

HR Attrition Dashboard

Employee Demographics



1,470

Total Emp



1,233

Active Emp



237

Attrited Emp



16.1%

Attrition Rate



37

Avg Age



\$6,503

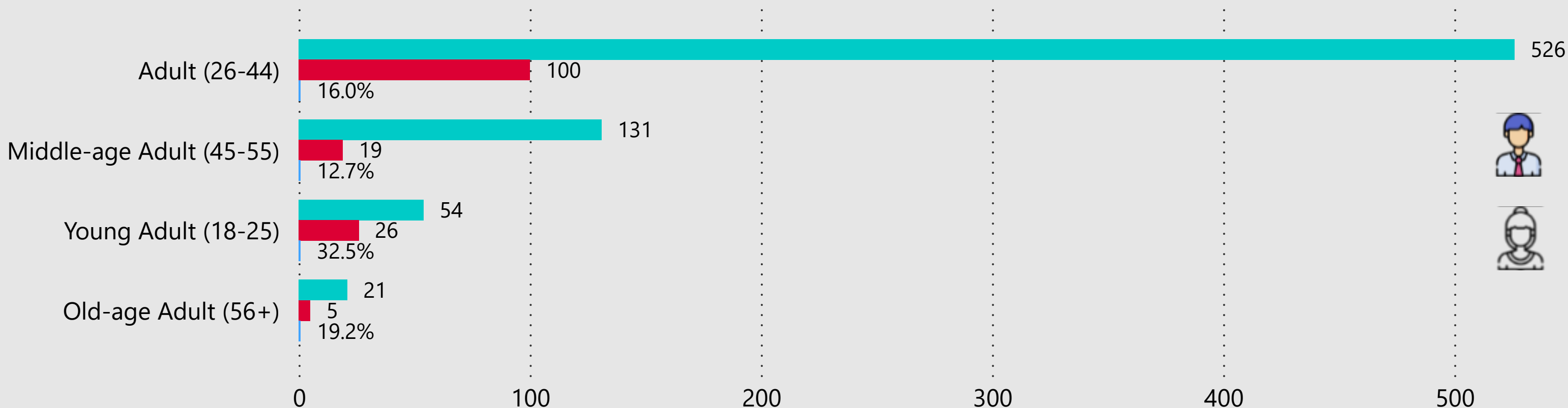
Average Monthly Income



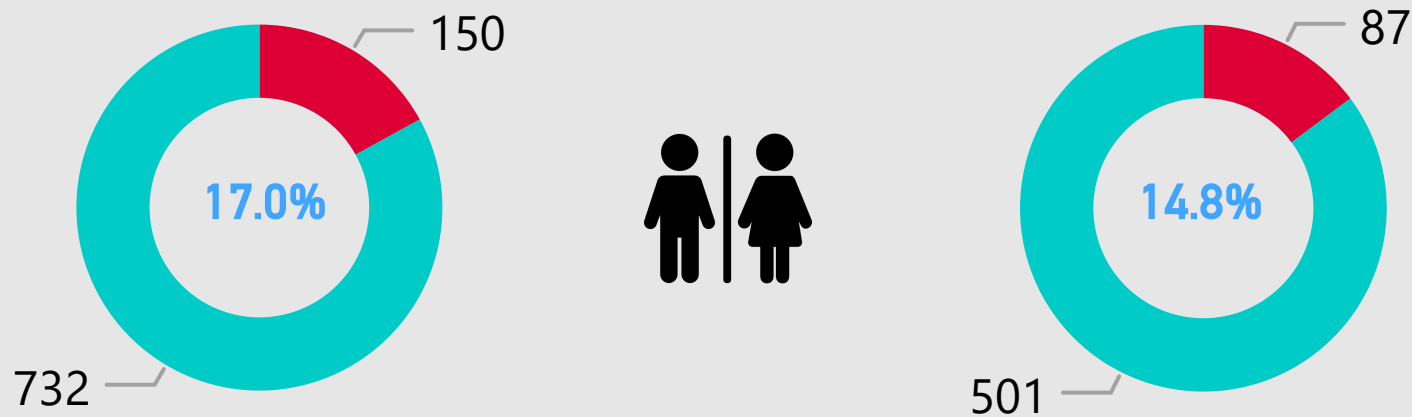
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Avg Tenure

