

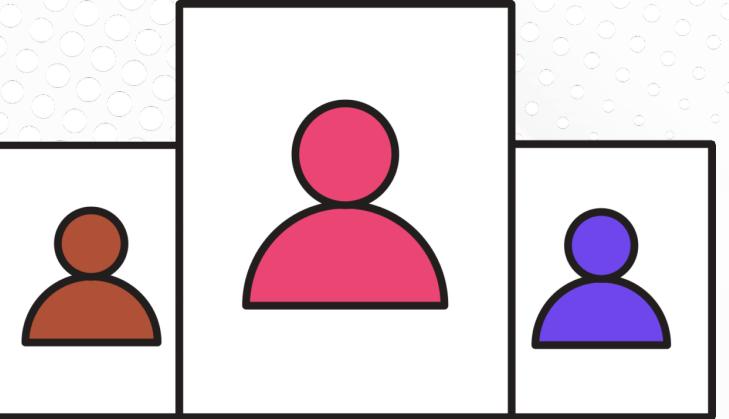


HR
Attrition Analytics

HR Attrition Analytics

Employee Attrition Dashboard





Background

TechIT Solutions is a service-based company that provides IT and business support services across various industries such as finance, healthcare, and retail. With a workforce of around 10,000 employees, the company noticed increasing employee turnover affecting project delivery and team stability.





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Problem Statement

Despite having a large workforce, the company is experiencing increasing employee attrition. There is no clear visibility into



Which departments or roles are most affected?

What factors are driving attrition?

How company policies (e.g., travel, overtime) are influencing employee turnover?

billion globally



Why It Needs to Be Solved

Before Solving it



Loss of Talent and High Costs

High attrition leads to loss of knowledge, increased hiring costs, and disruption in project delivery.



Employee Turnover Was High

Frequent resignations were disrupting projects and increasing recruitment and training costs.



No Clear Insights

HR initiatives are generic and not targeted.





After Solving the Problem

Clear Understanding of Attrition Drivers

Helps identify root causes of attrition across roles, departments, and locations.

Smarter Decisions by Leaders

Department heads and HR teams use dashboards to guide strategies instead of relying on assumptions.

Targeted Retention Plans

The company can now offer timely promotions, role changes, or benefits tailored to at-risk employees.

Happier Employees Stay Longer

Employees feel more valued, are happier, and are more likely to stay longer.





Stakeholders



Stakeholders are the people or teams who are directly affected by business decisions and use sales insights to improve their work and the company's performance.



HR
Department

Dept. Heads
&
Team
Leads

Business
Leaders /
Executives

Recruitment
Team

Payroll /
Finance
Team

They use the insights to improve employee retention and satisfaction.

They ensure their teams are not overworked and help reduce attrition by improving team management.

They make strategic decisions based on overall attrition trends and business impact.

They use the data to plan better hiring especially in roles where people leave more often.

They track how attrition affects salary budgets, hiring costs, and savings from retention efforts.



Business Problem

1. What is the overall attrition rate?
2. Which departments are facing the highest attrition and why?
3. How does job role influence attrition rates?
4. Is there a correlation between distance from home and attrition rate?
5. Is overtime contributing to higher attrition?
6. How do job satisfaction and environment satisfaction affect employee retention?
7. Are employees with low work-life balance scores more likely to quit?
8. Are employees with frequent business travel more likely to leave?
9. Does the number of years in the same role correlate with the likelihood of leaving?
10. Are salary hikes influencing employee retention effectively?

