Project Details

Data Domain : HR
End User   : HR Team
Tools   : File were in Excel format & Report is presented in Power BI Only
Requirement : Main focus is on three aspects/Analysis- Attrition, Sickness Absence & Overall Compensation.

Human Resource Analysis

1000	₹ 32M	₹ 9.6M	₹ 9.6M	39	29.10%
Employee Count	Net Salary	Total Pension	Total OT	Sickness Absence	Attrition Rate

Attrition Count

Year	Value
2014	32
	49
2016	51
	52
2018	61
	36
2020	10

Absence Details

Category	Value
Paid leave	92
UnPaid Leave	40
Sickness	39
Holiday	37
Title Leave	16
Absent	13
Non-Standar...	6
Unauthorised...	6

Attrition Reason

Resign 203
Contract Ended 31
Better pay 17
Personal Reason 28
Bette... 7
Fu...

Employees By Gender

498 (49.8%)   502 (50.2%)

Gender ● Male ● Female
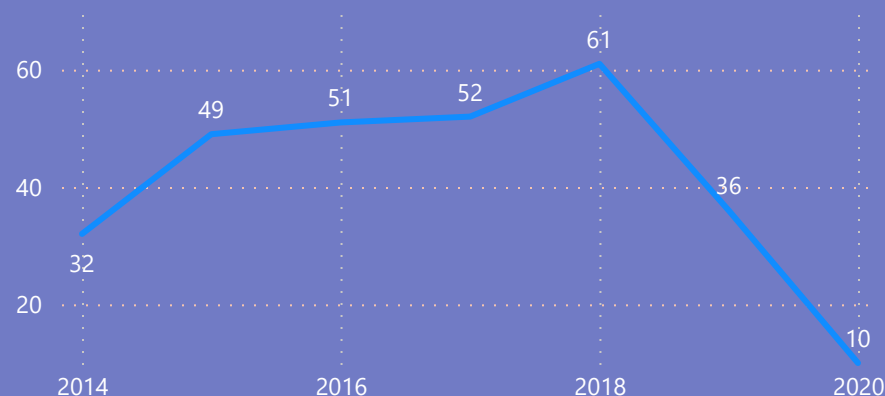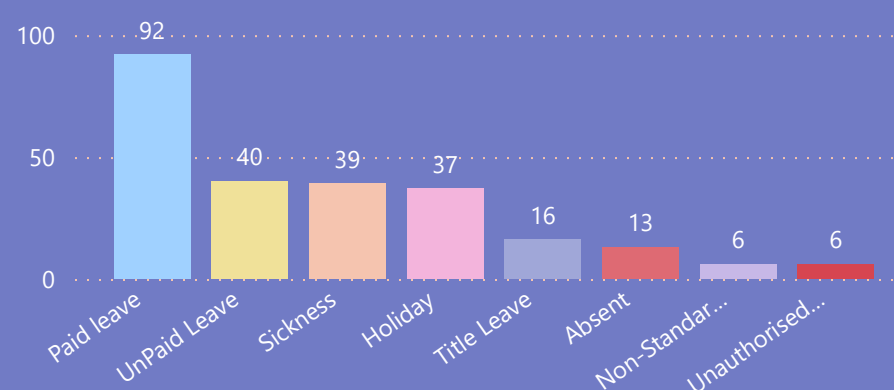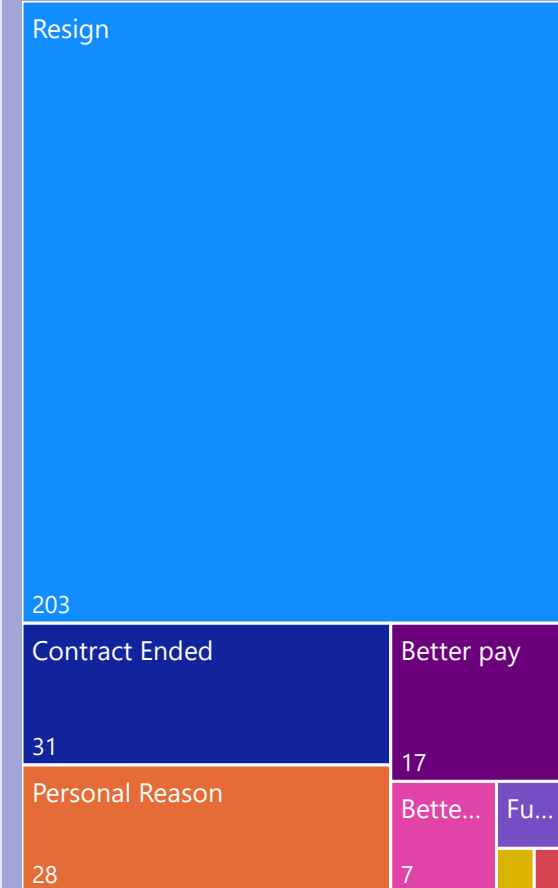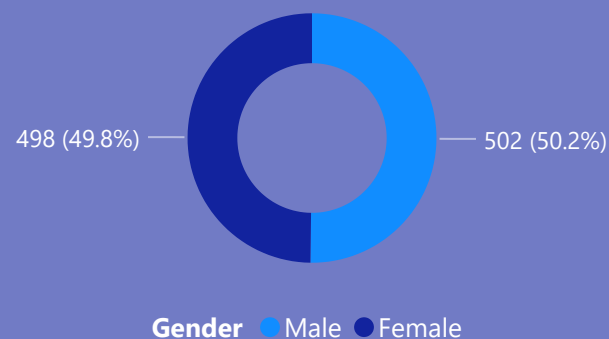
Compensation Details

