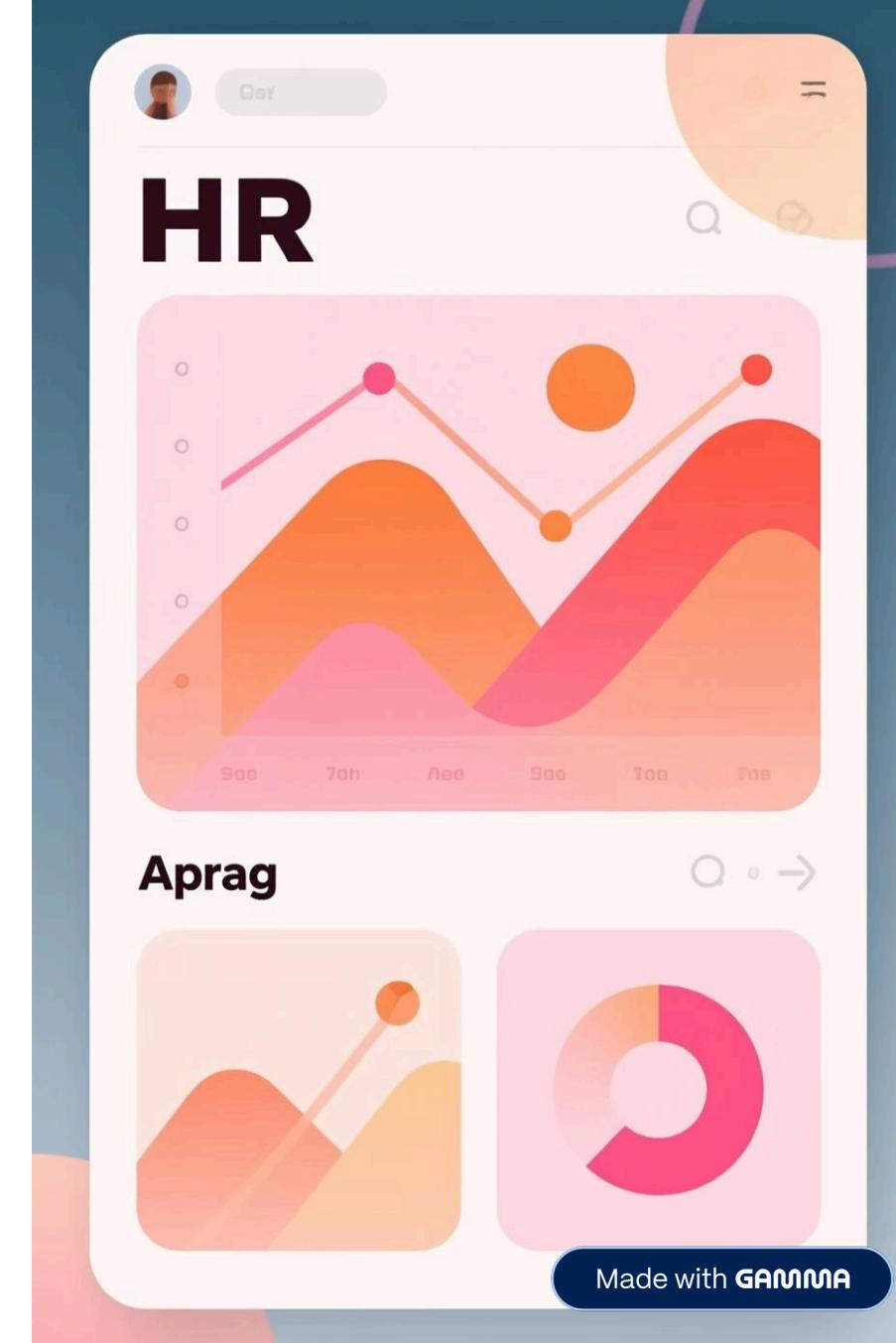


HR Desktop Analytics

Created by Tarun Kale

View Live Dashboard:

https://app.powerbi.com/links/b2kB84SgyC?ctid=962d9dfe-0c81-4f7f-be0-67dcd877e3c8&pbi_source=linkShare



Our Journey Today



Problem Statement

Understanding why employees are leaving and what HR factors drive attrition.



