HR Analytics: Exploring Employee Attrition Patterns

Description:

The HR Analytics Tableau dashboard provides a comprehensive analysis of employee attrition based on various factors. By examining attrition rates across different job roles, years since the last promotion, years in the current role, years with the current manager, and the number of companies an employee has worked with in their job role, this dashboard offers valuable insights into the factors influencing attrition.

Key Insights:

Attrition by Job Role:
This section visually presents attrition rates categorized by job roles within the organization. It allows users to identify which job roles experience higher attrition rates and enables HR managers to focus their efforts on retaining employees in critical positions.

Attrition based on Years Since Last Promotion and Years in Current Role:
By comparing attrition rates against the years since the last promotion and the years in the current role, this analysis reveals whether employees who haven't been promoted for an extended period or have remained in the same role for a long time are more likely to leave the organization.

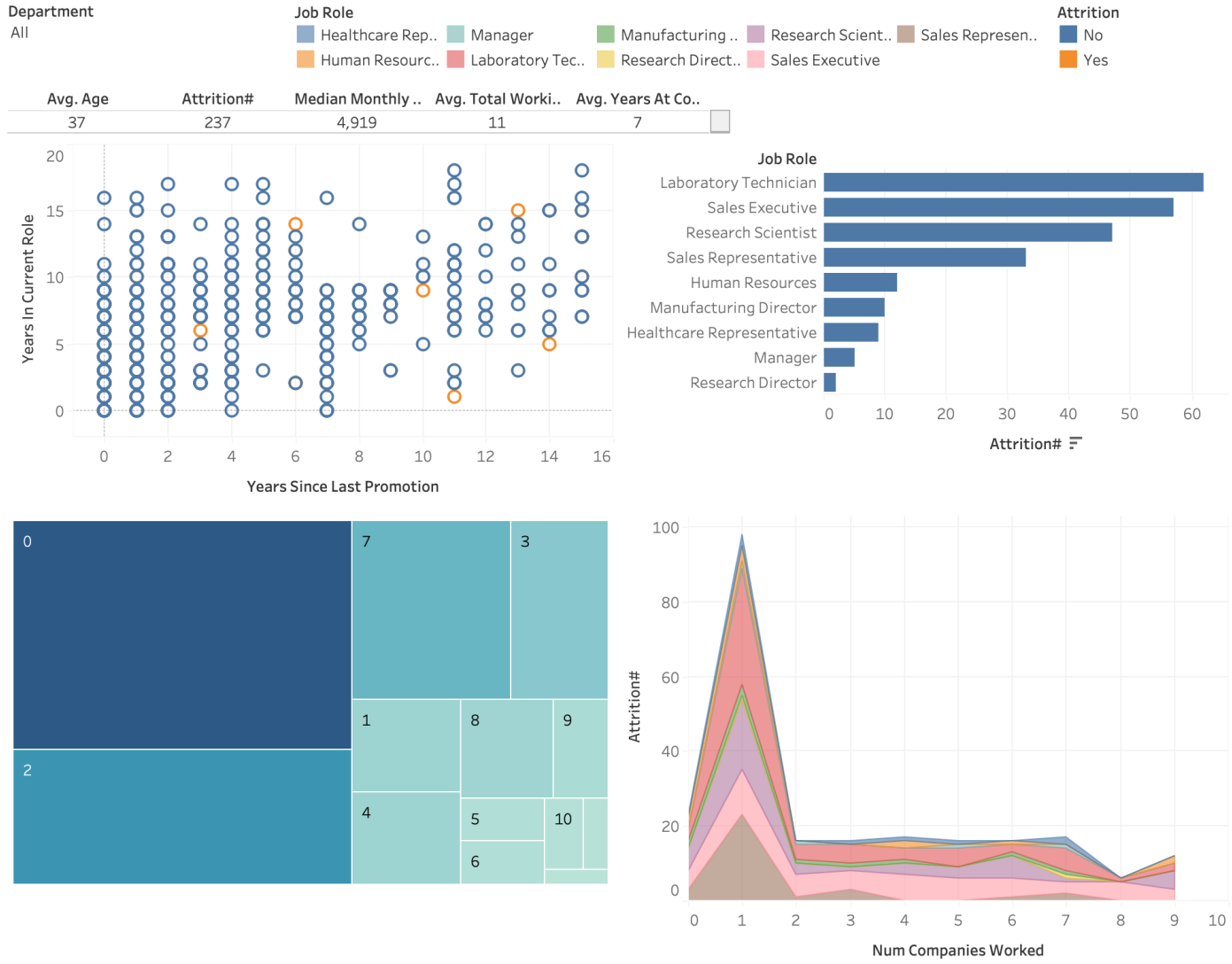
Attrition in Relation to Years with Current Manager:
This visualization highlights the correlation between attrition rates and the number of years an employee has worked with their current manager. It provides insights into whether a longer tenure with a manager positively impacts employee retention.

