

# Employee Attrition & Performance Analysis



**Home**



**Info**



**Employee Details**



**Attrition analysis 1**



**Attrition analysis 2**



**Attrition analysis 3**



**Attrition analysis 4**

Introduction to  
the Project

To get the detailed  
information by  
employee Count

To analyze attrition rate  
by job role, department,  
Gender, Overtime, Age  
and Marital Status

To analyze education  
field, business travel,  
percent salary hike,  
job level and distance  
from home.

To analyze the employees  
data by job satisfaction,  
environment satisfaction,  
Work Life balance and  
relationship satisfaction  
rating , monthly income,  
hourly rate and daily rate.

To analyze the employee  
data by total working  
years, years at company,  
years in current role, total  
years with current  
manager, job involvement  
and number of companies  
worked

# Employee Attrition and Performance Analysis

## Project Overview:

1. The objective of this project is to gain insights into the factors influencing employee attrition and performance within the organization by performing data analysis on the HR dataset.
2. To identify the patterns, trends and potential areas for improvement that can help the company better understand and manage employee attrition and performance.
3. Tools used in this project are Excel, SQL , Power BI and Tableau.

## Problem Statement:

1. The high rate of employee attrition can have significant implications for organizations, leading to increased recruitment and training costs, reduced productivity, and decreased employee morale.
2. It is crucial for companies to understand the underlying factors contributing to attrition and take proactive measures to address them.

**Domain:** HR Analytics

**Dataset Name:** HR\_1 & HR\_2

**Dataset Type:** Excel Data

**Dataset Size:** 50,000 records each.

# Employee Details

Employee Number

49999



Department

Human Resources

JobRole

Healthcare Representative

MaritalStatus

Single

BusinessTravel

Travel\_Rarely

OverTime

Yes

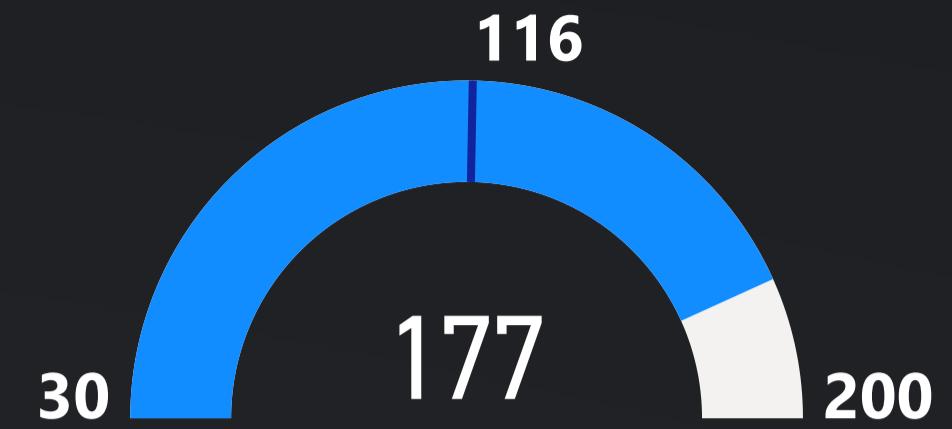
EmployeeNumber

- 49990
- 49991
- 49992

EmployeeNumber

49990 50000

HourlyRate



Attrition

No

49

Age

Gender

Male

1

Years in Current Role

DailyRate

798

100

1390

1500

MonthlyIncome

26K

1K

28K

60K

Years Since Last Performance

1

1

Years at Company

6

1

Number of Companies Worked

40

Total Working Years

15

Distance From Home

Percent Salary Hike

MonthlyRate

311K

1K

253K

2M

# Employee Attrition and Performance Analysis

50K

Overall Employees

50.21%

Attrition Rate

25105

Attrition Count

24895

Current Employees

38.93

Average Age

25958

Average Monthly Income

Attrition

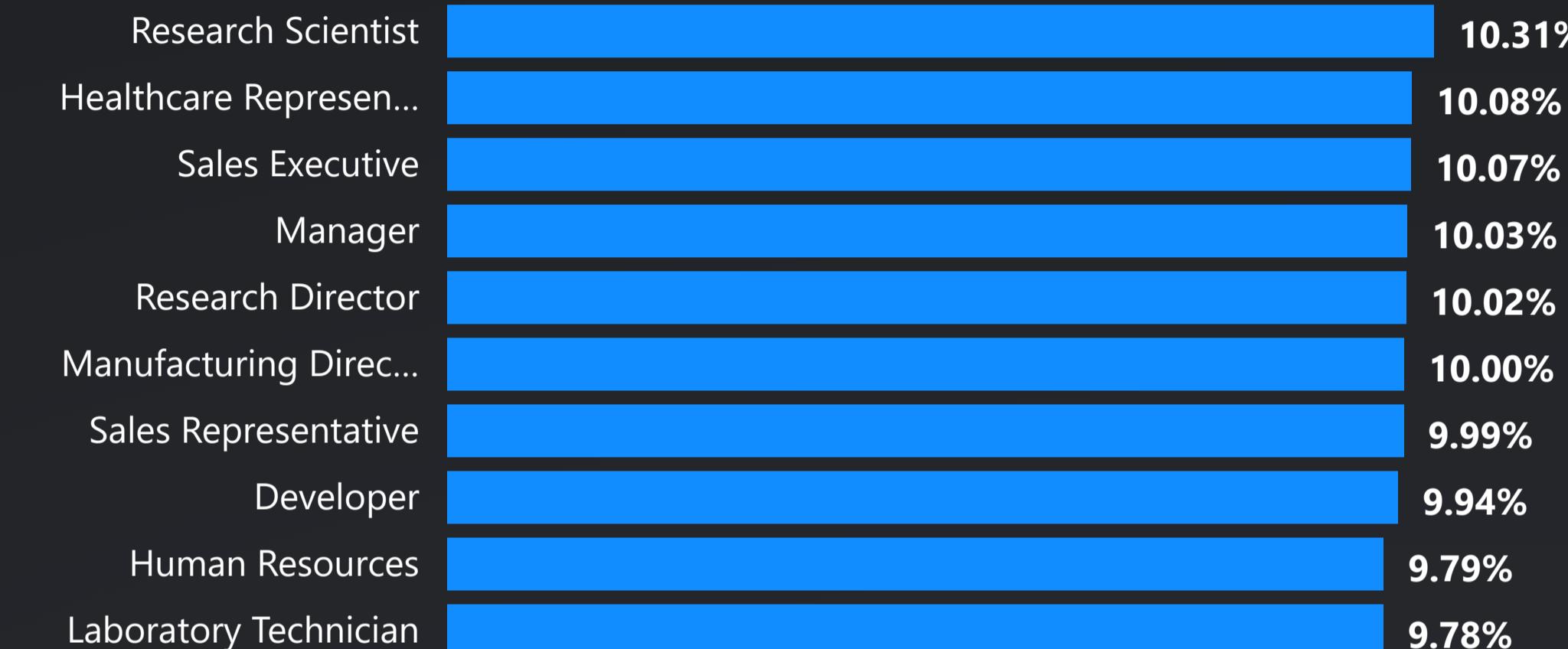
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No