Research Question

Identifying which employee attributes strongly influence attrition: age, salary, education, satisfaction, job role.



Data Overview

Demographics, job details, salary bands, satisfaction scores, performance ratings, and attrition data.



Methodology

Data cleaning, handling missing values, feature creation (attrition flag), and exploratory analysis.



Analysis & Findings

Insights from dashboard: attrition by education, age, salary slab, years at company, and satisfaction levels.



Recommendations

HR strategies to reduce attrition through better compensation, job satisfaction, workload balance, and engagement programs.



Dataset Overview

Dataset Summary

- Total Employees: **1,473**
- Total Columns: **32**
- Contains demographics, job details, salary, satisfaction metrics, and attrition status

Key KPIs Used

- Total Employees
- Total Attrition
- Attrition Rate
- Average Salary
- Average Years at Company
- Average Age

Important Columns

- Education
- Age
- Job Role
- Monthly Income (Salary Per Month)
- Years at Company
- Job Satisfaction
- Environment Satisfaction
- Attrition (1 = Yes, 0 = No)

Data Cleaning & Pre-Processing

01

Remove Duplicates

Removed duplicate rows from raw dataset and fixed inconsistent or missing values.

02

Convert Attrition

Converted Attrition column: Yes → 1, No → 0 for analysis.

03

Create Age Groups

Created Age Groups: 18–25, 26–35, 36–45, 46–55, 55+.

04

Salary Slabs

Converted Salary Per Month into slabs: Upto 5K, 5K–15K, 15K+.

05

Remove Irrelevant Columns

Kept only analysis-related fields for dashboard visuals.

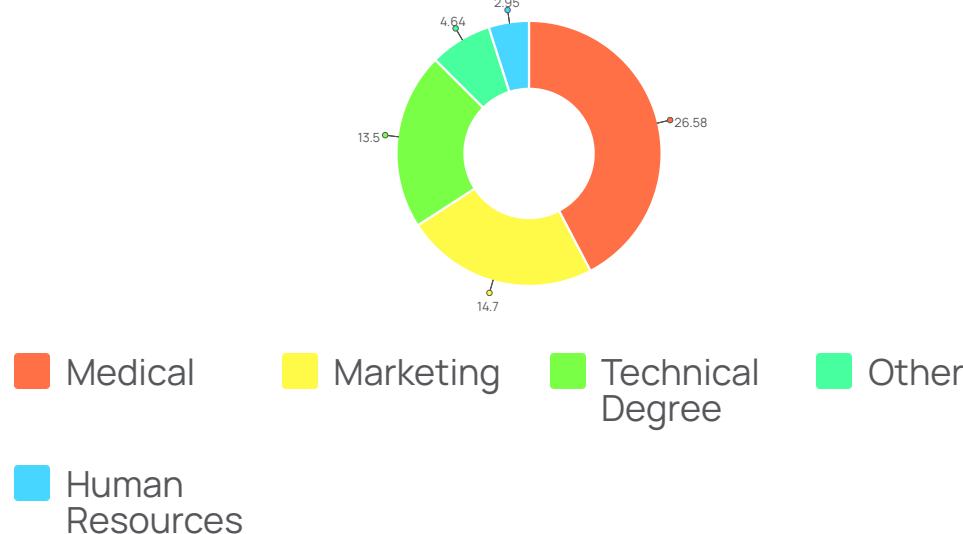
06

Final Dataset

Prepared cleaned dataset ready for HR dashboard analysis.