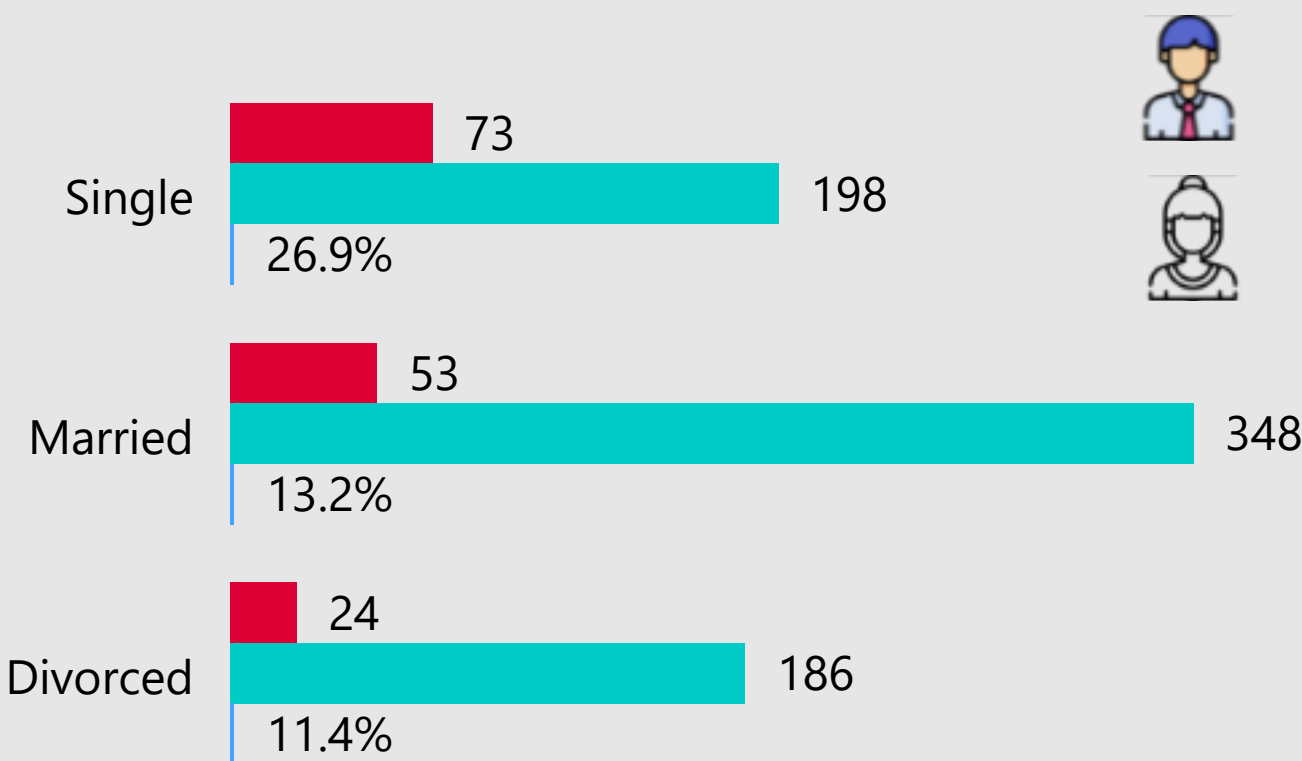
Male Age Category vs Attrition Trend



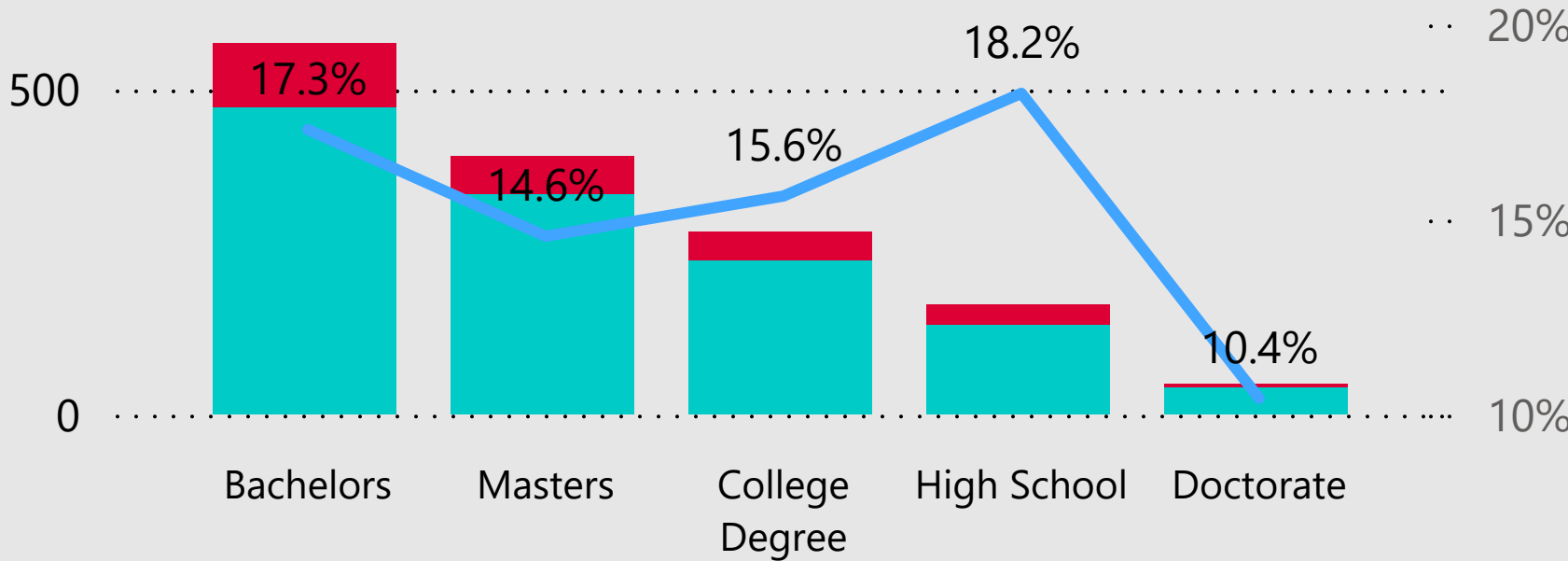
Gender vs Attrition Trend



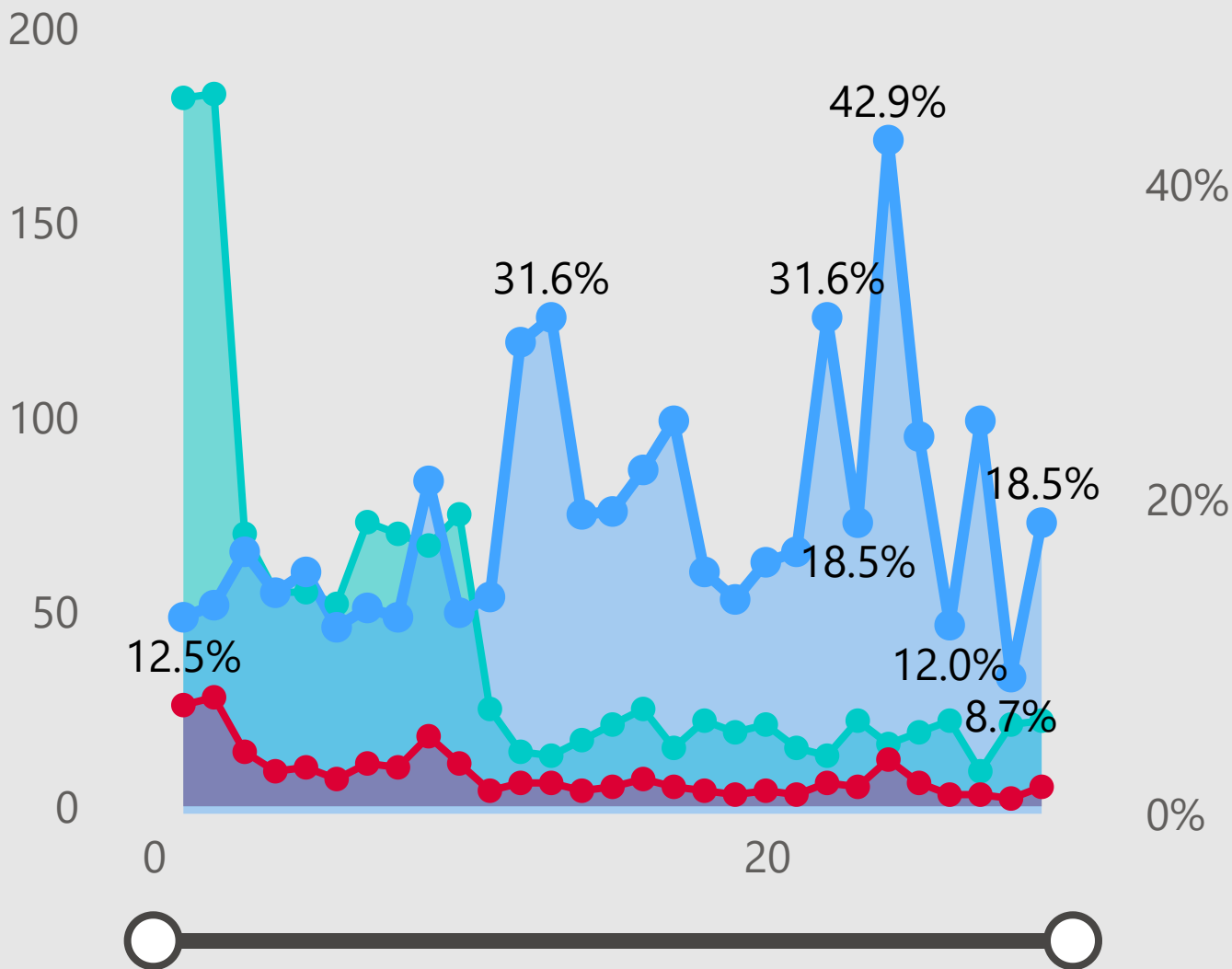