Yes

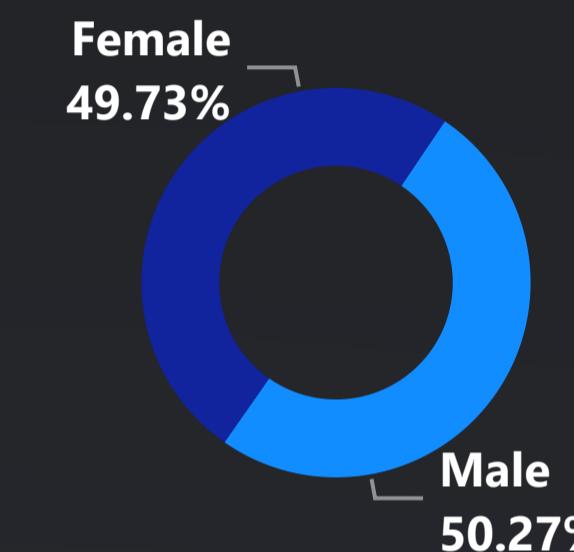


## Attrition Rate by JobRole



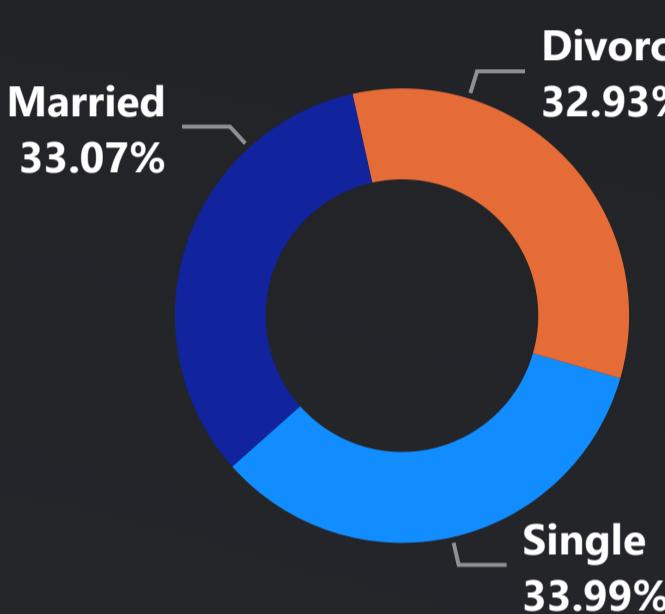
%GT Count of Attrition

## Attrition Rate by Gender



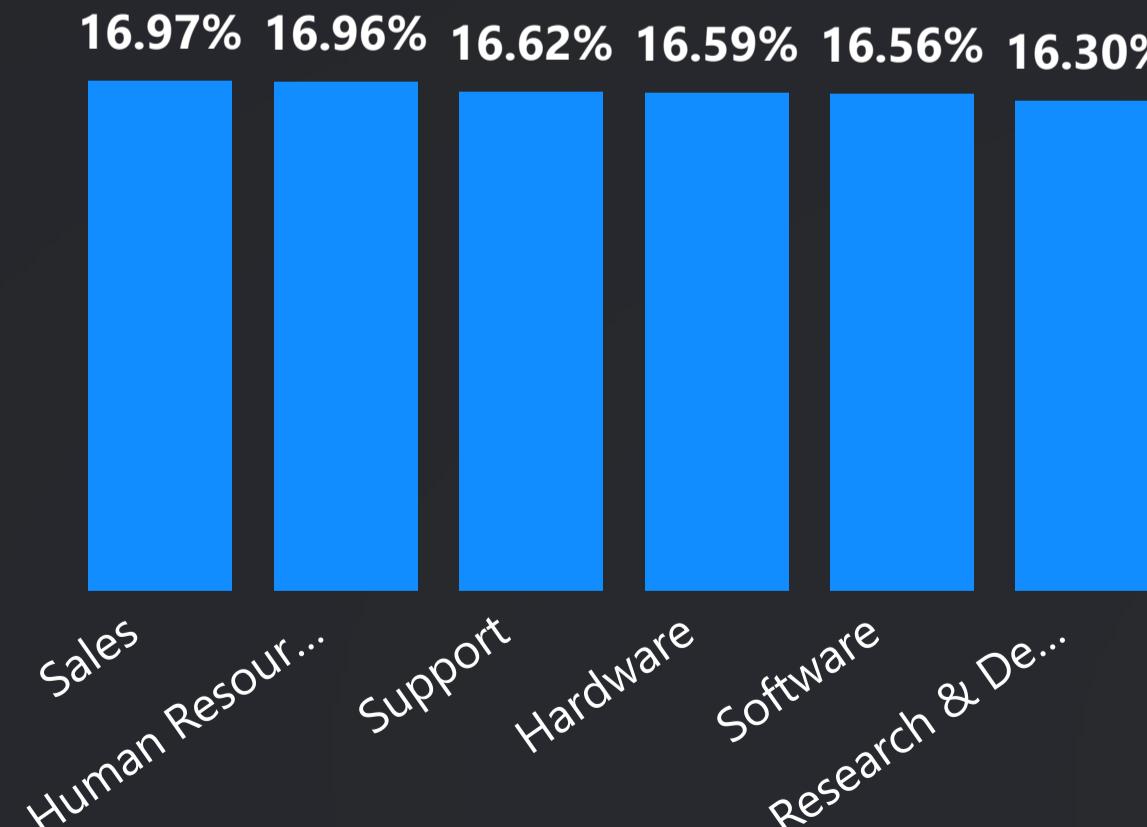
Gender  
Male  
Female

## Attrition Rate by Marital Status



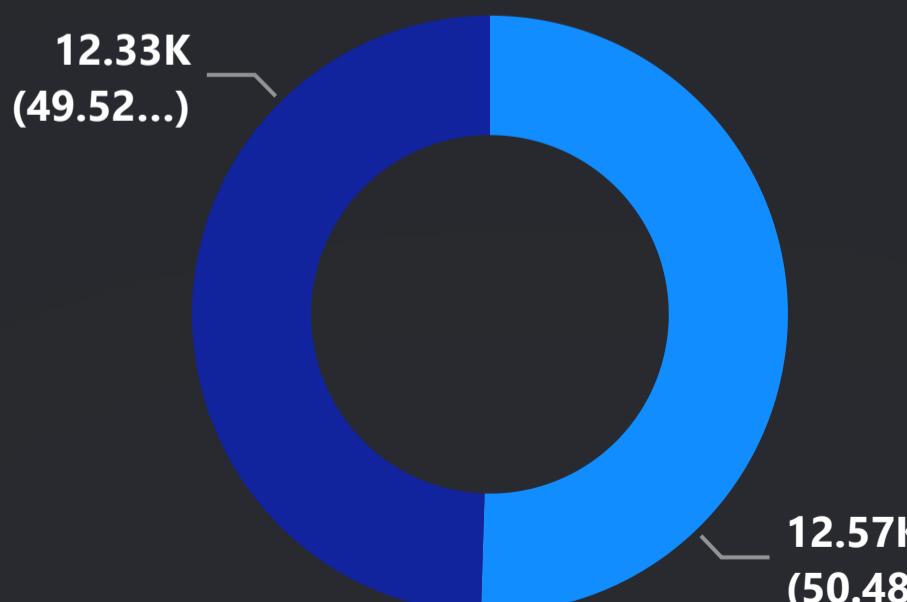
MaritalStatus  
Single  
Married  
Divorced