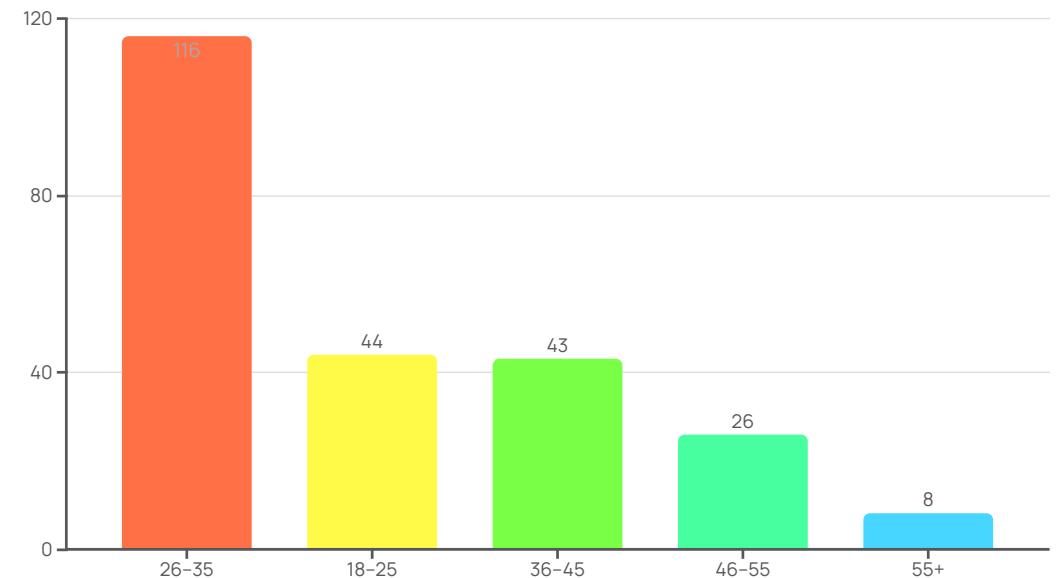
Major Factors Influencing Employee Attrition

Attrition by Education



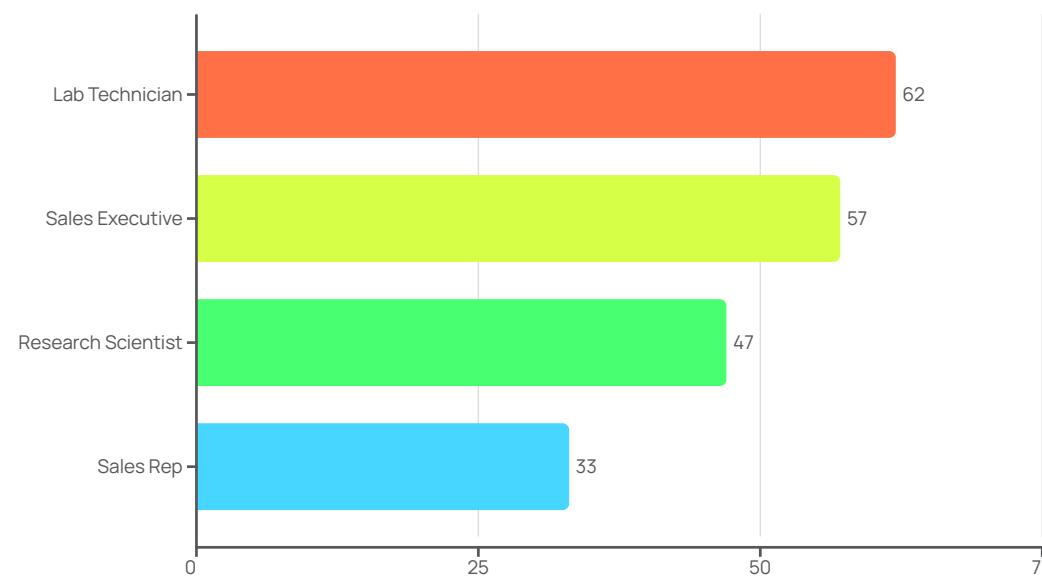
Life Sciences & Medical have highest exits. Other fields remain stable.

