

HR Analytics Project Write Up:

The data used in the project was obtained from a web source named Kaggle, consisting of 1470 rows and 39 columns. The objective of the project was to find the total number of employees in the company and their present working status, which revealed that out of 1470 employees, approximately more than 1200 employees are still working. The attrition rate calculated was around 16.1%, and the average age of employees was found to be between 35 to 39 years. Another notable finding was that the number of male employees is higher than female employees, which may explain why the male attrition rate is higher than the female attrition rate.

Two possible reasons for this attrition were identified, which were directly dependent on the "Years Since Last Promotion" and "Education". The analysis showed that the attrition rate is higher for employees who have been waiting longer for a promotion. On the other hand, from an educational perspective, the attrition rate among low-qualified employees is higher compared to highly qualified ones.

The analysis also revealed that employees working in the sales department have high job satisfaction, while those in HR department do not rate their job satisfaction as highly. The possible reason for such low rating is the commuting distance from their home, which has a bad impact on the HR employees' ratings.

There is a high possibility of opening several dimensions from this HR data, and some of them are still under investigation, and the findings will be available soon.

Data Source: <https://www.kaggle.com/datasets/rishikeshkonapure/hr-analytics-prediction>

Tools Used: Microsoft Excel 2019, Tableau Public

Project Link:

https://public.tableau.com/app/profile/roy.a2705/viz/HR_Analytics_16811186977970/Dashboard1?publish=yes