Gross Salary	=	₹ 7,21,86,363.00
Pension	=	₹ 96,27,032.0
Over Time	=	₹ 95,93,902.0
Net Salary	=	₹ 3,19,28,794
Salary(+OT)	=	₹4,15,22,696

Year	Type	Employee ID	Clear all slicers
All	All	All	

Type	MONTHLY			WEEKLY		
Employee ID	Net Salary	Total OT	Total Pension	Net Salary	Total OT	Total Pension
100	₹ 46,176	₹ 13,605.0	₹ 15,325.0			
101	₹ 23,884	₹ 7,777.0	₹ 7,886.0			
102				₹ 8,350	₹ 2,296.0	₹ 2,645.0
103				₹ 49,412	₹ 15,527.0	₹ 15,874.0
104	₹ 2,952	₹ 973.0	₹ 962.0			
105	₹ 44,515	₹ 13,559.0	₹ 14,369.0			
106				₹ 52,826	₹ 16,539.0	₹ 16,241.0
107	₹ 31,419	₹ 10,397.0	₹ 10,124.0			
108				₹ 52,006	₹ 15,758.0	₹ 15,399.0
110				₹ 39,120	₹ 11,904.0	₹ 11,517.0
111				₹ 53,537	₹ 16,348.0	₹ 16,686.0
112				₹ 50,903	₹ 16,928.0	₹ 15,974.0
113	₹ 24,654	₹ 8,675.0	₹ 8,207.0			
114	₹ 4,144	₹ 1,714.0	₹ 1,326.0			
115				₹ 40,645	₹ 12,345.0	₹ 11,730.0
116	₹ 14,550	₹ 4,405.0	₹ 4,132.0			
117	₹ 44,245	₹ 12,924.0	₹ 13,867.0			
118				₹ 51,191	₹ 16,502.0	₹ 15,653.0
119				₹ 50,376	₹ 14,965.0	₹ 15,353.0
120	₹ 51,555	₹ 15,603.0	₹ 14,561.0			
122				₹ 22,379	₹ 6,557.0	₹ 6,101.0
Total	₹ 1,62,85,610	₹ 48,82,096.0	₹ 48,88,422.0	₹ 1,56,43,184	₹ 47,11,806.0	₹ 47,38,610.0

Key Insights

❖ Total Attrition trended down, resulting in a 68.75% decrease between 2014 and 2020.

❖ Total Attrition started trending down on 2018, falling by 83.61% (51) in 2 years.

❖ Total Attrition dropped from 61 to 10 during which is steepest decline between 2018 and 2020.

❖ Employee Count for Male (502) was higher than Female (498).

❖ Male accounted for 50.20% of Employee Count.

❖ Across all 8 Absence Reason, Count of Absence ranged from 6 to 92.