Attrition by Age



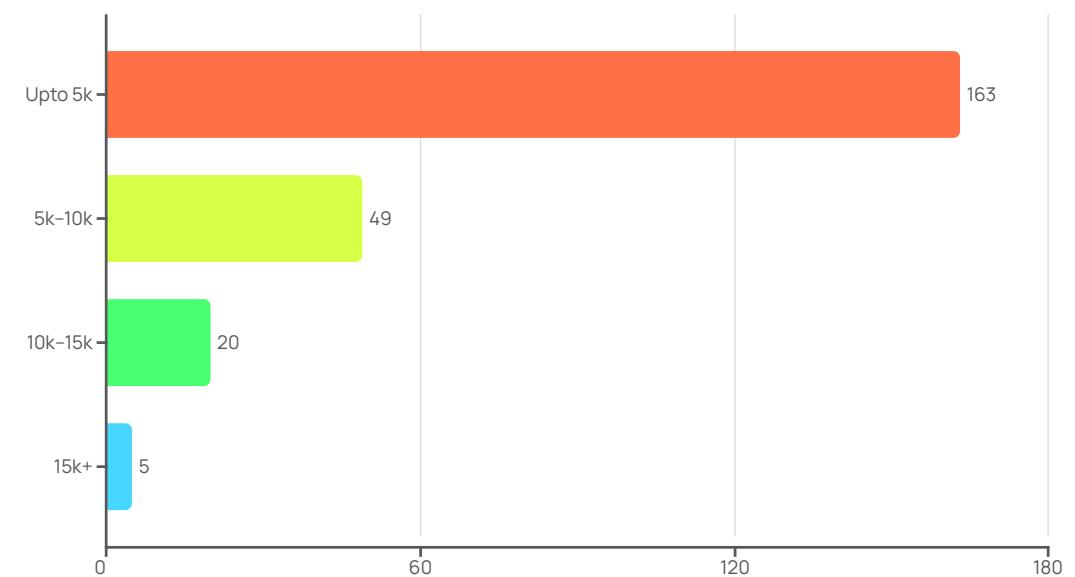
26-35 age group shows highest attrition – early/mid career movement.

Top 4 Attrition by Job Role



Lab Technicians & Sales Executives show highest job-role-related attrition.