Male Marital Status vs Attrition Trend



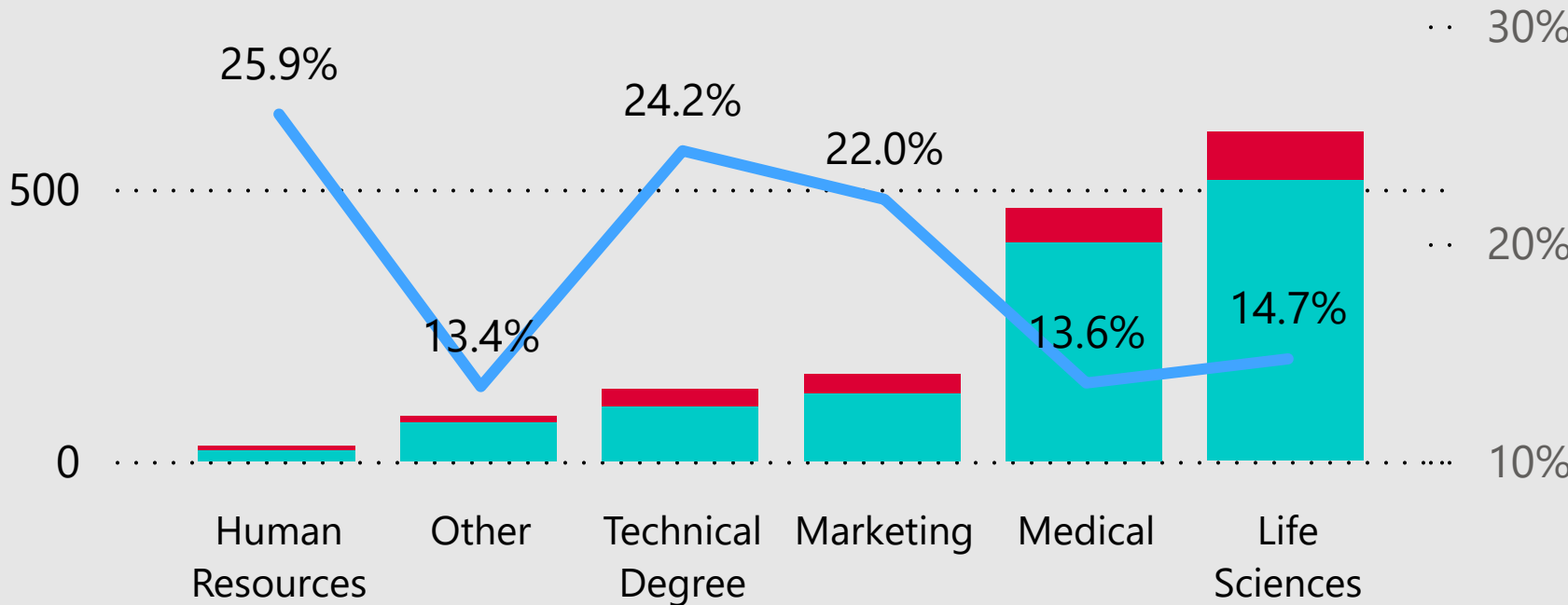
Education Level vs Attrition Trend



Distance from Home vs Attrition Trend

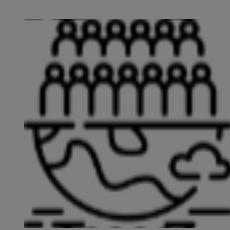