Attrition in Relation to the Number of Companies Worked with Job Role:
This section explores the relationship between attrition rates and the number of companies an employee has worked with in their current job role. It helps identify if employees who have worked with multiple companies in their role are more prone to attrition.

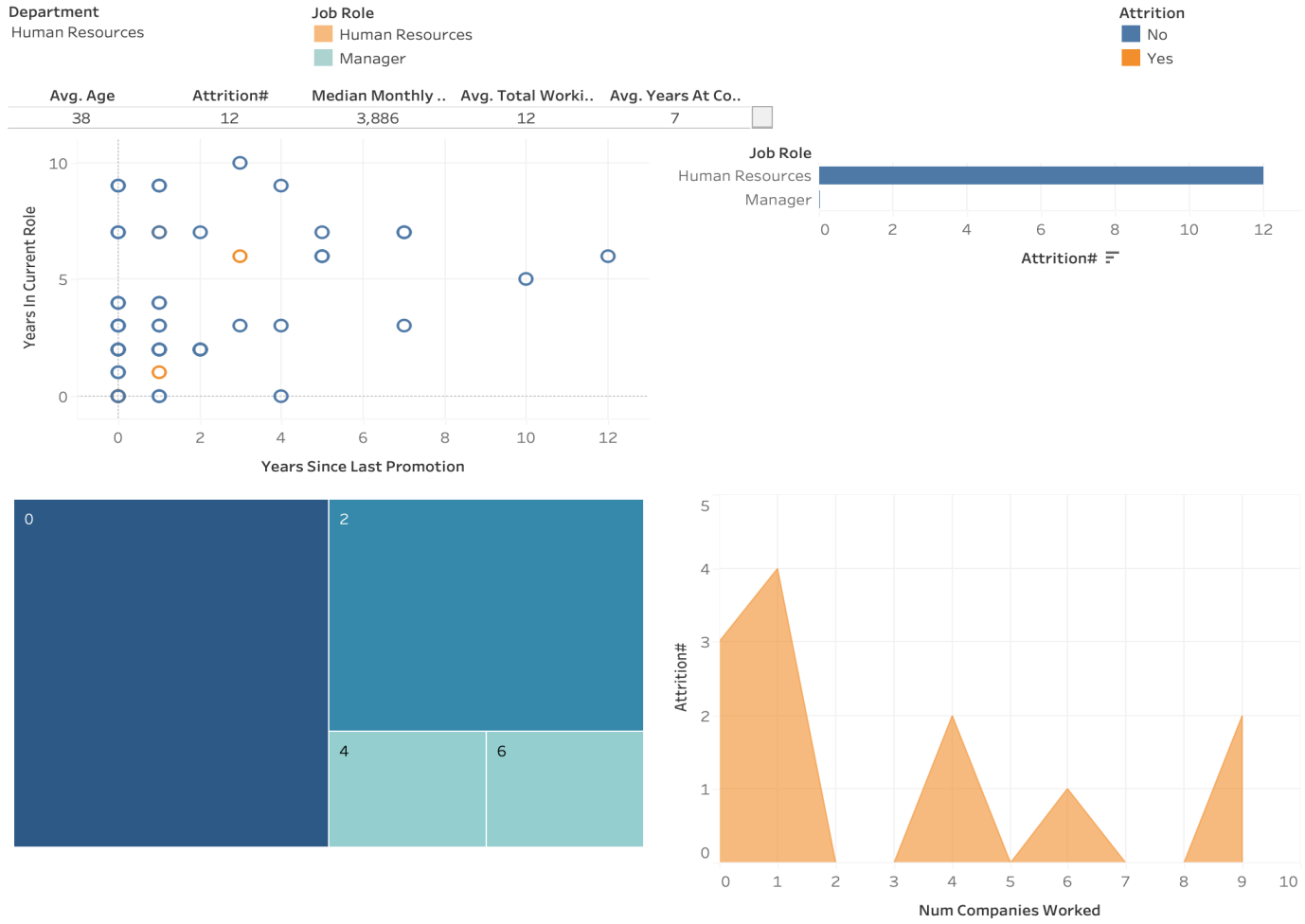
With interactive filters and drill-down capabilities, users can further analyze the data by specific departments, time frames, or other relevant dimensions. This HR analytics dashboard equips HR managers and executives with the information they need to identify attrition patterns, assess the impact of different factors, and make data-driven decisions to enhance employee retention and engagement.