Attrition by Salary per Month

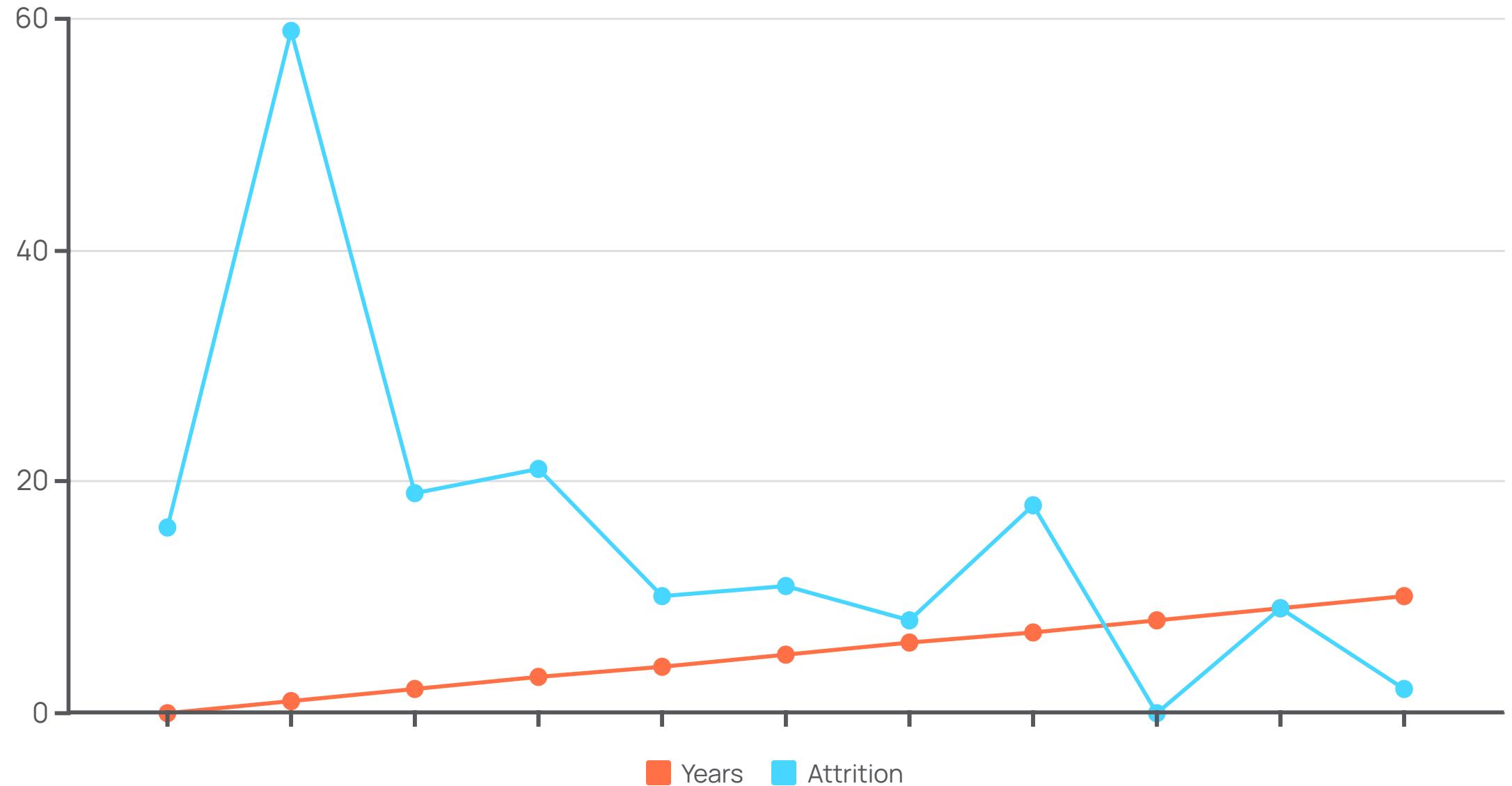


Salary under 5k is the biggest attrition driver across the company.

- Major Drivers of Attrition: Salary, Job Role, Education, Age

Supporting Factors & High-Impact Insights

Attrition by Years at Company



Maximum attrition happens in the first 1–2 years. Year 1 shows 59 exits (highest), with 0–5 years being the most risky tenure zone.

💰 Salary <5k

No.1 reason for attrition (163 exits)

🧪 Critical Roles

Lab Technicians & Sales Executives need retention focus

🎓 Education Groups

Life Sciences & Medical show high exit rates

👤 Age 26–35

Leaves most (116 employees)

⏳ Early Tenure

0–5 years employees at highest risk

Actionable Recommendations to Reduce Attrition

1

Improve Compensation for High-Risk Groups

Increase base pay for employees earning under 5k/month. Introduce performance-based increments during first 12 months. Conduct market salary benchmarking.

2

Address Job Role-Specific Dissatisfaction

Focus on Laboratory Technicians and Sales Executives. Improve workload distribution, shift flexibility, and provide role-specific training and career development plans.

3

Strengthen Early-Tenure Support (0–5 Years)

Implement structured 30–60–90 day onboarding program. Assign mentors to new joiners. Conduct early check-ins at 1 and 3 months.

4

Increase Employee Engagement & Job Satisfaction

Run quarterly pulse surveys. Create recognition and rewards programs. Improve leadership communication and offer internal career pathing opportunities.

5

Department-Specific Targeted Interventions

HR: Increase salary for junior staff. R&D: Focus on Lab Technicians' engagement. Sales: Improve incentives and variable pay structures.

Key Formula: Reduce low-salary exits + support early tenure + fix role dissatisfaction = major reduction in attrition

Conclusion & Next Steps

1

Key Conclusion

Employee attrition is primarily driven by low salary, job-role dissatisfaction, early tenure exits, and specific age/education groups. Salary < 5k is the most influential factor.

2

Business Impact

Attrition directly affects productivity, training costs, hiring costs, team stability, customer satisfaction, and organizational performance.

3

Short-Term (0–3 Months)

Adjust salary slab for high-risk groups. Launch 30–60–90 day onboarding and mentoring plan. Prioritize retention for Lab Technicians and Sales staff.

