

ATTRITION RATE

Using Microsoft Power Bi on HR_Analytics dataset



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SUMMARY



INTRODUCTION



Our example concerns a big company that wants to understand why some of their best and most experienced employees are leaving prematurely. The company also wishes to predict which valuable employees will leave next.

DATA EXPLORATION

Data quality report

This table describe the characteristics of each features of our ABT. We can see different statistical measures of central tendency and variation. For example we can see that our attrition rate is equal to 24%, the satisfaction level is around 62% and the performance average is around 71%. We see that on average people work on 3 to 4 projects a year and about 200 hours per months.

ANALYTICAL SOLUTION



We have two goals: first, we want to understand why valuable employees leave, and second, we want to predict who will leave next.

Therefore, we propose to work with the HR department to gather relevant data about the employees and to communicate the significant effect that could explain and predict employees' departure.

HR ANALYTICS DASHBOARD





IMPACT

From the above observations, we can conclude.

- The attrition rate is highest among employees who have a salary less than the average salary, it could suggest that the company is not offering competitive compensation packages. This could be leading to dissatisfaction among employees who feel that they are not being fairly compensated for their work. Additionally, it could indicate that there is a lack of career growth opportunities or that employees in this salary range do not feel valued or appreciated by the company.
- Analysis of attrition by years at a company show that a higher percentage of employees leave in their first year of employment compared to those who have been with the company for several years. This indicate that the company is experiencing issues with employee retention, or that new employees are not finding the company to be a good fit.
- The age group of 26-35 has a higher attrition rate, it could suggest that there are specific challenges that this age group is facing within the company. For example, employees in this age group may be looking for career advancement opportunities, higher salaries, or better work-life balance.



THANK YOU

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