Screenshots of Dashboard:

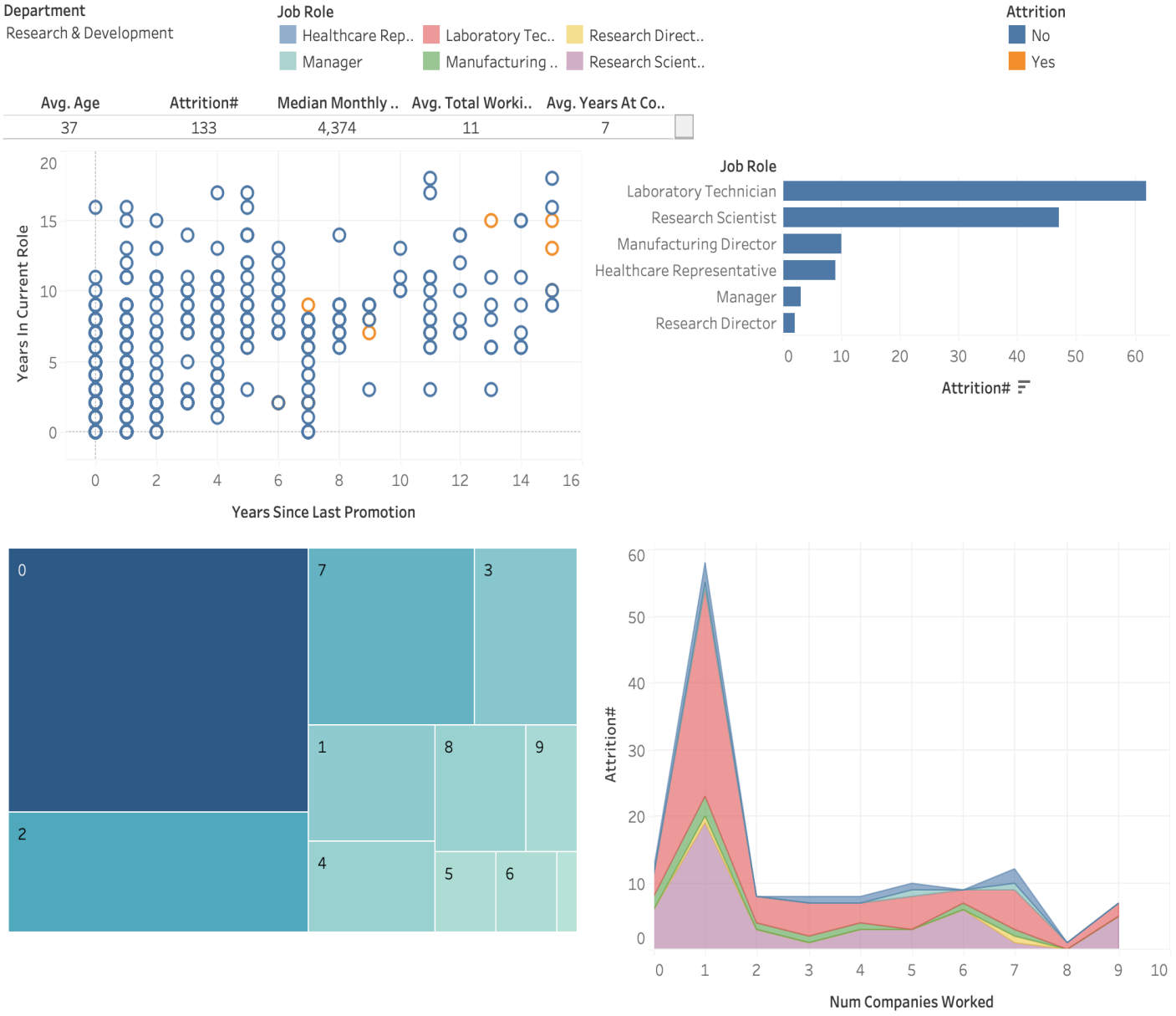
By selecting all the departments:

