



# HR → EMPLOYEE ATTRITION DATA

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# Our Project Overview



## HR Employee Attrition Data

We got the data and we analysed the data



## Created MEASURES and NEW COLUMNS

We created few columns and measures in the data view.



## KPIs (Key Performance Indicators)

created KPIs for bringing out the best outcomes in dashboards



## Dashboards

Created Dashboards on Attrition, Sales, R&D, HR departments



## Insights

A clear and important insights about the data

# KEY PERFORMANCE INDICATORS

**237**

Total Attrition(yes)

**1470**

Total Employees

**1233**

Total Attrition(NO)

**92**

Total Sales Dept...

**12**

Total HR Departm...

**6.50K**

Average Monthly Income

**354**

Total Sales Dept(NO)

**51**

Total HR Dept(NO)

**150**

Male Attrition

**133**

Total R&D Depart...

**15.21**

Average Percentage Salary Hike

**732**

Male Attrition(NO)

**828**

Total R&D Dept(NO)

**87**

Female Attrition

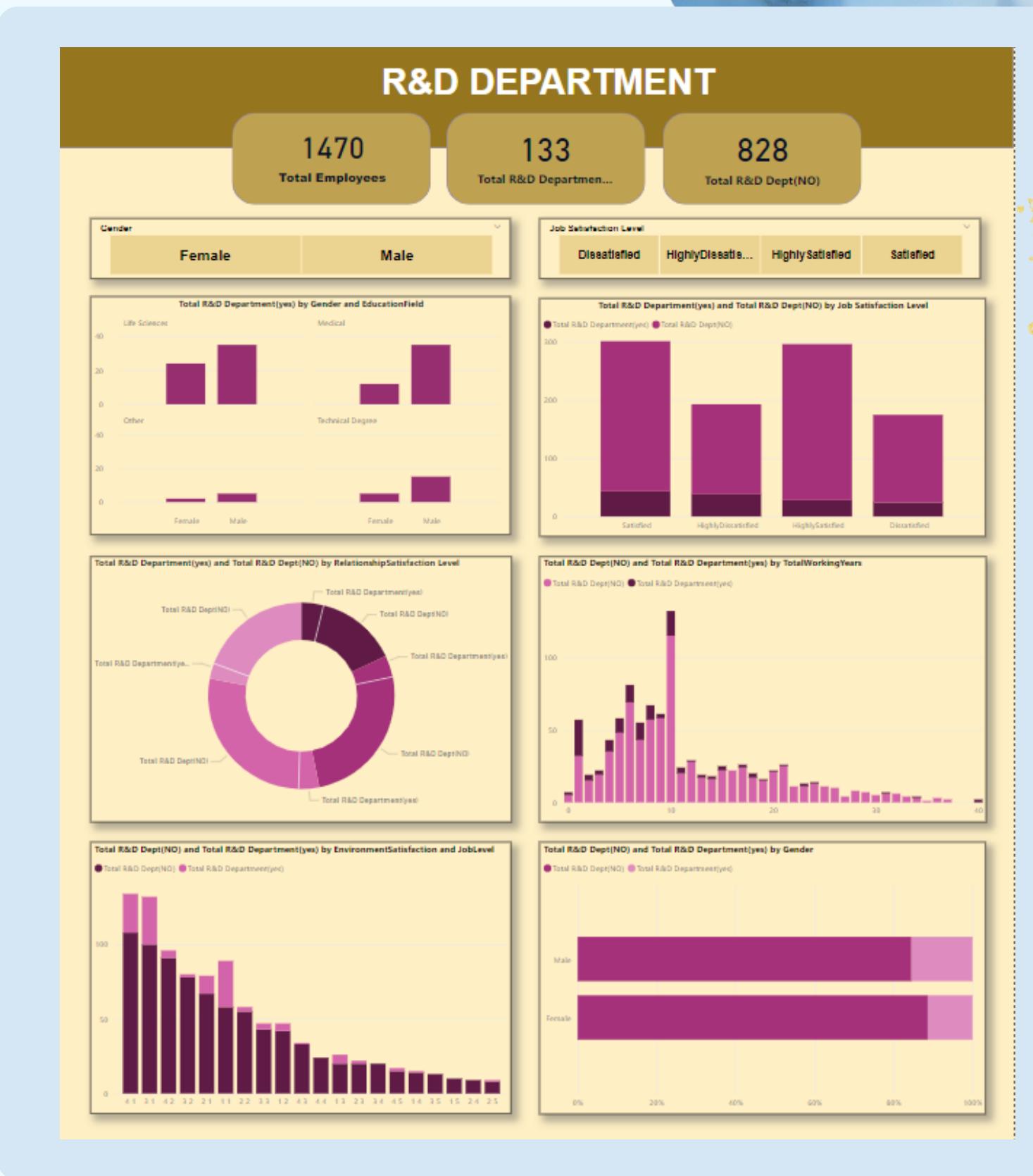
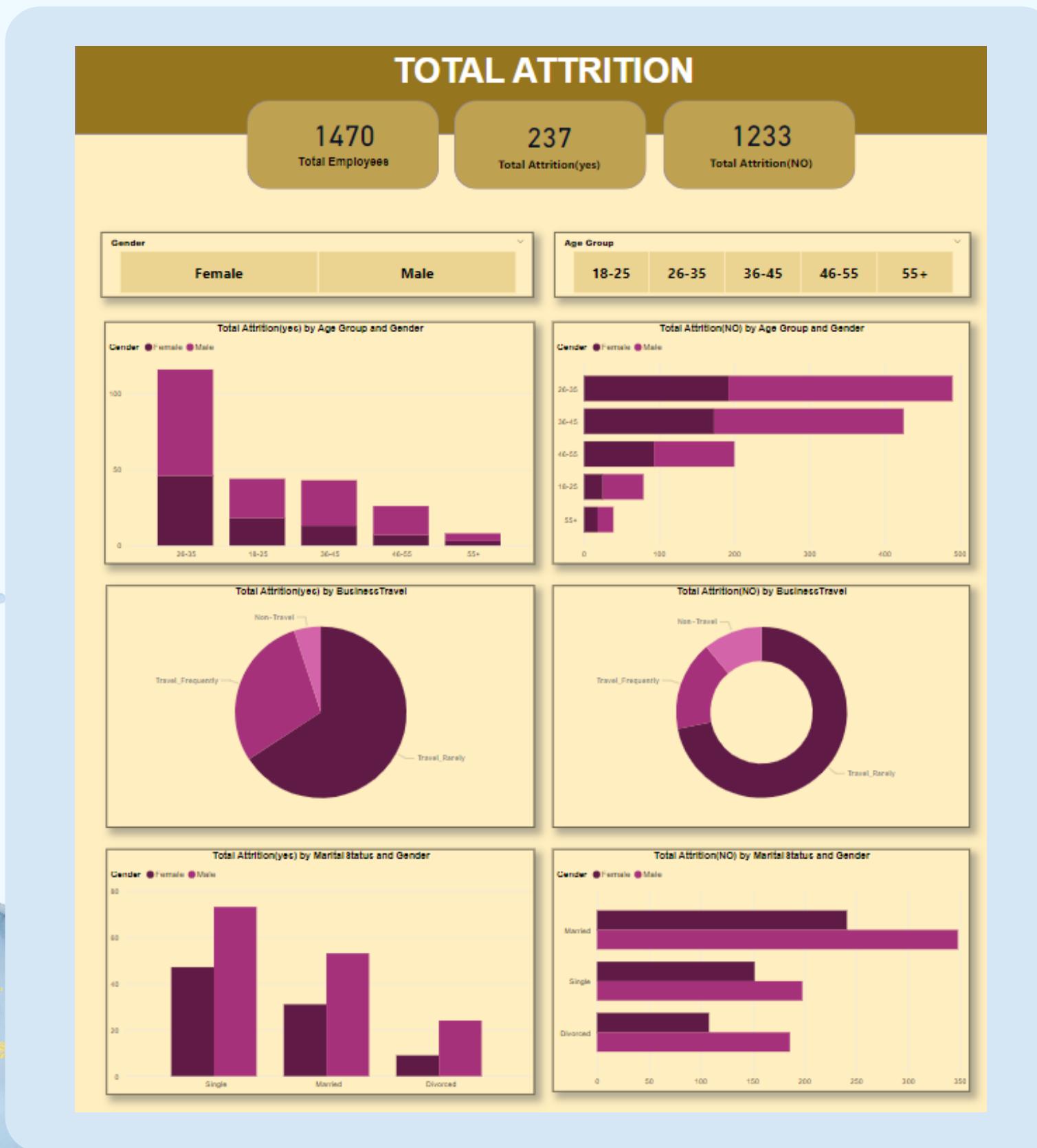
**16%**

