

# Employee Attrition Analysis



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# Introduction

- ◆ XYZ company which was established a few years back is facing around a 15% attrition rate for a couple of years. And it's majorly affecting the company in many aspects. In order to understand why employees are leaving the company and reduce the attrition rate XYZ company has approached an HR analytics consultancy for analyzing the data they have. You are playing the HR analyst role in this project and building a dashboard which can help the organization in making data-driven decisions.

# Main KPI's

- ◇ Sum of employee count
- ◇ Sum of attrition
- ◇ Attrition %
- ◇ Average age
- ◇ Average year at company



# Details of data

- ◇ Attrition by education field
- ◇ Attrition by age
- ◇ Attrition by salary
- ◇ Monthly income by department
- ◇ Attrition by job role
- ◇ Attrition by year

# Dashboard Design

## EMPLOYEE ATTRITION DATA ANALYSIS

Sum of employee count

4410

Sum of attrition

711

Attrition %

16.1%

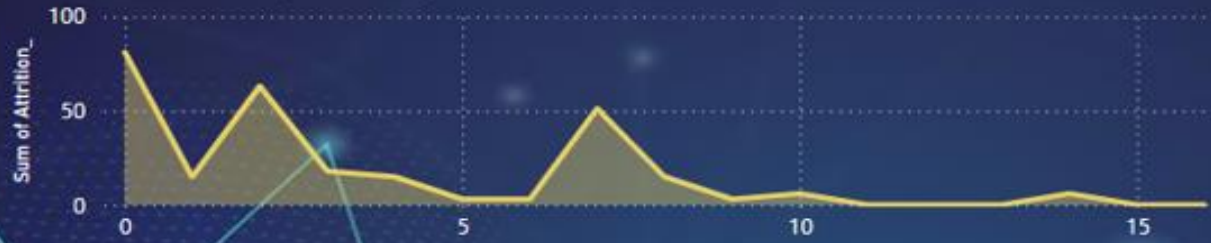
Average Age

36.92

Average years at company

7.01

Sum of Attrition\_ by current year



gender

Female

Male

Department

All

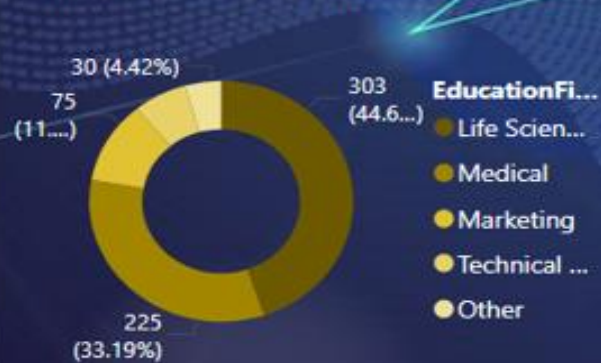
Sum of Attrition\_ by JobRole



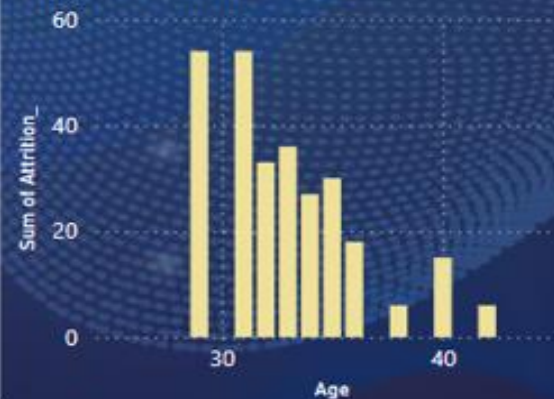
Sum of MonthlyIncome by Department



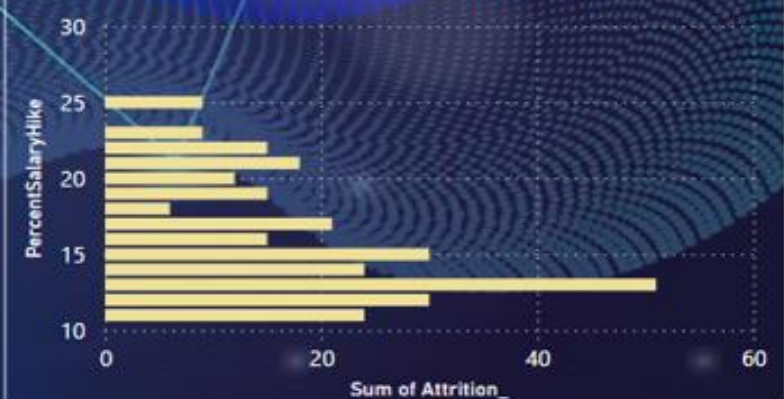
Sum of Attrition\_ by EducationField



Sum of Attrition\_ by Age



Sum of Attrition\_ by PercentSalaryHike





Thank You