

TITLE : EMPLOYEE ATTRITION

Employee attrition has become a significant challenge for the organization, leading to increased recruitment and training costs, loss of skilled talent, and reduced overall productivity. Analysis of employee data indicates higher attrition rates among certain age groups, salary brackets, job roles, and employees with fewer years at the company. Additionally, factors such as job satisfaction, career growth opportunities, compensation, and work environment appear to influence employees' decisions to leave.

The objective of this study is to analyze employee attrition patterns using available HR data, identify the key factors contributing to employee turnover, and provide data-driven insights and recommendations to help the organization improve employee retention and workforce stability.

1. What is the overall employee attrition rate given the total and active employees shown in the dashboard?
2. Which **age group** experiences the highest attrition, and what might be the possible reasons?
3. How does **salary group** impact employee attrition according to the dashboard insights?
4. During which **years at the company** is attrition the highest, and what does this indicate about employee retention?
5. Which **job roles** show the maximum attrition, and how does job satisfaction vary across those roles?
6. How does **job satisfaction level** influence attrition among different job roles?
7. Which **education field** contributes most to employee attrition, and why might this be happening?
8. Are there noticeable differences in attrition based on **gender or marital status** filters?
9. Which **department** faces the highest attrition, and how does it affect business operations?
10. Based on the dashboard findings, what **strategic HR actions** can be recommended to reduce employee attrition?