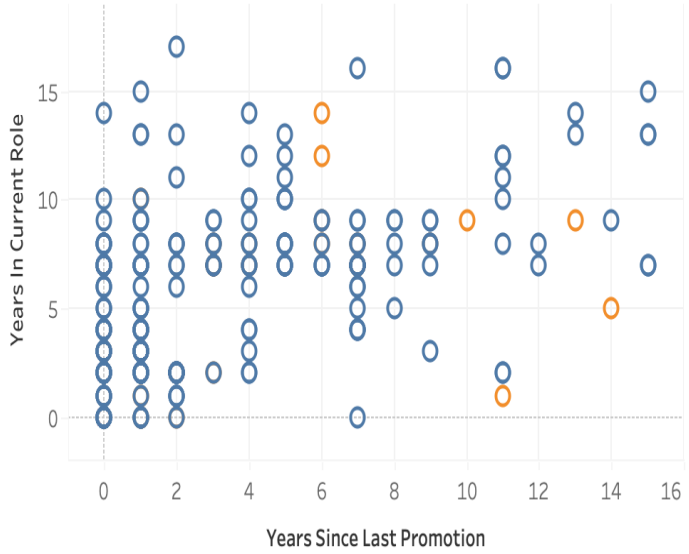
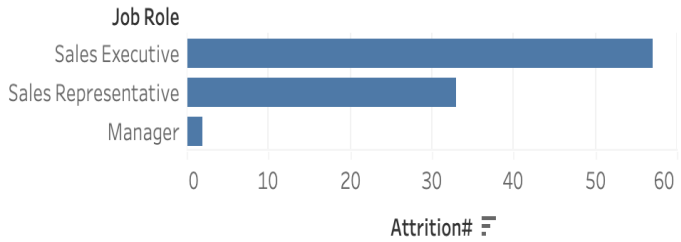
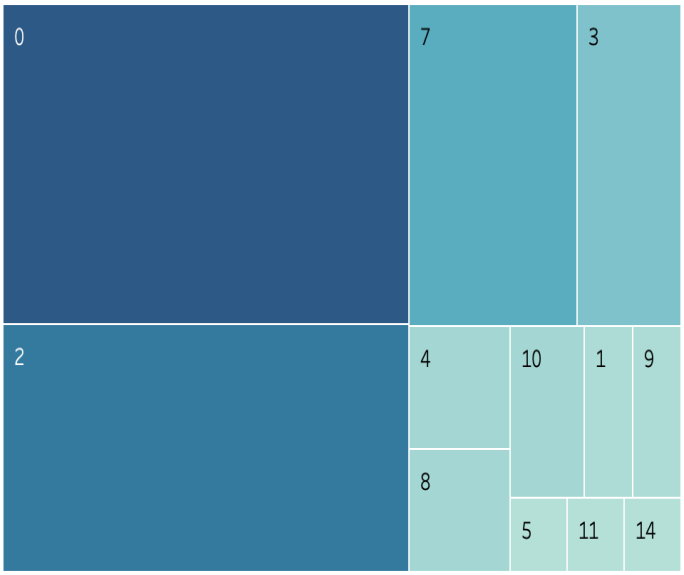
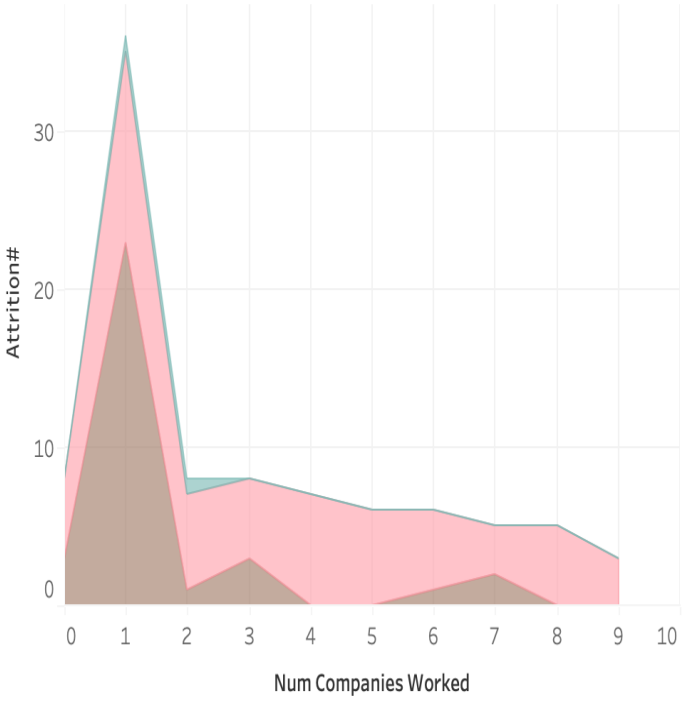


Human resource department only:



Research and Development Department Only:



Sales Department Only:

Avg. Age	Attrition#	Median Monthly ..	Avg. Total Worki..	Avg. Years At Co..
37	92	5,755	11	7