4

Mid-Term (3–6 Months)

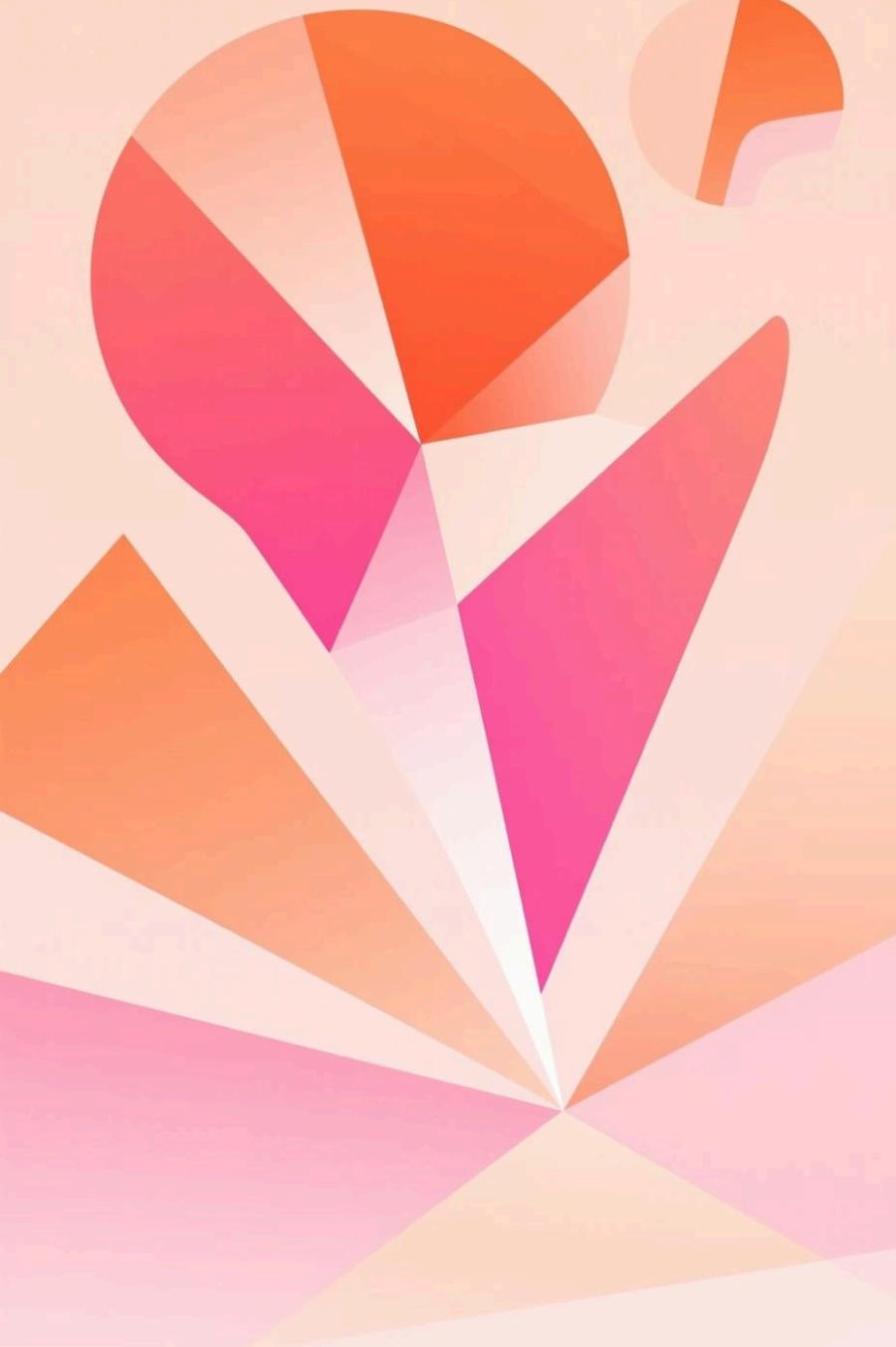
Introduce recognition programs and job satisfaction surveys. Develop clearer role expectations and career paths. Conduct manager training for better communication.

