivity and quality of delivery, it is essential to have an effective employee performance management system in place.

With the advent of Data Science and analytics, organizations can now leverage their vast amounts of data to gain insights into employee attrition and take corrective action.

In this context, this background highlights the importance of employee performance management and the role of Data Science and analytics in analyzing relevant datasets to gain insights into employee attrition.

Approach

1. Analyzed dataset and identified driving factors related to analytics.
2. Designed graphs and charts using Power BI based on the factors identified.
3. Designed dynamic dashboard.

Workflow

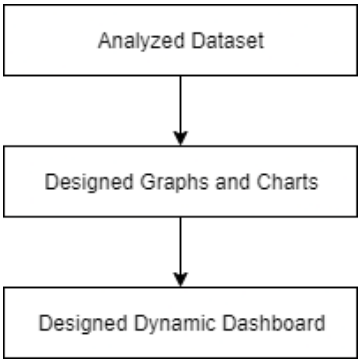

Figure 1: Schematic diagram of the Workflow

The workflow involved in analyzing the dataset and identifying driving factors related to analytics consists of several stages. The first stage involves a comprehensive analysis of the dataset to identify the relevant factors that contribute to employee attrition. Once the driving factors are identified, the next stage involves designing graphs and charts using Power BI, which enables visualization of the data to gain a better understanding of the trends and patterns. Finally, the dashboard is designed dynamically to provide real-time insights into the driving factors that contribute to employee attrition. This workflow enables organizations to gain insights into the factors that influence employee attrition and take corrective action to optimize employee productivity and retention.

Diagram

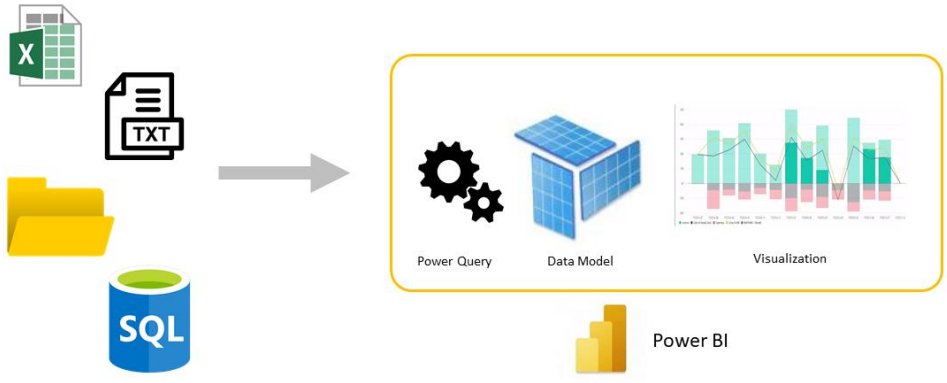

Figure 2: Overall Description of the Power BI

Outcome

1. Generating reports using different visualizations and summarization techniques using Power BI

2. Generating Dynamic Dashboards

Enhancement Scope

There are enormous ways to enhance the scope of this project,

1. One area for enhancement could be the integration of machine learning models to predict future employee attrition based on historical data. This would enable organizations to take proactive measures to address potential attrition and retain valuable employees.
2. Another area for enhancement could be the inclusion of interactive features in the dashboard, such as filters or drill-down capabilities, to provide users with a more detailed and customized view of the data. This would allow users to analyze the data in a more granular manner and make more informed decisions.

Link to Power BI Dashboard

Link to use: https://drive.google.com/drive/folders/1rFFxwaUwsaaAcalZzI-4fkEiafBuiCon?usp=share_link