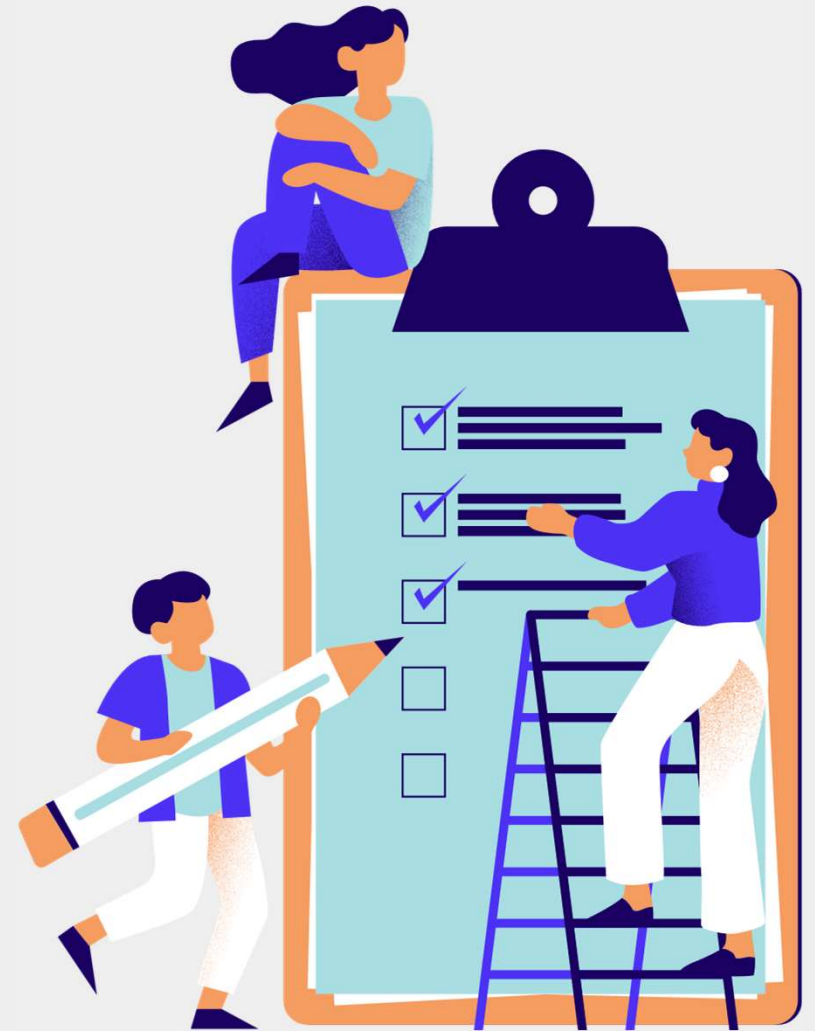


HR ATTRITION ANALYTICS

Prepared by: SHREE PINAKPANI



Introduction

HR ATTRITION DASHBOARD consists of employee departures trends for aiding in actionable decision-making.

The project was created using Power BI with help of DAX(Data analysis expressions) and power query editor for transformations.