Attrition %

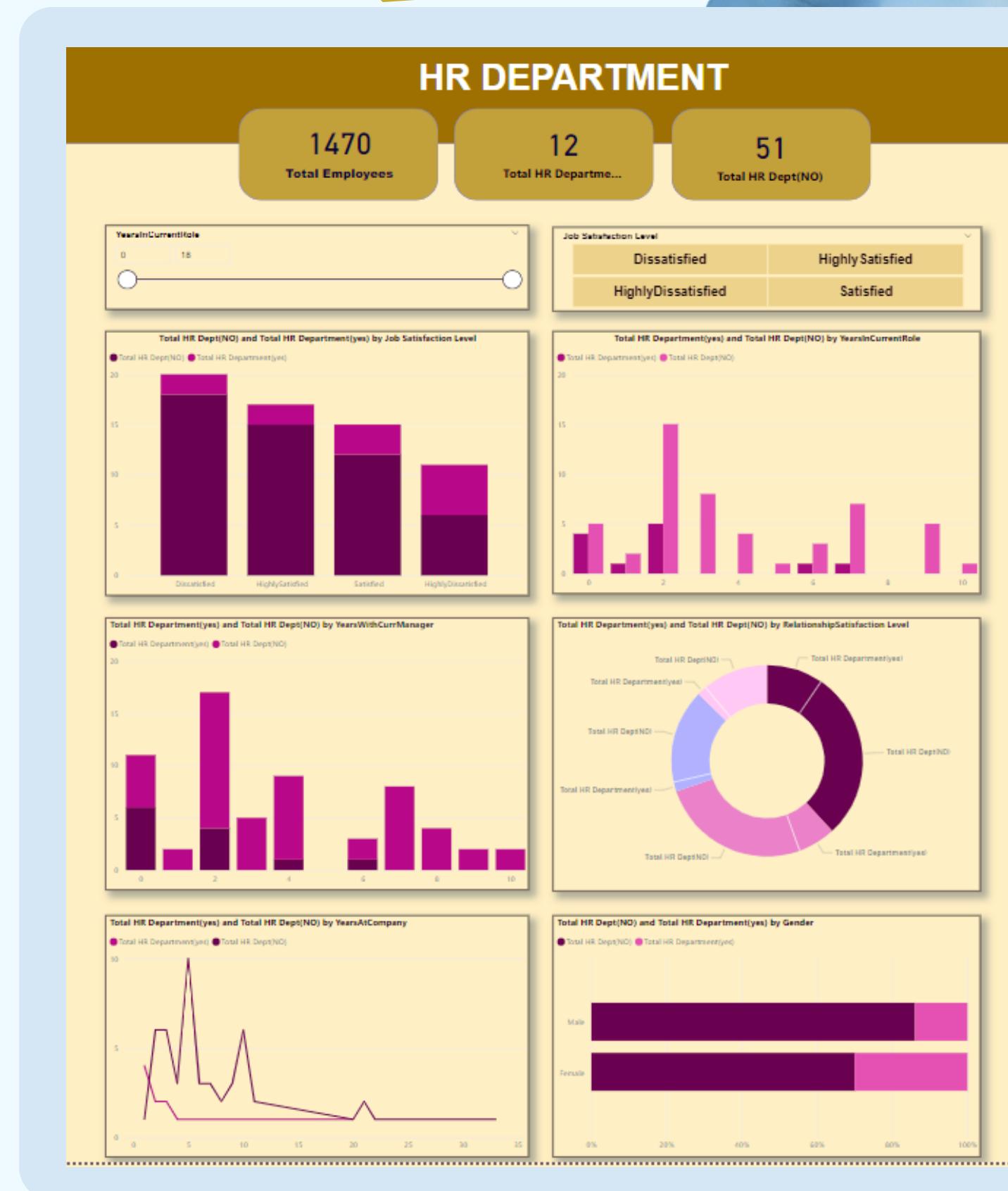
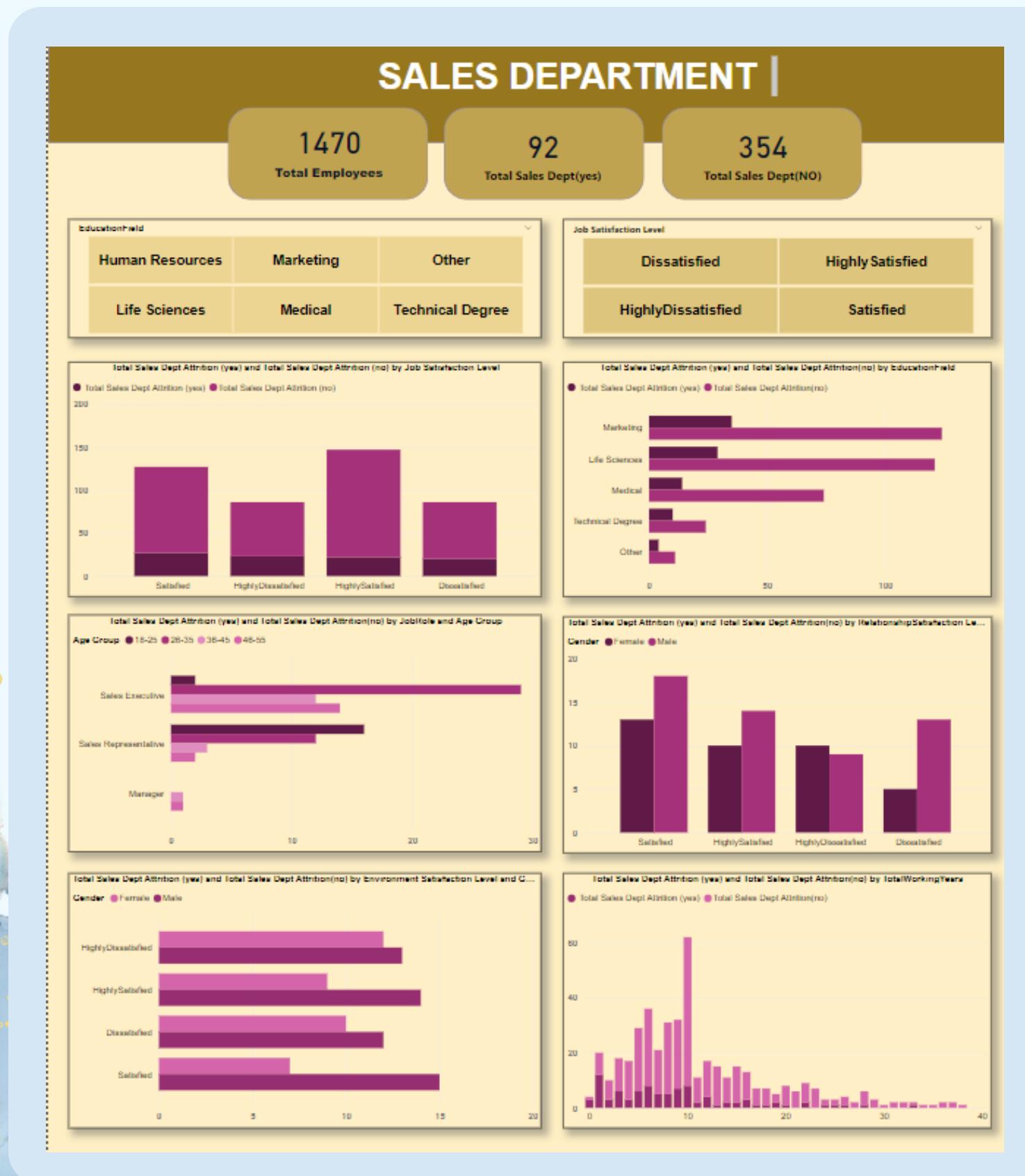
**501**

Female Attrition(NO)

# DASHBOARDS



# DASHBOARDS



# INSIGHTS

## EMPLOYEE ATTRITION INSIGHTS

- Total employees: 1470

- Attrition rate: 16%

- Male attrition: 150 employees.

- Female attrition: 87 employees.

- Department-wise attrition:

  - Research & Development: 961 employees, 133 left.

  - Sales: 446 employees, 92 left.

  - HR: 63 employees, 12 left.

- Most leaving employees in the 30-40 age group.

- Average employee stats:

  - Monthly income: \$6502

  - Percent Salary Hike: 15%

  - Job Satisfaction: 3/5

  - Work Life Balance: 3/5

- Additional stats for departed employees:

  - Average Distance from home: 10.6

  - Average Performance Rating: 3

  - Average Year at Company: 5

These insights can help HR managers and decision-makers to take action and develop strategies to reduce attrition rates, improve employee satisfaction, and retain valuable employees. I hope this dashboard can be useful to anyone interested in understanding and improving HR practices.



A background featuring a watercolor-style wash of light blue and white, with scattered gold leaf pieces and two large, semi-transparent gold geometric shapes (one hexagon on the left, one octagon on the right) containing internal lines forming star-like patterns.

**THANK YOU**