**HR ANALYTICS DASHBOARD**

**Objectives:- 1)** Attrition (who left the company), why employee left the company

2) What are the factor so the employee left the jobs

KPIs:- It is used to support Storytelling

1. **T**otal number of employee based on gender
2. Count of attrition employee
3. Attrition rate= sum of attrition count / sum of employee count
4. Average Age of employee
5. Average income of employee per month
6. Average working year of employee

**Charts:-** Use to visualize insight clearly

1. Attrition Employee Education Level- using Donut chart
2. Attrition by Age group
3. Satisfaction of employee and why they are left company – using matrix table

Which has similar work to the pivot table ,matrix table have different columns

1. Attrition by salary slab-using stacked column chart
2. Attrition by job role
3. Attrition by year At company

**Project Learnings-**

1. Identified key factors to reduce attrition
2. Improved the hiring process
3. Improved employee experience
4. Made workforce more productive
5. Gained employee trust

Top Insights from the Dashboard-

**✅ 1. Overall Attrition Overview**

* Out of **1,470 employees**, **237 employees** have left the company.
* The **attrition rate is 16.1%**, which may be considered moderately high depending on the industry.
* The **average age** of employees is **37 years**, and the **average tenure** is **7 years**.
* **Average salary** is **₹6.5K**, with a majority of attrition coming from the **lowest salary bracket**.

**📉 2. Attrition by Salary**

* **163 out of 237 attritions (≈69%)** are from employees earning **up to ₹5K**.
* This clearly suggests that **low salary** is a strong factor driving employee attrition.

**🧑‍🔬 3. Attrition by Job Role**

* **Laboratory Technicians** have the highest attrition count (**62 employees**).
* Other high attrition roles include:
  + **Sales Executive** – 57
  + **Research Scientist** – 47
  + **Sales Representative** – 33

These roles may be experiencing job dissatisfaction, lack of growth, or stress.

**🧠 4. Attrition by Education**

* Employees with **Life Sciences (38%)** and **Medical (27%)** backgrounds form the majority of attrition.
* This may reflect:
  + Lack of alignment with job roles
  + Limited career progression in technical roles

**⏳ 5. Attrition by Years at Company**

* Employees with **0 to 2 years** at the company show the **highest attrition**, with a sharp peak in the first year.
* This suggests poor onboarding, misaligned expectations, or early dissatisfaction.

**👥 6. Attrition by Age Group**

* **Younger employees (26–35)** show the highest attrition (116 employees).
* **18–25 and 36–45** age groups also have significant attrition (~43–44 employees each).
* Employees aged **55+** show the least attrition, which may imply stability in senior positions or approaching retirement.

**🚹🚺 7. Gender-Based Insight**

* **Male attrition (143)** is significantly higher than **female attrition (80)**.
* This could be due to:
  + Higher male representation overall
  + Job-role skew
  + Gender-specific work conditions

**🧠 Strategic Recommendations (Optional Add-on)**

* **Improve compensation** packages, especially for entry-level and technical roles.
* **Enhance onboarding programs** to reduce early exits.
* Offer better **career development opportunities** for high-attrition roles like Lab Technicians and Sales Executives.
* Monitor **workload and expectations** for younger employees.
* Evaluate **departmental and job-role satisfaction** via surveys or one-on-one discussions.