

Employee Attrition Analysis

INTRODUCTION

- An HR analytics Project involves using data analysis techniques to gain insights into various aspects of workforce management, such as employee turnover, performance, requirement, job satisfaction and engagement. By collecting, cleaning and analyzing HR data, made fully responsive dashboard for analysis using Power Bi to optimize the workforce, improve employee satisfaction and drive organizational success.

MAJOR KPI'S

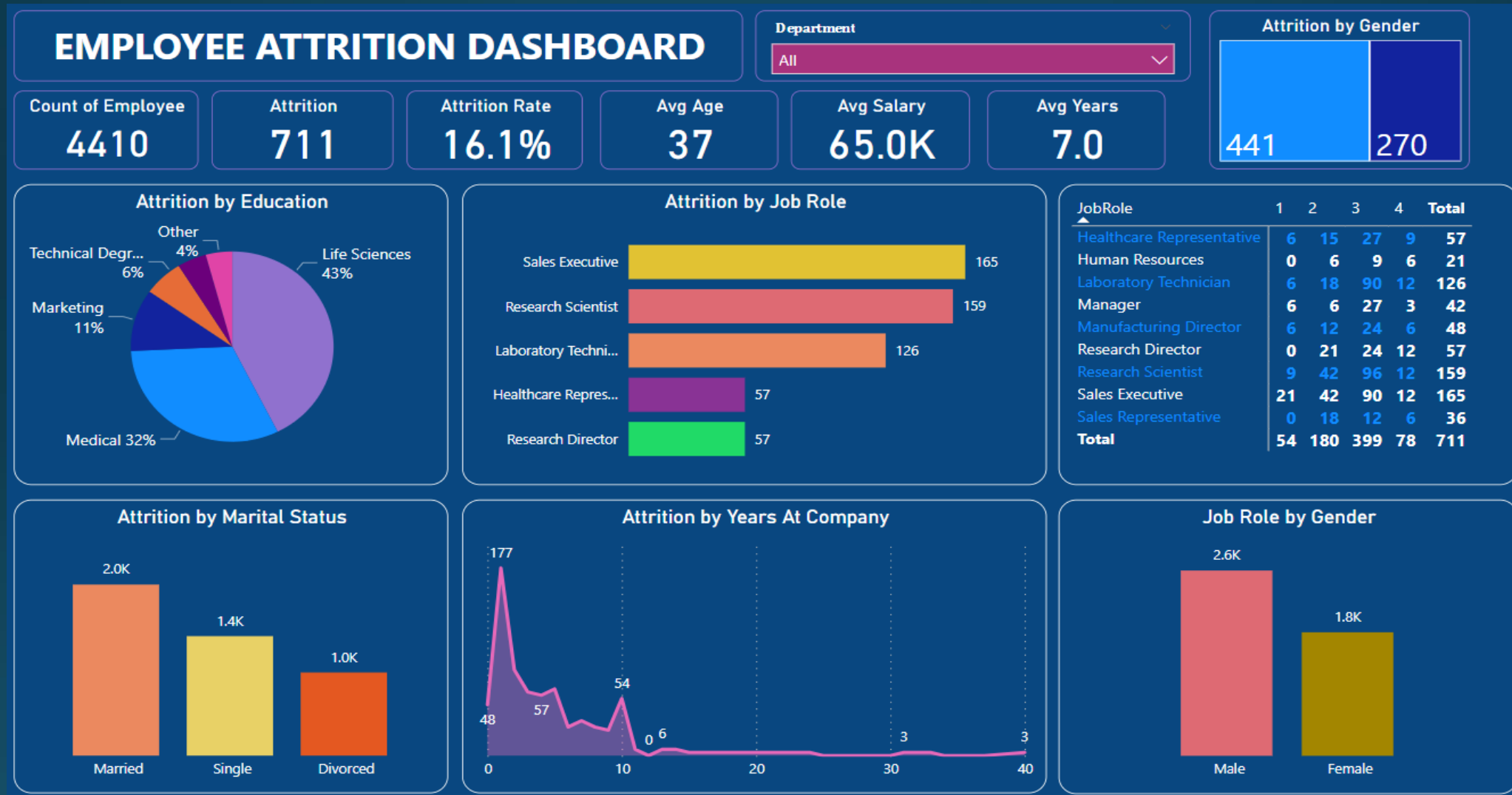
- Identified key factors to reduce attrition.
- Improved the hiring process.
- Improved employee experience.
- Made workforce more productive.
- Gained employee trust.



KEY FINDING

- Education Impact: Employees with technical degrees exhibit the highest attrition at 35%, while those with medical and other degrees show the lowest.
- Age Factor: The 26-35 age group has the highest attrition rate, which decreases with increasing age.
- Tenure Trend: A peak in attrition is observed around the second year, with another smaller peak around the fifth year.
- Job Role Correlation: Laboratory technicians, sales executives, and research scientists have higher attrition rates compared to managers and manufacturing directors.

MY DESIGN



THANK YOU