## Attrition Rate by Department



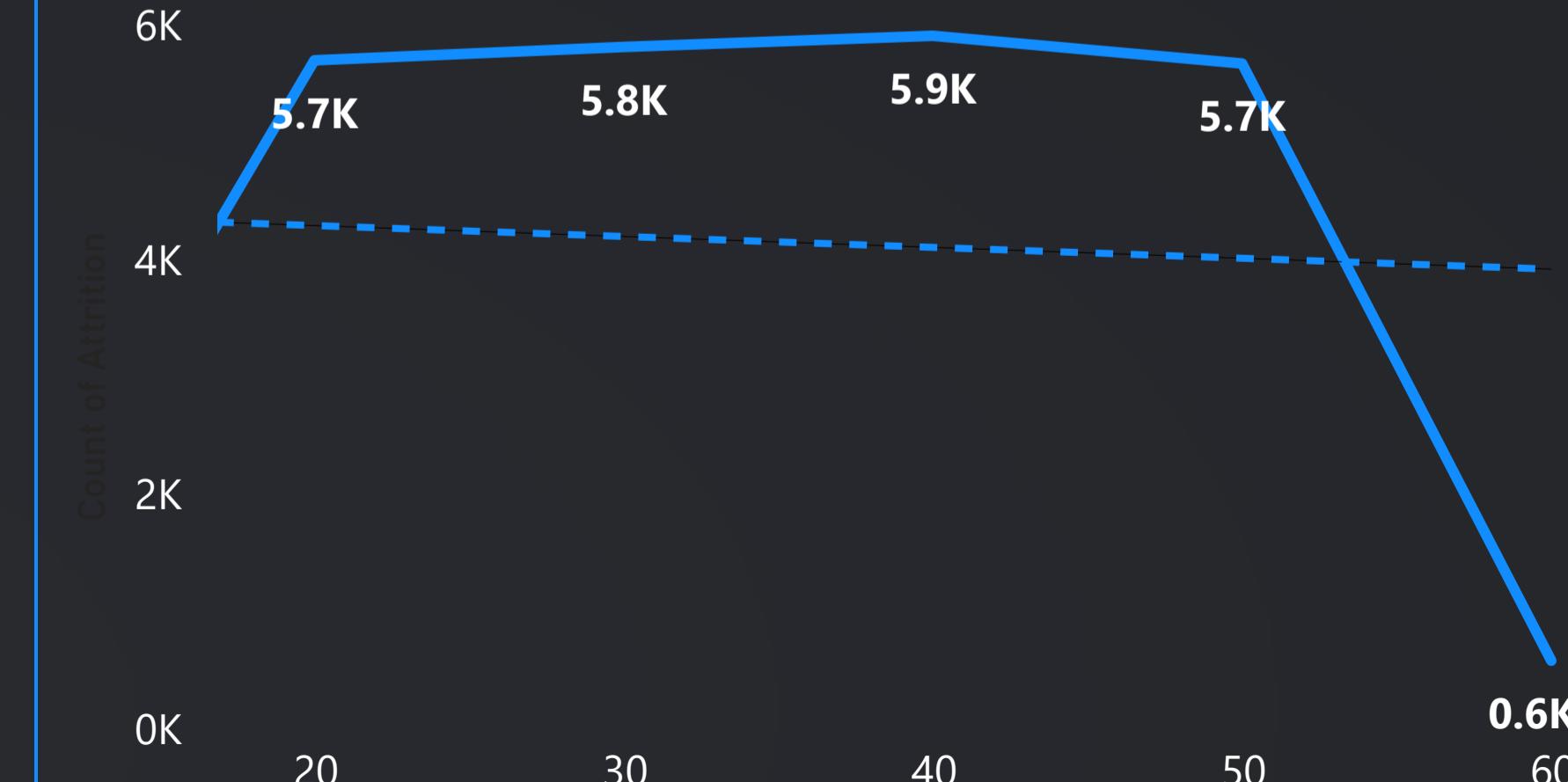
%GT Count of Attrition

## Attrition Rate by Over Time



OverTime  
No  
Yes

## Attrition Count by Age



Count of Attrition

0K 20 30 40 50 60

5.7K

5.8K

5.9K

5.7K

0.6K

# Employee Attrition & Performance Analysis

Department