Education Field vs Attrition Trend



HR Attrition Dashboard

Employee Turnover



1,470

Total Emp



1,233

Active Emp



237

Attrited Emp



16.1%

Attrition Rate



37

Avg Age



\$6,503

Average Monthly Income

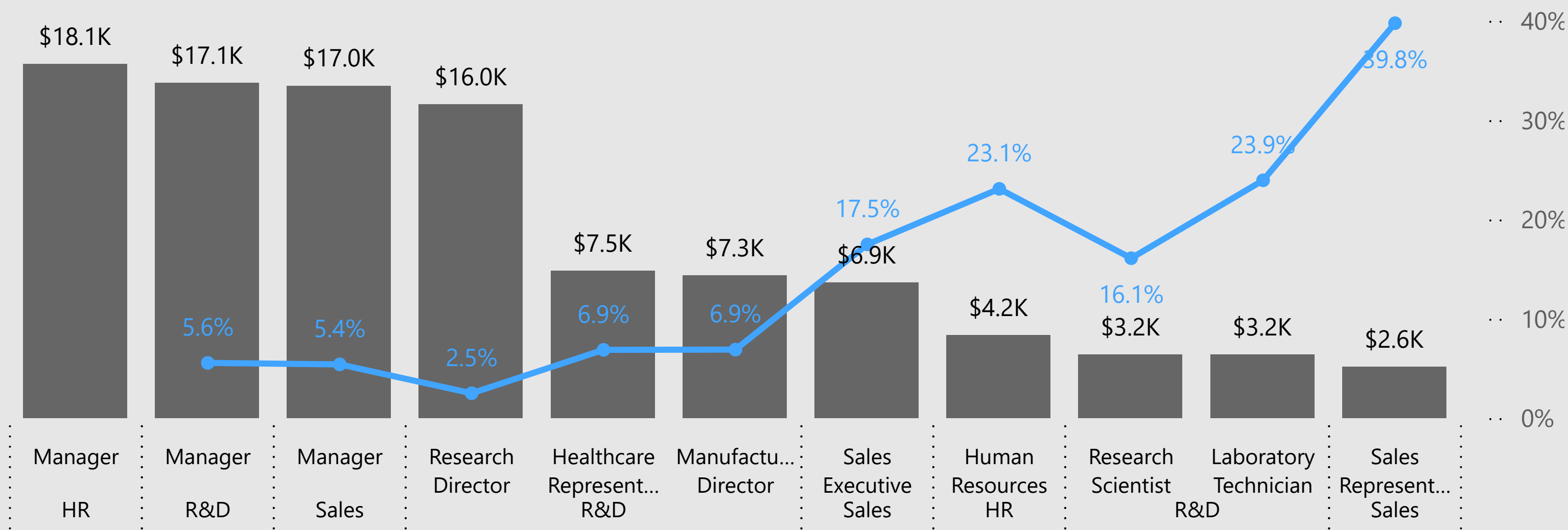


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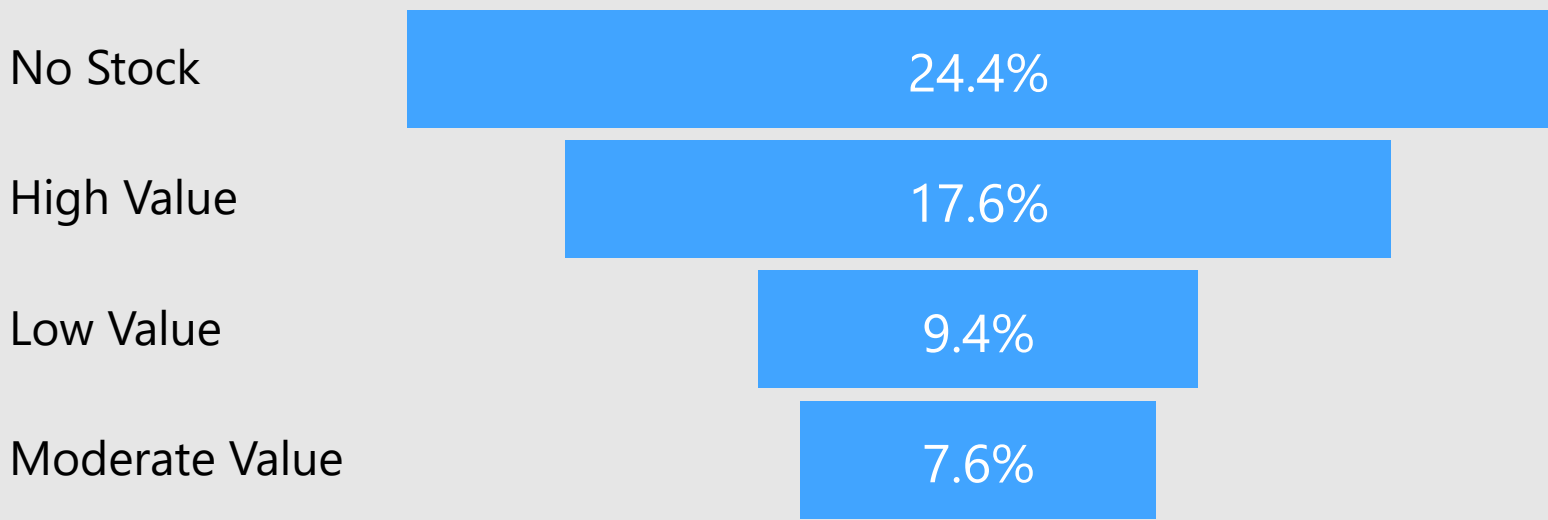
Avg Tenure

