

Acme Corporation Employee Analysis

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1. Abstract.

This is a report of the in-depth Analysis conducted for Acme Corporation.

Acme Corporation, a leading tech company, is facing a significant challenge with employee turnover. The HR department is concerned about the increasing rate of attrition, as it negatively impacts team dynamics, project continuity, and overall company morale.

2. Dataset .

Acme Corporation has provided historical data on employee demographics, job satisfaction, work environment, performance metrics, and turnover status. This dataset spans the last five years and includes information on employees who have left the company and those who are still currently employed.

3. Tasks :

A. Data Pre-Preprocessing.

- Data Cleaning
- Handled Missing Data
- Text Cleaning
- Data Validation
- Data Encoding
- Pivot Tables.

B. Data Visualization

C. Analyzed Data

D. Dashboard Built -

https://public.tableau.com/views/AcmeEmployeeAttritionAnalysis/Dashboard1?:language=en-GB&publish=yes&:sid=&:redirect=auth&:display_count=n&:origin=viz_share_link

E. Insights & Conclusion.

- The Research & Development (R&D) department has the highest attrition rate, accounting for more than half of the total attrition.
- The Sales department also experiences significant attrition, representing nearly 39% of the total.
- The Human Resources (HR) department has the lowest attrition rate, contributing to only 5.06% of the total attrition.
- The "26.-35" age group have a higher number of male employees compared to female employees. This could indicate a trend of higher male retention or higher male hiring in these age group.
- The highest attrition 71% is observed among employees with income under 5K.
- 60% of the total Attrition has happened for people who got a salary hike less than 15%.

4. Tools Used.

MS Excel, Tableau.