Hardware

JobRole

Developer

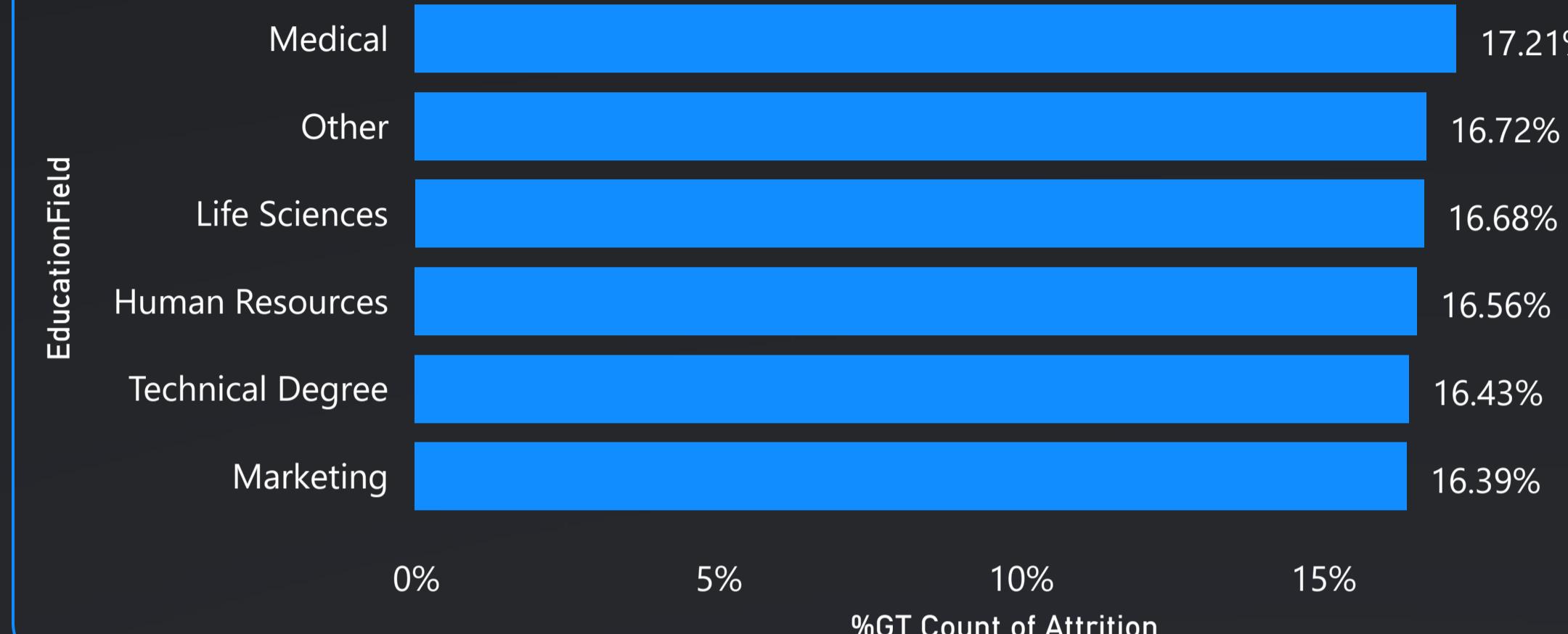
Attrition

Select all

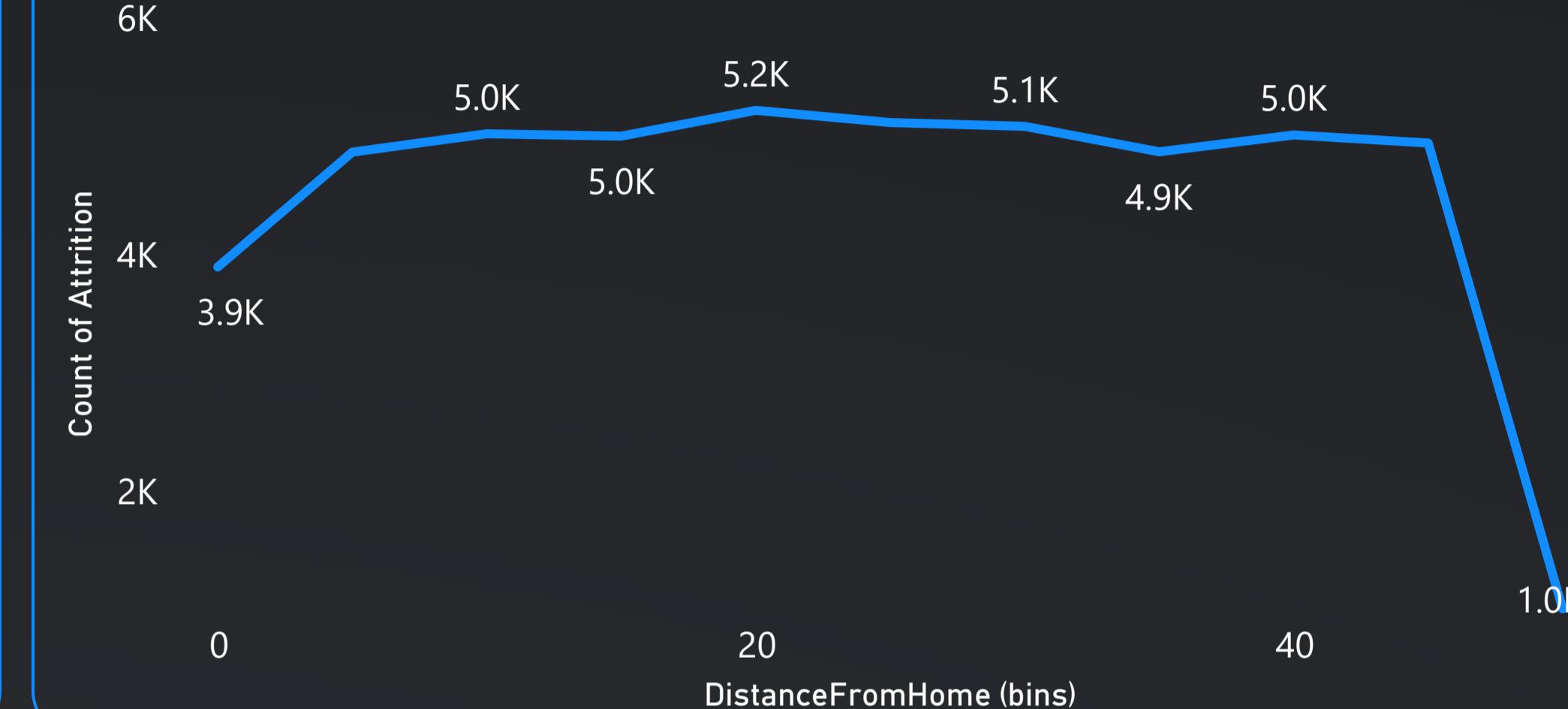
No

Yes

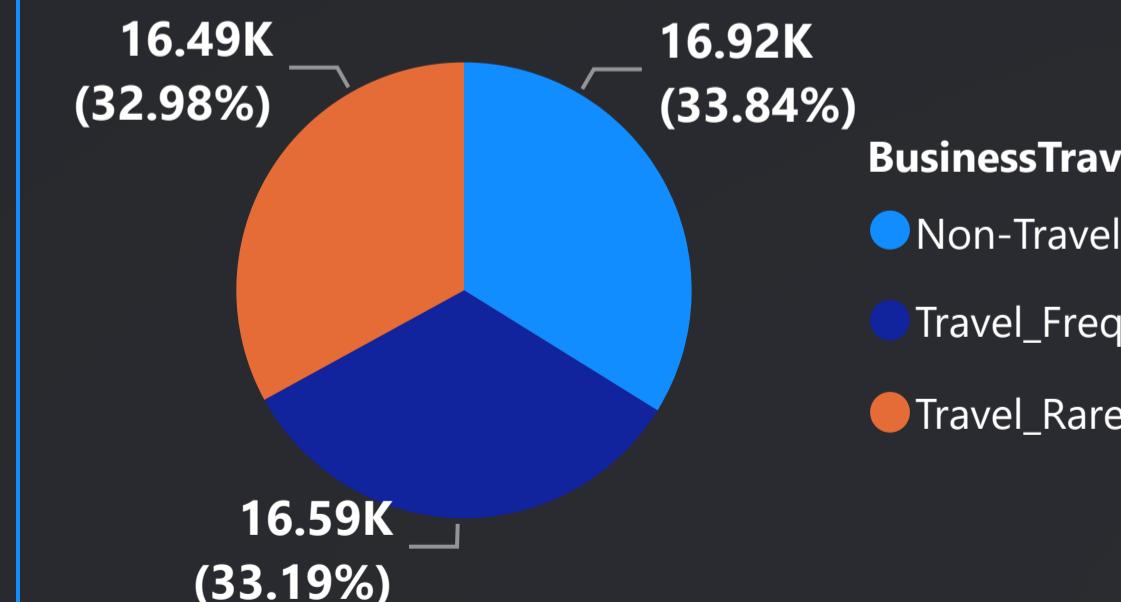
## Attrition Rate by Education Field



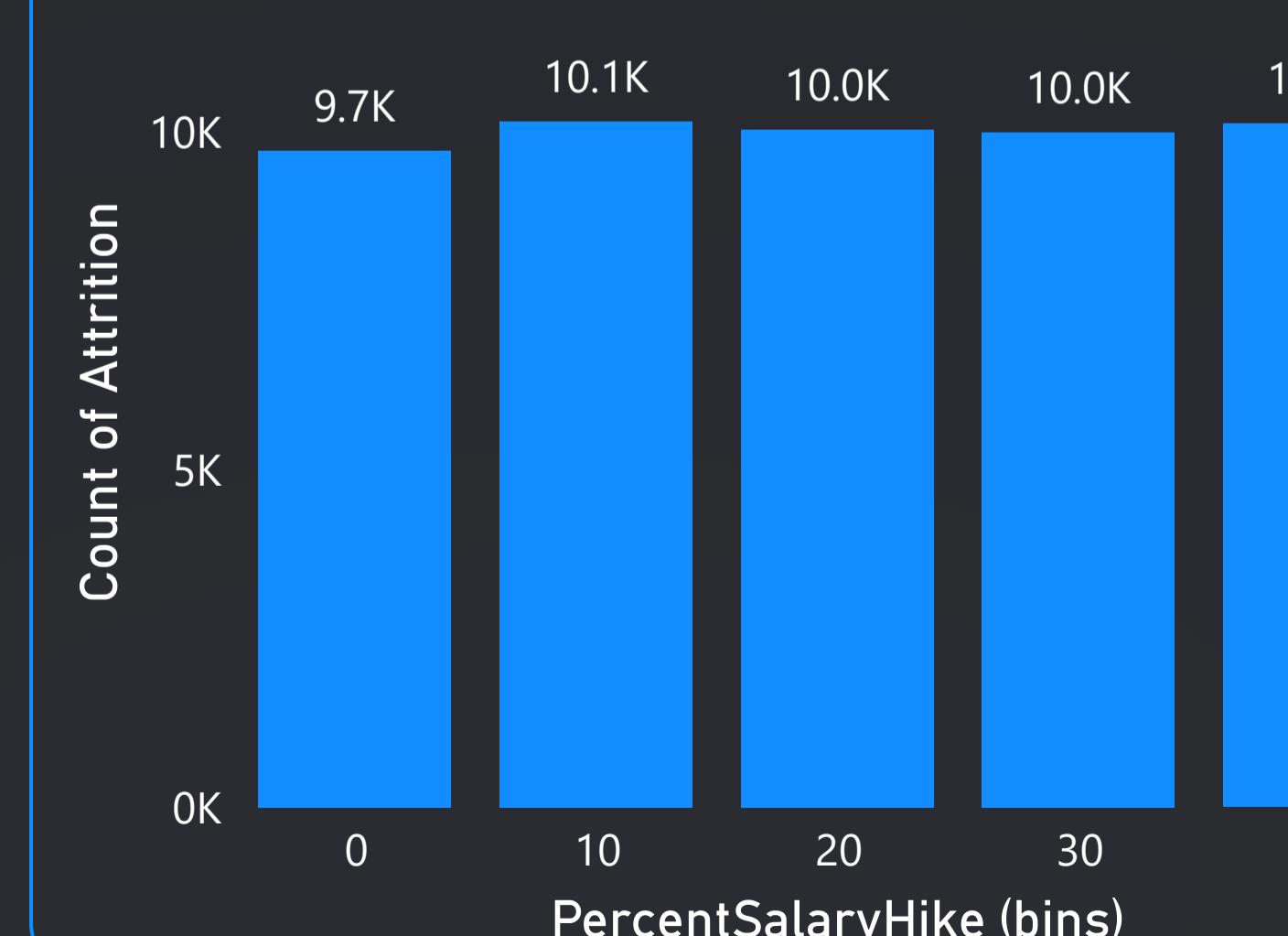
## Count of Attrition by Distance From Home