Average Monthly Income in Job Role vs Attrition Trend

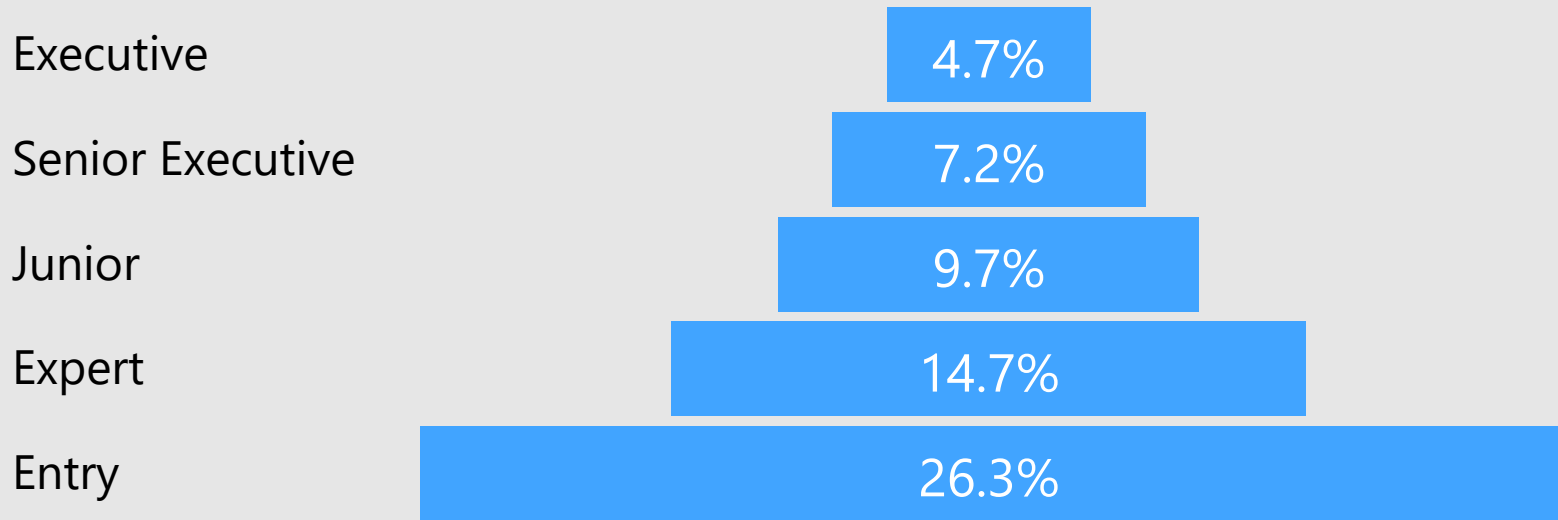
● Average Monthly Income ● Attrition Rate