5

Long-Term (6–12 Months)

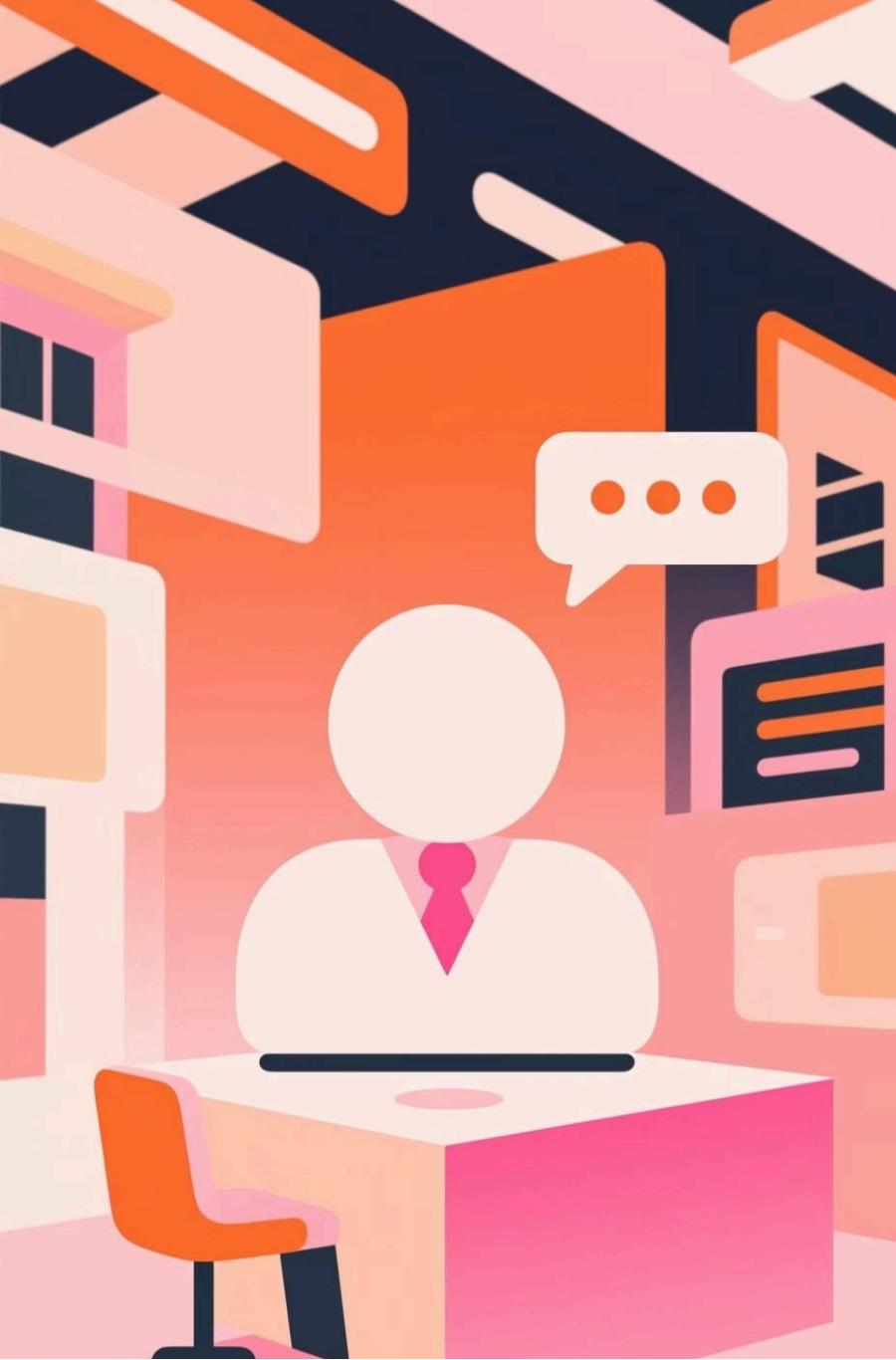
Build continuous HR analytics dashboard. Implement predictive attrition modeling. Re-evaluate compensation alignment with market standards.

Final Takeaway: Fixing salary gaps + improving early employee experience + addressing role dissatisfaction can reduce attrition significantly.



Thank You

This report provides a data-driven foundation to strengthen retention strategies and improve workforce stability.



Contact & Resources



Live Dashboard

Access the interactive Power BI dashboard for real-time insights and deeper analysis.

[View Dashboard](#)



Created By

Tarun Kale

HR Analytics Specialist



Questions?

For questions about this analysis or to discuss implementation strategies, please reach out.