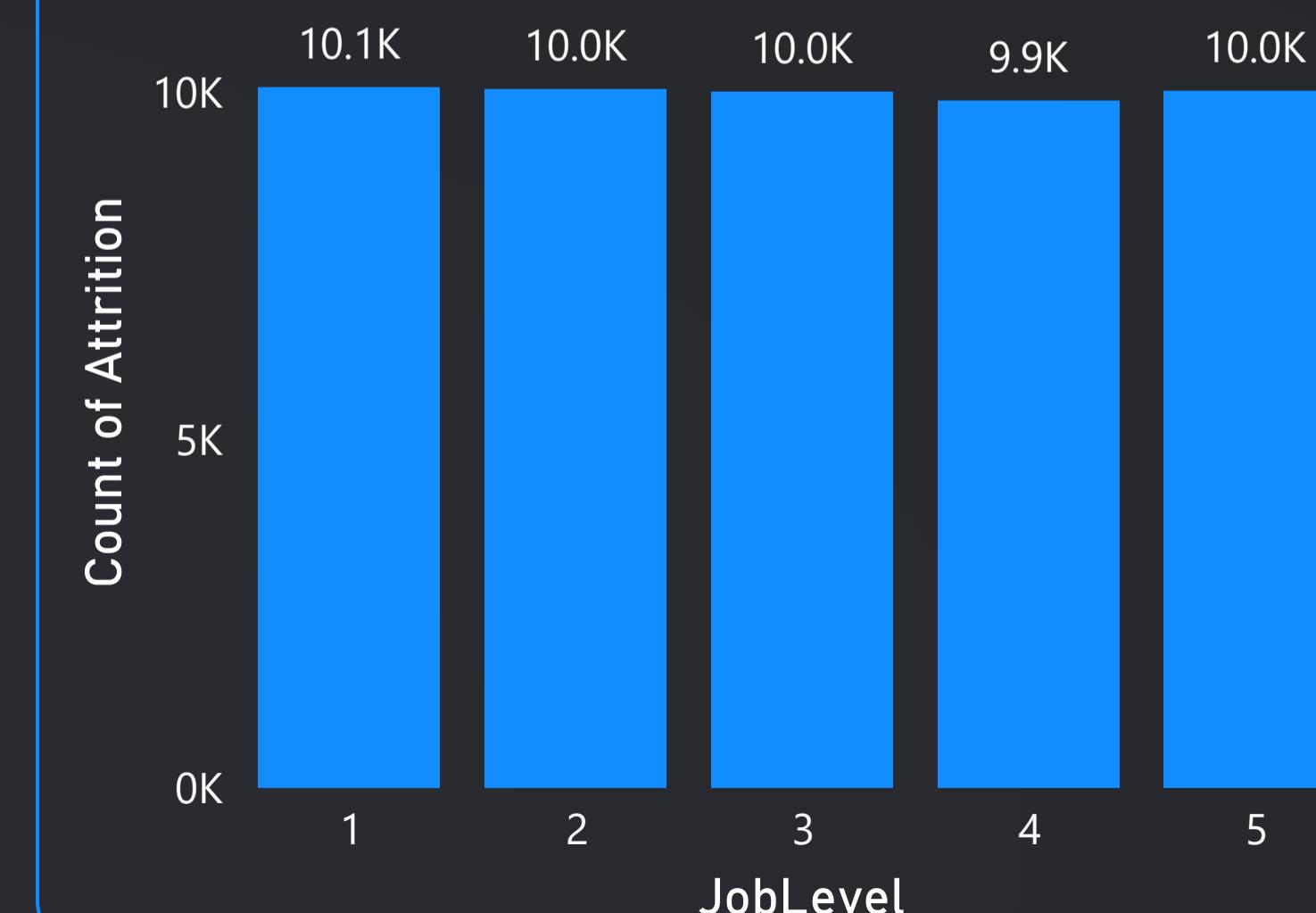
## Attrition Rate by Business Travel



## Count of Attrition by Percent Salary Hike



## Count of Attrition by JobLevel



# Employee Attrition & Performance Analysis

Department

Hardware

JobRole