HR ATTRITION ANALYTICS DASHBOARD

Count of Emp

1,470

Attrition

237

Attrition_rate

16.1%

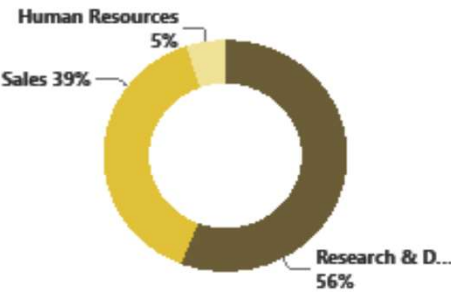
Average Age

37

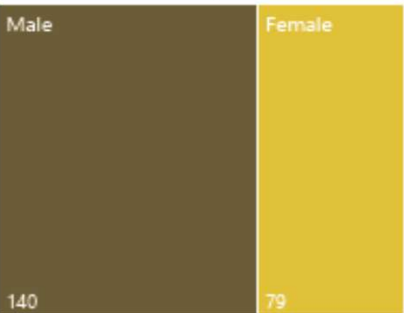
Average Salary

6.5K

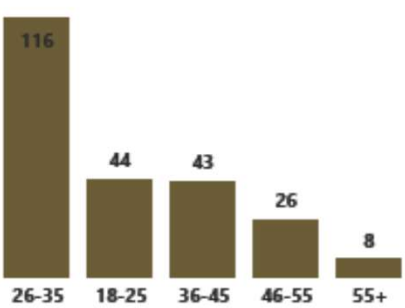
Attrition by Dept



Attrition by Gender



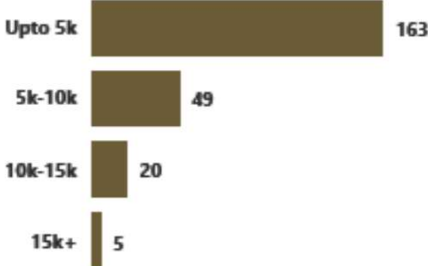
Attrition by Age



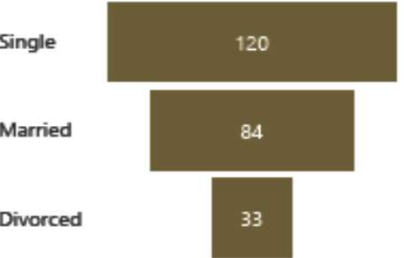
Performance rating

JobRole	3	4	Total
Sales Representative	29	4	33
Sales Executive	51	6	57
Research Scientist	35	12	47
Research Director	2	0	2
Manufacturing Director	10	0	10
Manager	5	0	5
Laboratory Technician	49	13	62
Human Resources	11	1	12
Healthcare Representative	8	1	9
Total	200	37	237

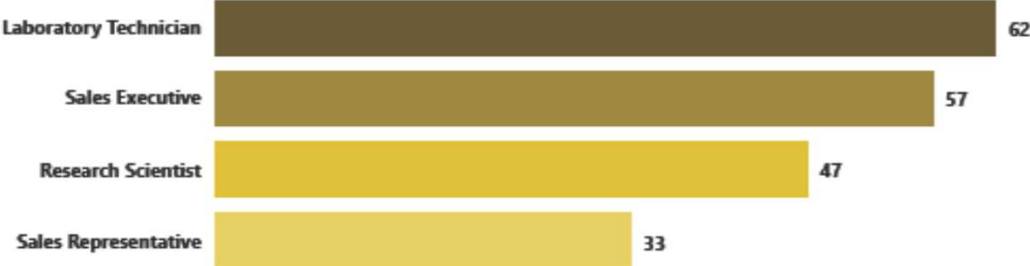
Attrition by Salary



Attrition by Marital Status



Attrition by Job Role



Analysis based on :

Attrition by Department

Attrition by gender

Attrition by age

performance rating

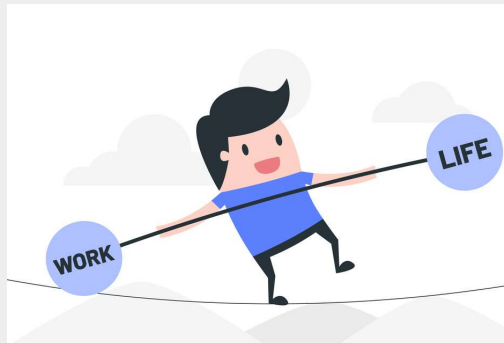
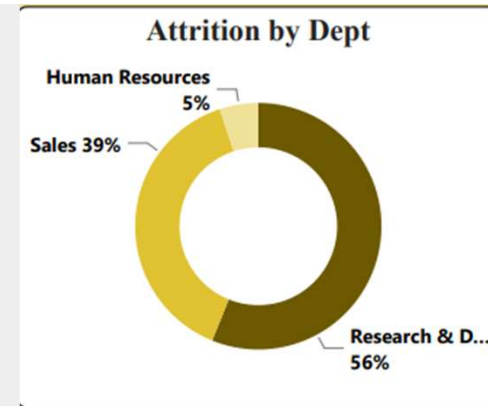
Attrition by Salary

Attrition by Marital status

Attrition by Job role

Attrition by Department

We can see from the chart that R&D departments are more prone to attrition due to variety of factors like



Intense project can be complex and demanding leading to unmanageable workloads that affect work life balance



If the rewards do not match the industry standards, employees may seek better opportunities..