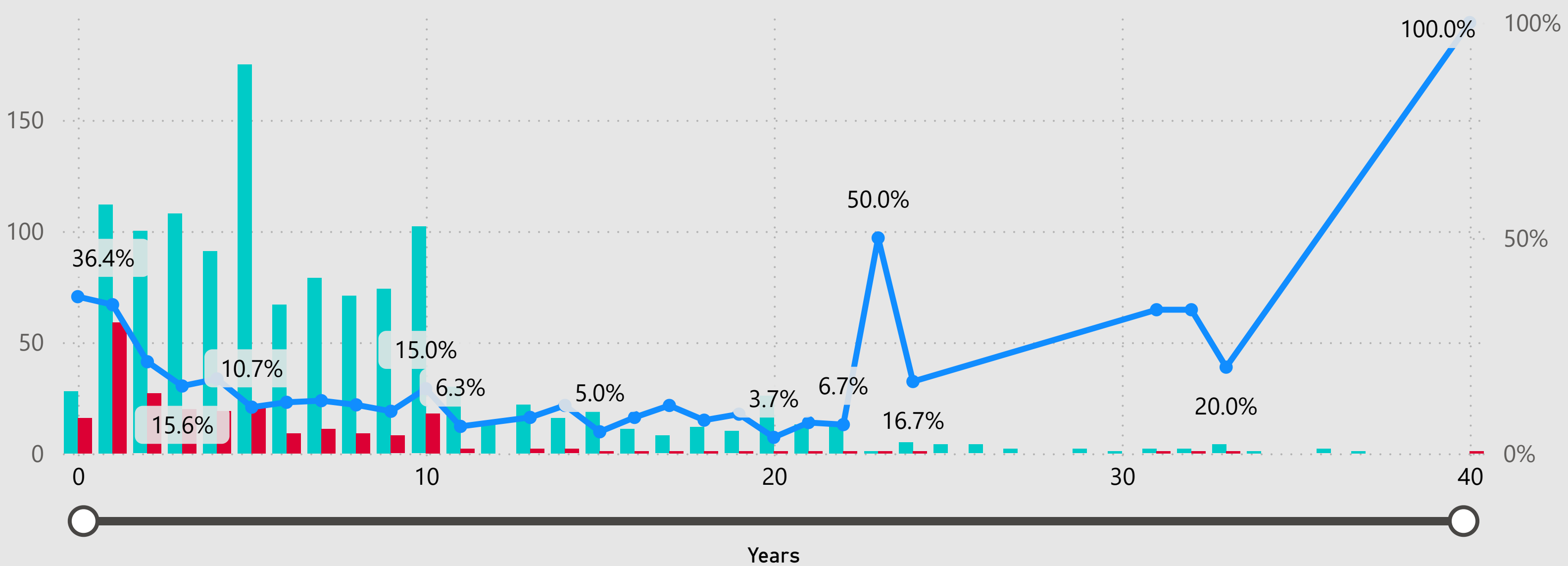
Stock Option Level vs Attrition Trend



Job Level vs Attrition Trend

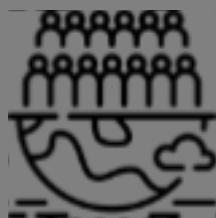


Years at Company vs Attrition Trend



HR Attrition Dashboard

Employee Wellbeing



1,470

Total Emp