Developer

Attrition

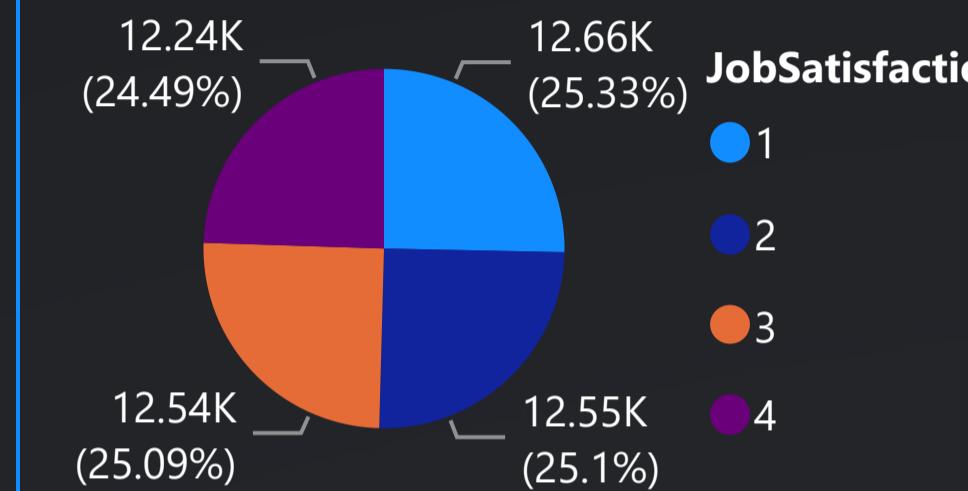
Select all

No

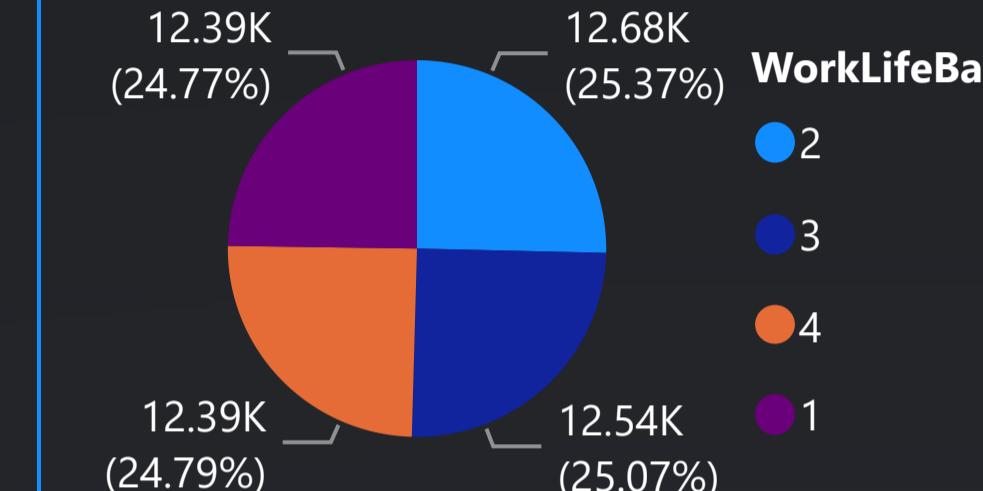
Yes



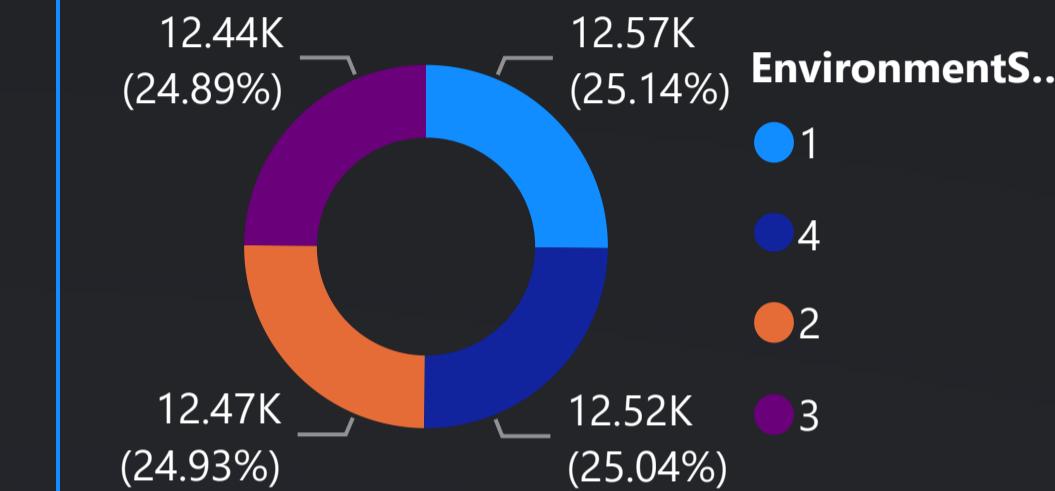
## Attrition Rate by Job Satisfaction



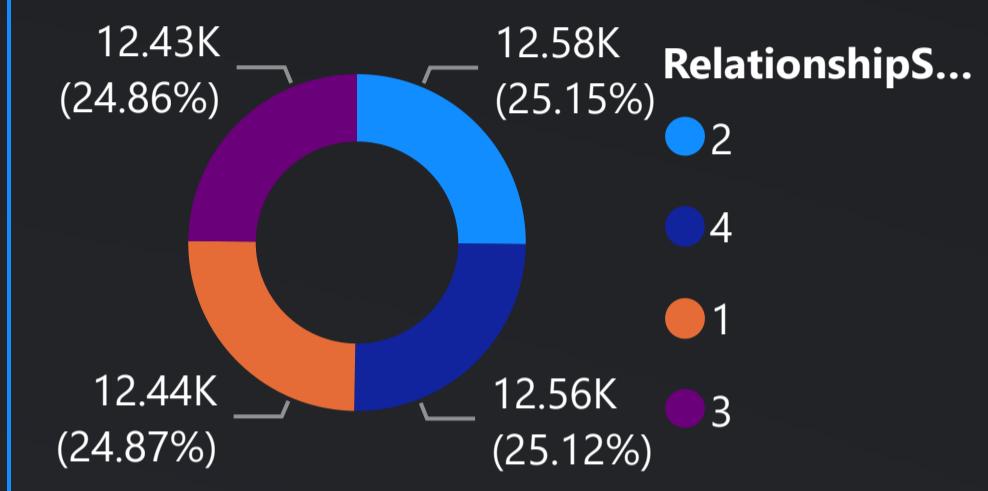