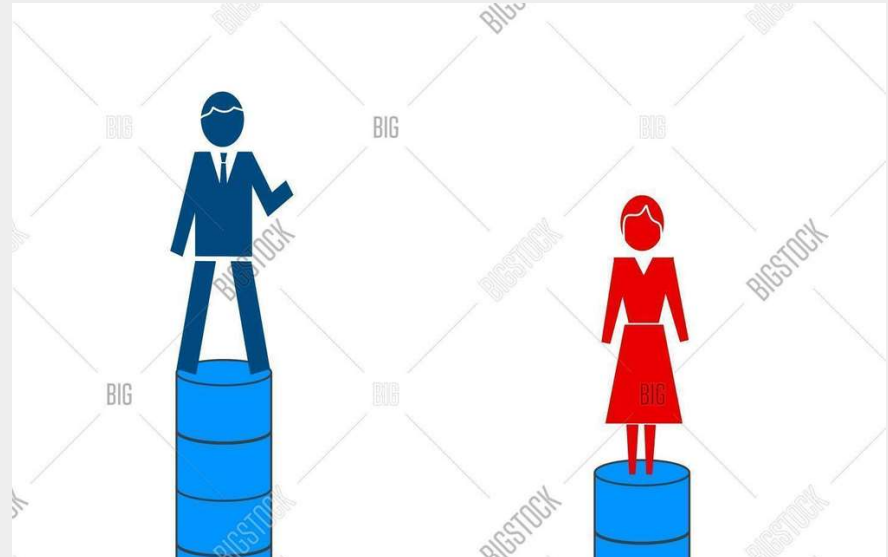
Employees may feel undervalued if their innovation is not adequately recognized.

ADDRESSING THE ISSUES

Companies can create supportive environment & flexible scheduling, offer competitive compensation & recognize achievements .

Attrition by Gender

This analysis contributes to revealing in any gender disparity and enables the HR team to address potential issues related to equal opportunities.



ADDRESSING THE ISSUES

Create a Culture of Flexibility, offer equitable compensation & provide flexible policies.

Attrition by Age

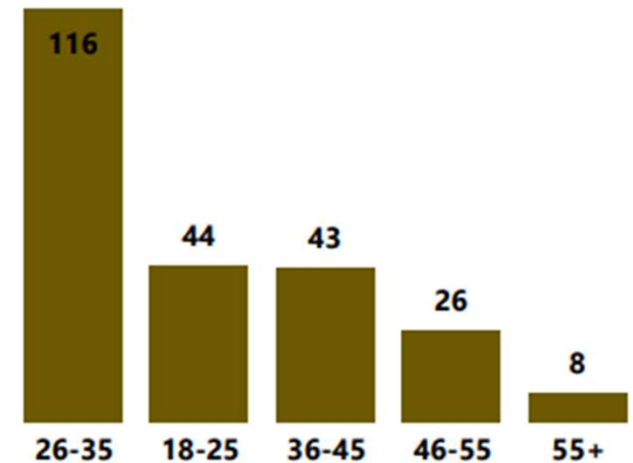
We can see from the graph that the 26-35 age group is often more prone to attrition due to a variety of factors.

This age range typically encompasses individuals who are in a crucial phase of their career development.

They may be seeking:

- New challenges
- Higher salaries
- Better work-life balance
- Major life events such as marriage or starting a family can prompt a change in employment for better stability or benefits.

Attrition by Age



ADDRESSING THE ISSUES

Providing clear career paths, competitive compensation, flexible work arrangements & positive work environment.

Performance Rating

From the table it is obvious that lower performance rating impacts attrition rate.

- Post appraisal impact - In general in any organization attrition rates can jump substantially after annual appraisals, especially if employees are dissatisfied with their evaluations.
- Unmet expectations - If employees feel that their efforts are not reflected in the evaluation, they get demotivated and likely to change the organization.

Performance rating			
JobRole	3	4	Total
Sales Representative	29	4	33
Sales Executive	51	6	57
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ADDRESSING THE ISSUES

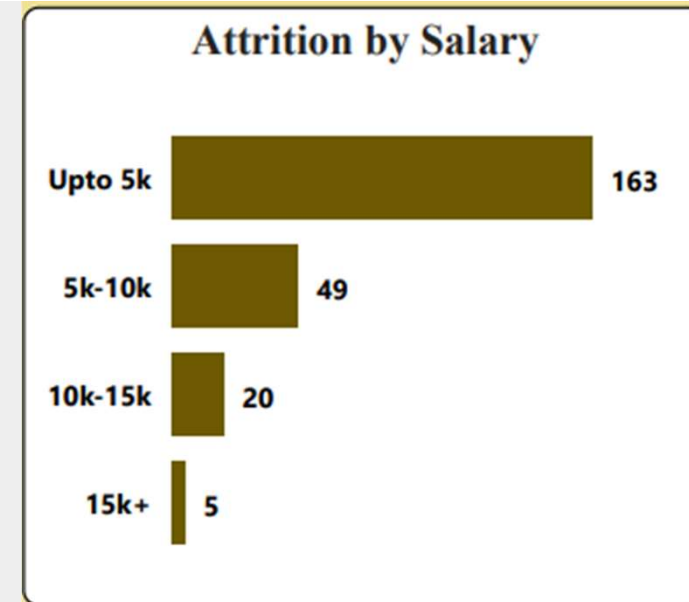
Organizations should handle the performance appraisals sensitively and constructively to minimize negative impacts.

