

HR ANALYTICS – PREDICTING EMPLOYEE ATTRITION

Presented by:

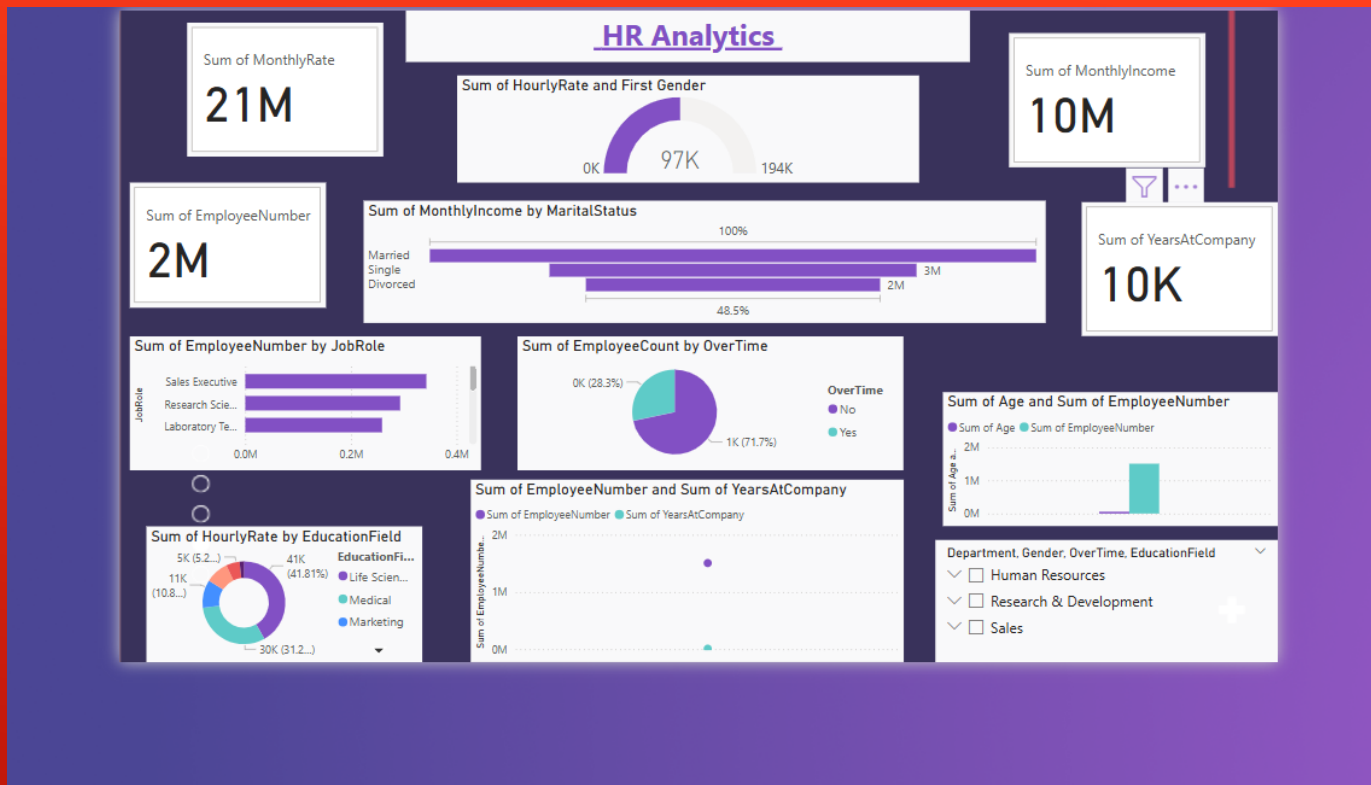
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- ▶ Objective: Analyze employee data to understand attrition trends and predict resignations.
- ▶ Tools Used:
 - ▶ - Python (EDA & Modeling)
 - ▶ - Power BI (Visualization)
 - ▶ - DAX (KPI Calculations)
- ▶ Dataset: IBM HR Analytics (1,470 records)

PROJECT OBJECTIVE & TOOLS USED

- ▶ Performed EDA: department-wise attrition, salary bands, overtime impact.
- ▶ Built Classification Models:
 - ▶ - Logistic Regression
 - ▶ - Decision Tree (Accuracy ~82%)
- ▶ Key features: OverTime, Monthly Income, YearsAtCompany

DATA ANALYSIS & ML MODEL



HR ATTRITION DASHBOARD

- ▶ - OverTime employees are 3x more likely to leave.
- ▶ - Salary under ₹10k shows highest resignation rate.
- ▶ - Attrition peaks within first 3 years of service.
- ▶ - Job satisfaction levels 1–2 strongly linked to exits.

ATTRITION INSIGHTS

- ▶ - Encourage work-life balance (reduce OverTime)
- ▶ - Improve onboarding & retention programs
- ▶ - Reconsider compensation for key roles
- ▶ - Use predictive analytics to identify at-risk employees

RECOMMENDATIONS TO REDUCE ATTRITION



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THANK YOU