## Attrition Rate by Work Life Balance



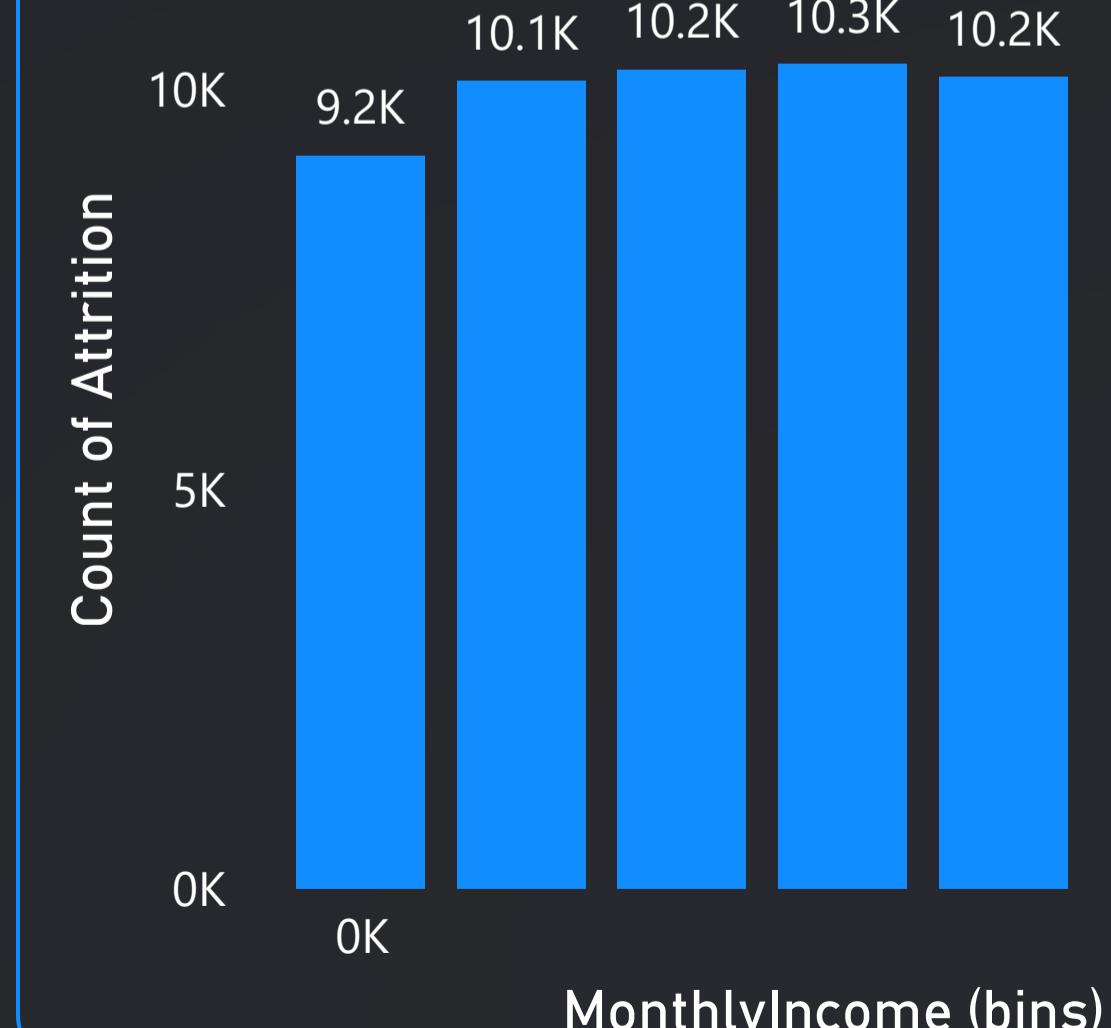
## Attrition Rate by Environment Satisfaction



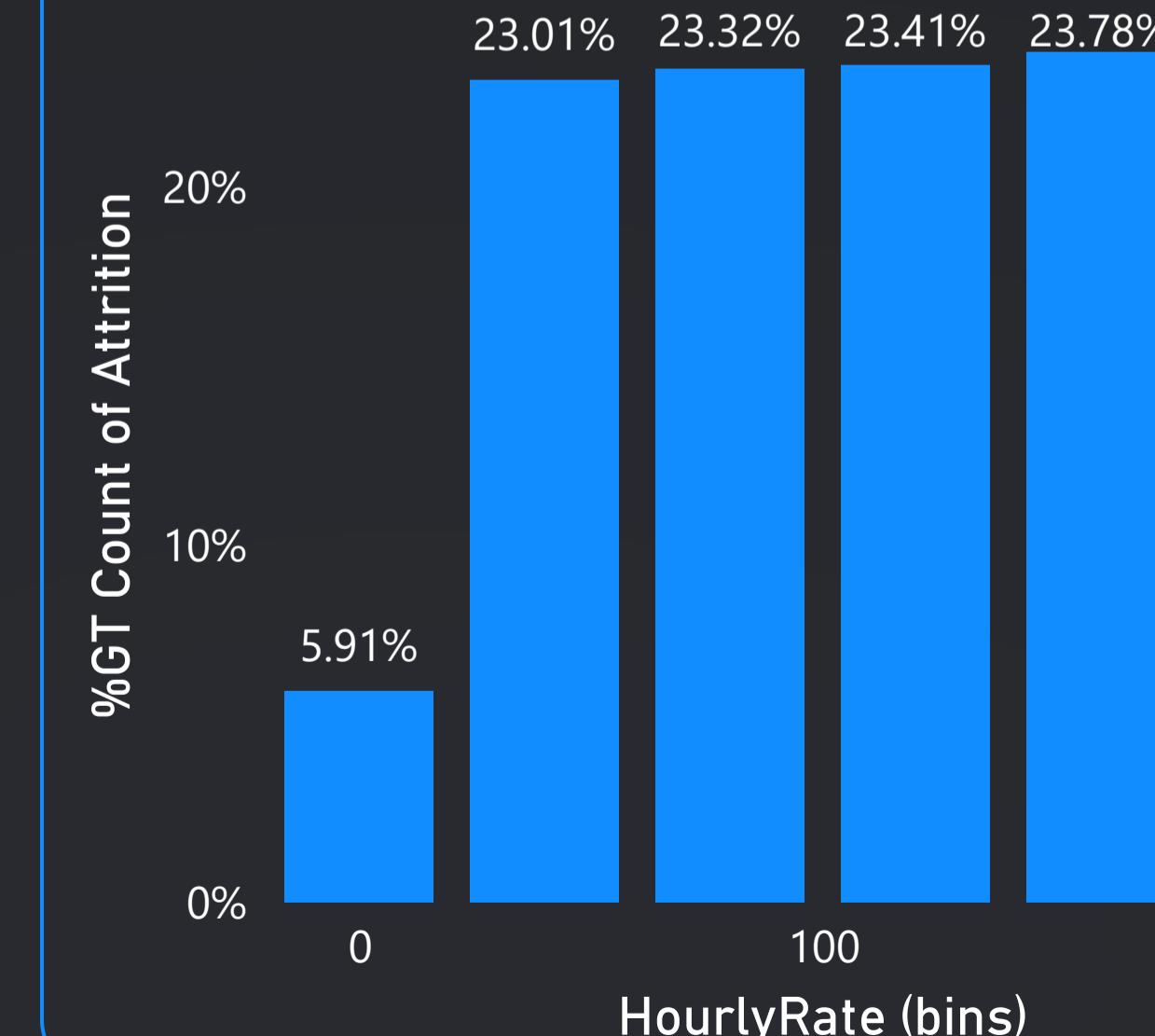
## Attrition Rate by Relationship Satisfaction