Attrition by Salary

Average Salary

6.5K

We can see that average salary of the company is 6.5K and attrition rate is high among employees whose salary is up to 5K.



ADDRESSING THE ISSUES

People spend a significant amount of their lives at work, so it is essential to get appreciated from management. If management fails to recognize and [reward](#) their employees for good performance, employees are more likely to look for other employers.

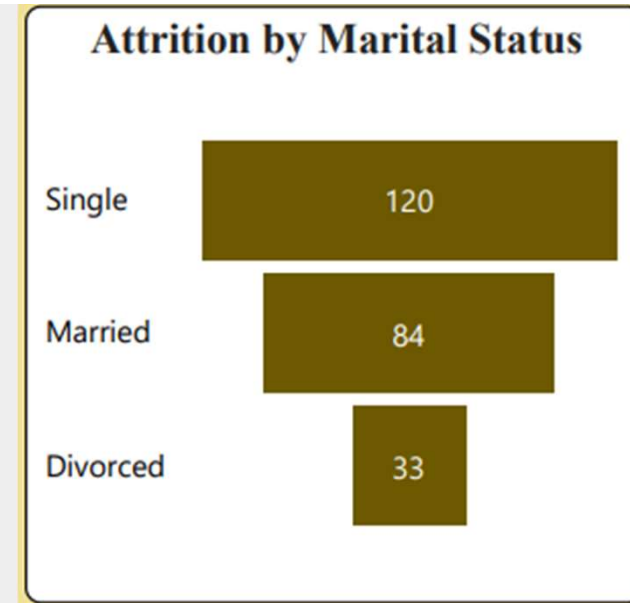
Attrition by Marital Status

Single people may be perceived as more prone to attrition due to factors such as higher mobility, fewer family ties restricting relocation, different life priorities.

ADDRESSING THE ISSUES

Whether single or not, Effective retention strategies should be implemented by organization like

- **Competitive compensation**
- **Work-life balance**
- **Career development opportunities**
- **Recognition & rewards**
- **Company culture**
- **Connection & Collaboration**



Attrition by Job Role

Factors such as career growth, skill utilization, better work environments, personal development & market dynamics lead to attrition.

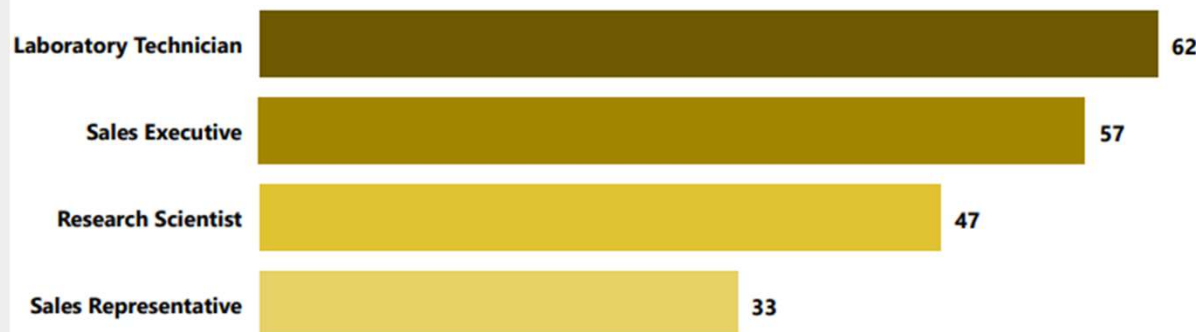
Their adaptability and willingness to explore new opportunities contribute to this trend.



ADDRESSING THE ISSUES

- **DEMONSTRATE CARING**
- **BE AUTHENTIC**
- **BUILD TRUST**
- **DEVELOP STAFF**
- **GIVE FEEDBACK**
- **CELEBRATE ACCOMPLISHMENTS**
- **PROVIDE CLEAR EXPECTATIONS**

Attrition by Job Role



Conclusion

I hope the insights in the dashboard aids in decision-making for talent retention and organization development.

Thank you!