

Attrition Dashboard

Department

Human Resources

Research & Development

Sales

1470

Employees

237

Attrition Count

16.1%

Attrition Rate

37

Average Age

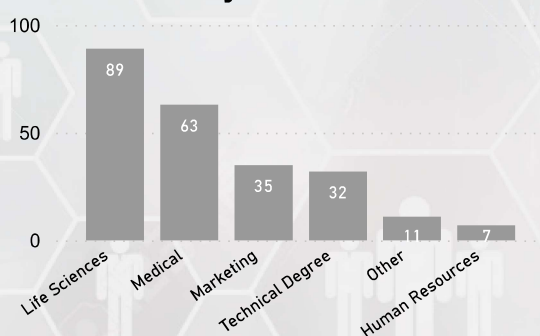
6.50K

Average Monthly Income

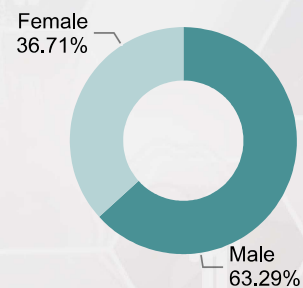
Attrition by Job Role and Job Satisfaction

JobRole	1	2	3	4	Total
Sales Representative	7	10	9	7	33
Sales Executive	16	9	18	14	57
Research Scientist	13	10	15	9	47
Research Director	0	1	1	0	2
Manufacturing Director	2	2	4	2	10
Manager	1	2	1	1	5
Laboratory Technician	20	8	21	13	62
Human Resources	5	2	3	2	12
Healthcare Representative	2	2	1	4	9
Total	66	46	73	52	237

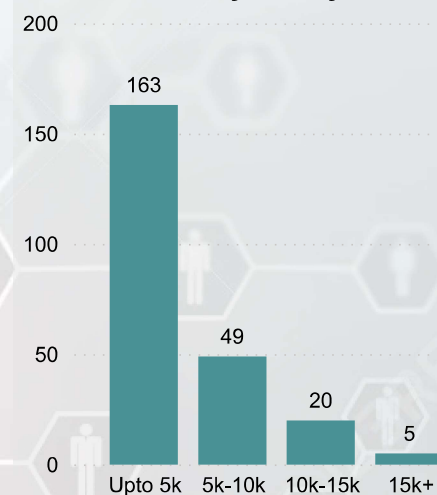
Attrition by Education Field



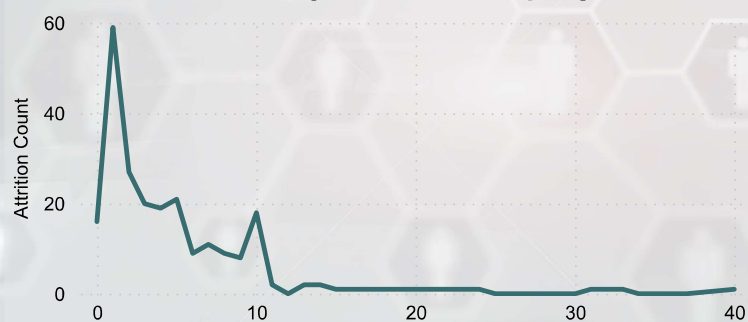
Attrition by Gender



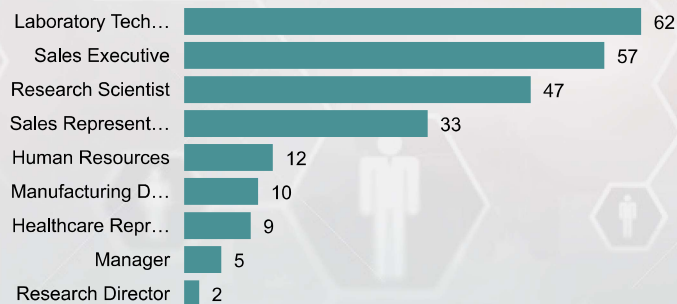
Attrition by Salary Slab



Attrition by Years At Company



Attrition by Job Role



Attrition by Age Group



For creating this HR Analytics Dashboard the following tasks have been performed:

1) **Data Cleaning:** With the help of Power Query Editor the data has been transformed.

- a) The Duplicates were being removed on the basis of EmpID as the first step in the data cleaning process.
- b) The Data Type of some columns were changed.
- c) Then, in the column "Business Travel" the value "TravelRarely" was replaced by "Travel_Rarely".

2) **Data Visualization:**

- a) 5 **Cards** were created: Total Employees, Attrition Count, Attrition Rate, Average Age and Average Monthly Income.
- b) The following charts were created:
 - i) Two **Column Charts** showing Attrition By Education Field and Attrition By Salary Slab.
 - ii) One **Area Chart** showing Attrition By Age Group.
 - iii) One **Line Chart** showing Attrition By Years at Company.
 - iv) One **Bar Chart** showing Attrition By Job Role.
 - v) One **Donut Chart** showing Attrition By Gender.
- c) One **Matrix** was also created showing Attrition By Job Role and Job Satisfaction.
- d) To filter the charts and to see the Attrition on basis of Department a **Slicer** was created for the same.

Insights

The conclusion that can be drawn from the Dashboard is that the Attrition is more in Male as compared to Female. Attrition is taking place among the employees whose Salary Slab is upto 5K and age between 26-35. The employees who have worked for 1 or less than 1 year in this company ended up leaving the company. The Department of Sales has high Attrition rate and the employees working as Sales Executives have mostly departed the company (voluntarily or involuntarily). If we look at the overall dashboard, we can see Laboratory Technicians have contributed maximum to the Attrition i.e. 62. The reason for this can be that there are more Laboratory Technicians in the company than actually required and also because of less salary. Employees with Life Science education background tend to leave more as compared to any other education background.

More insights can be drawn by considering the factors like Environment Satisfaction, Overtime or Work-Life Balance.