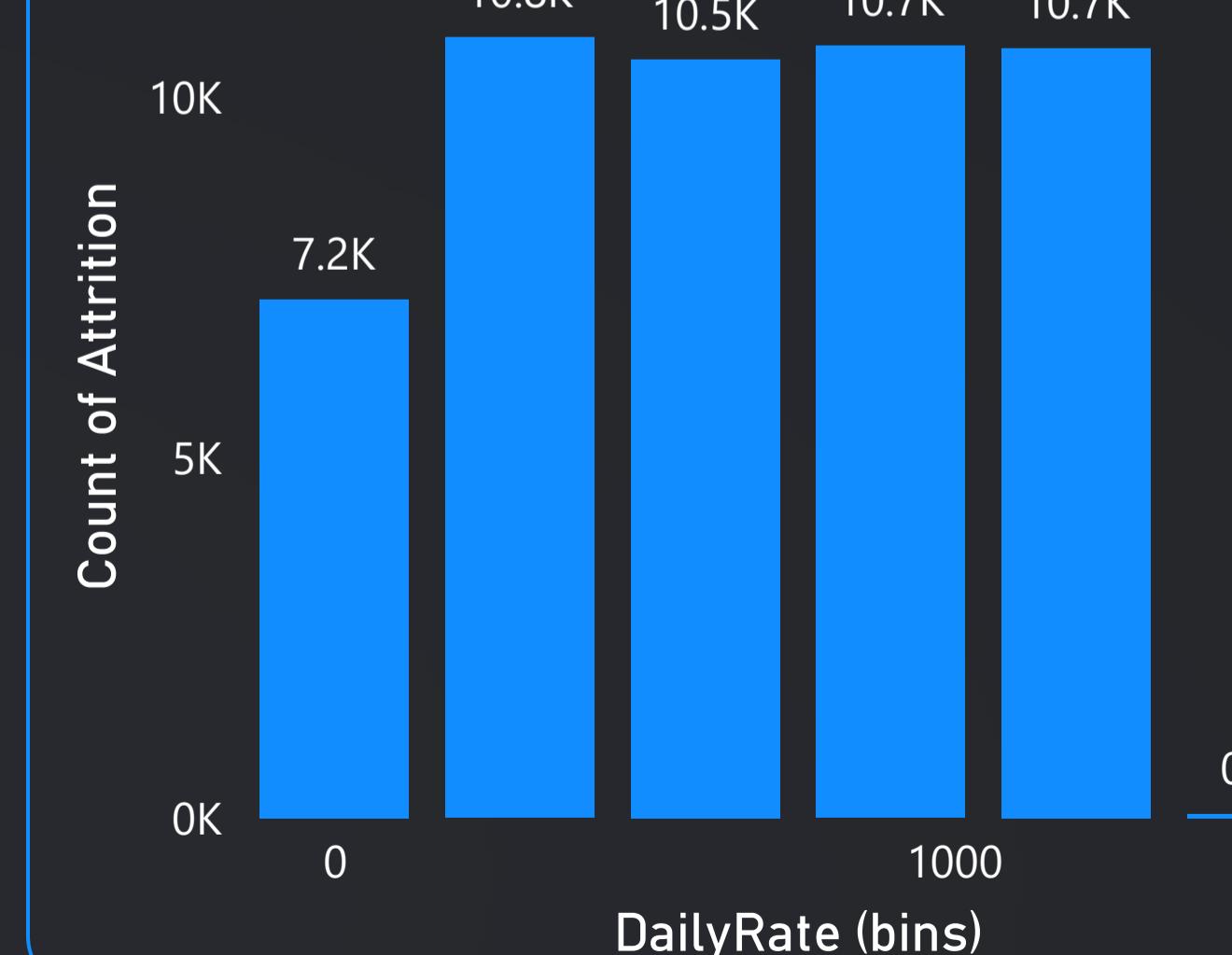
## Count of Attrition by MonthlyIncome



## Attrition by Hourly Rate



## Attrition by Daily Rate



## Attrition and Performance Analysis

Department

Hardware

JobRole

Developer

Attrition

Select all

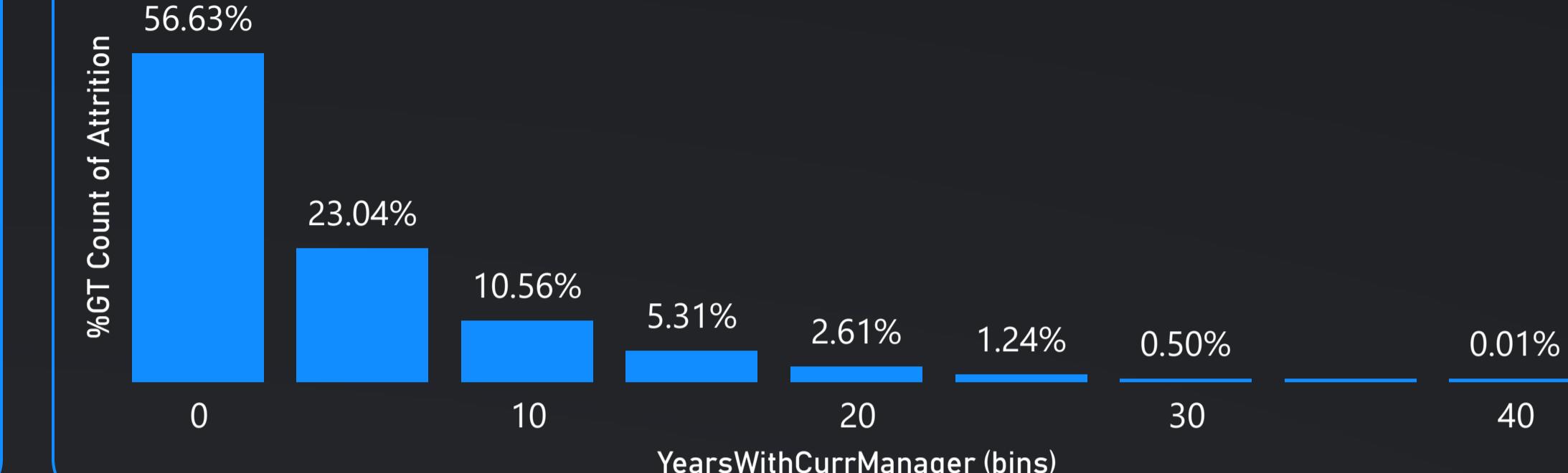
No

Yes

### Count of Attrition by Years At Company



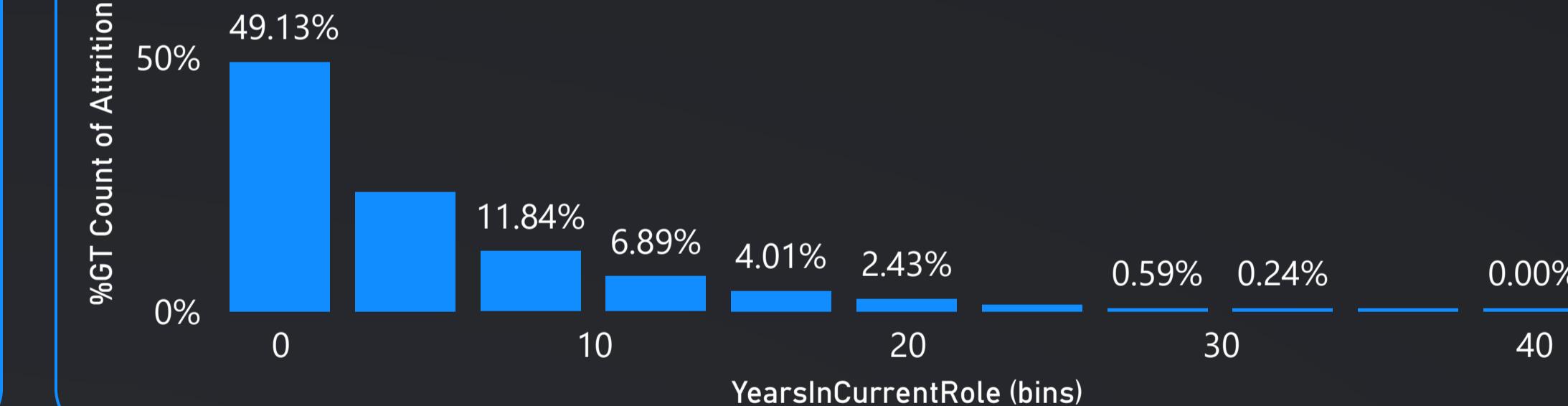
### Attrition by Years With Current Manager



### Attrition by Total Working Years



### Attrition by Years In Current Role



### Attrition by Number of Companies Worked



### %GT Count of Attrition by JobInvolvement

