HR Analytics: Employee Attrition Analysis using Power BI, R Studio and SPSS

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Abstract: *Employee attrition can become a serious issue because of the impacts on the organization's competitive advantage. It can become costly for an organization. The cost of employee attrition would be the cost related to the human resources life cycle, lost knowledge, employee morale, and organizational culture. This study aimed to analyze employee attrition. The result obtained can be used by the management to understand what modifications they should perform to the workplace to get most of their workers to stay. The data for the study were around one thousand four Hundred employees. I collect the employee details from the organization and using PowerBI for making visuals with the use of various kind of charts and analyzing the employee attrition using SPSS. The study has six steps: (1) data collection, (2) data pre-processing, (3) data analysis, (4) Making Visuals, (5) Identifying key factors, (6) Generate insights and recommendation, and (7) Analysis using SPSS. Remember that each organization's attrition analysis process may vary based on specific goals, available data, and resources. It's important to tailor the analysis approach to meet the unique needs of your organization.*

Keywords: Employee attrition, Data visualization, Insights and analytics, Descriptive Statistics, Power BI, SPSS (Statistical Packages for the Social Science)

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