1,233

Active Emp



237

Attrited Emp



16.1%

Attrition Rate



37

Avg Age



\$6,503

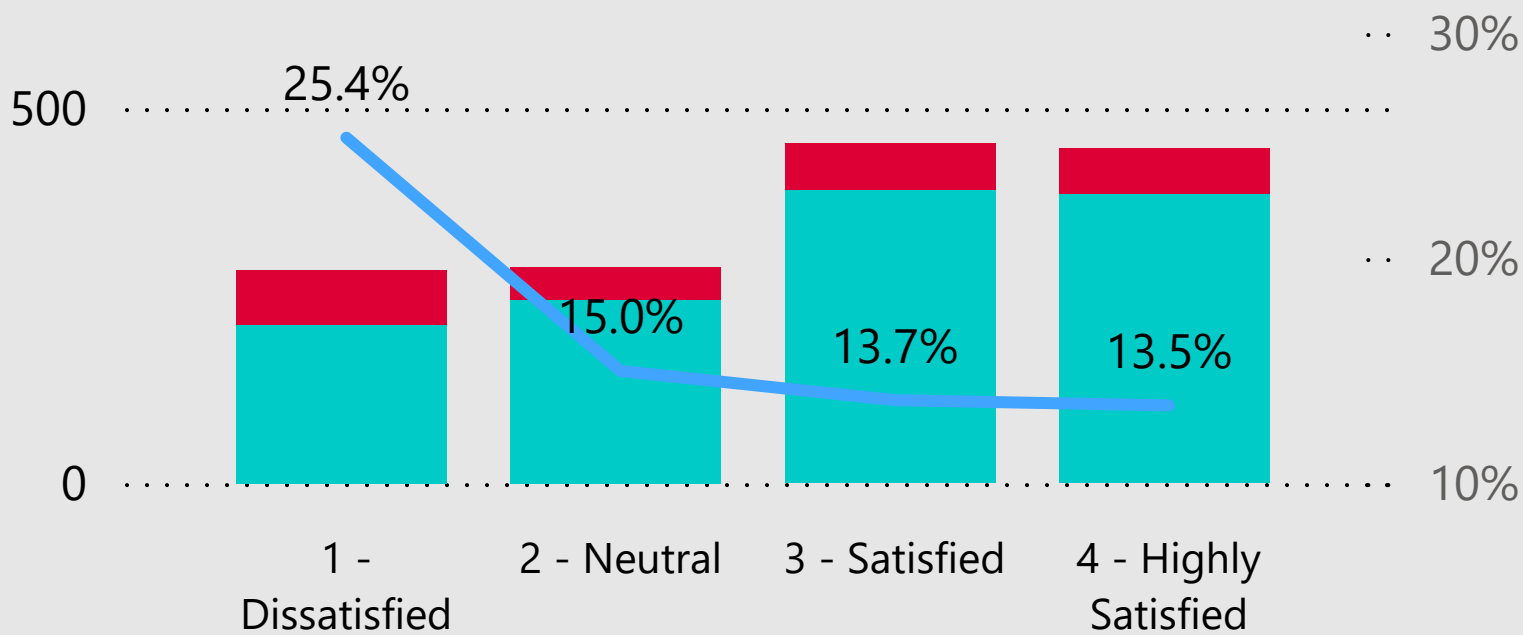
Average Monthly Income



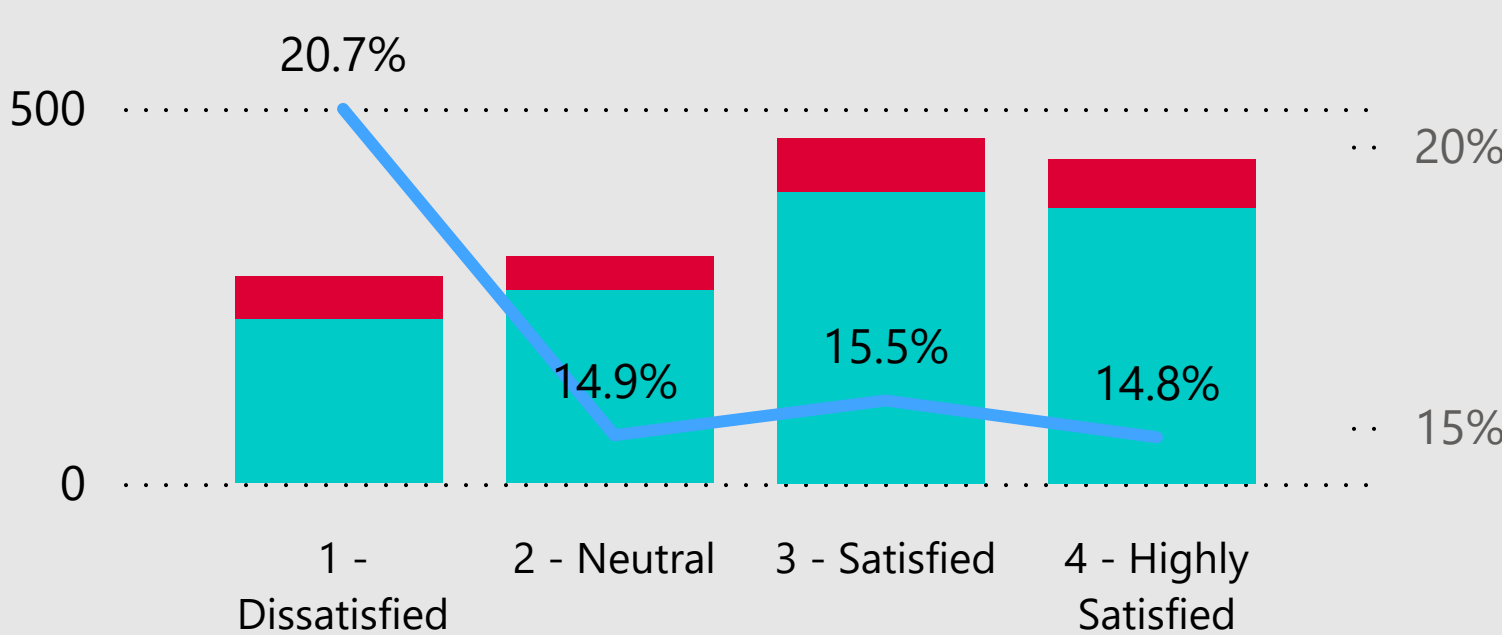
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Avg Tenure

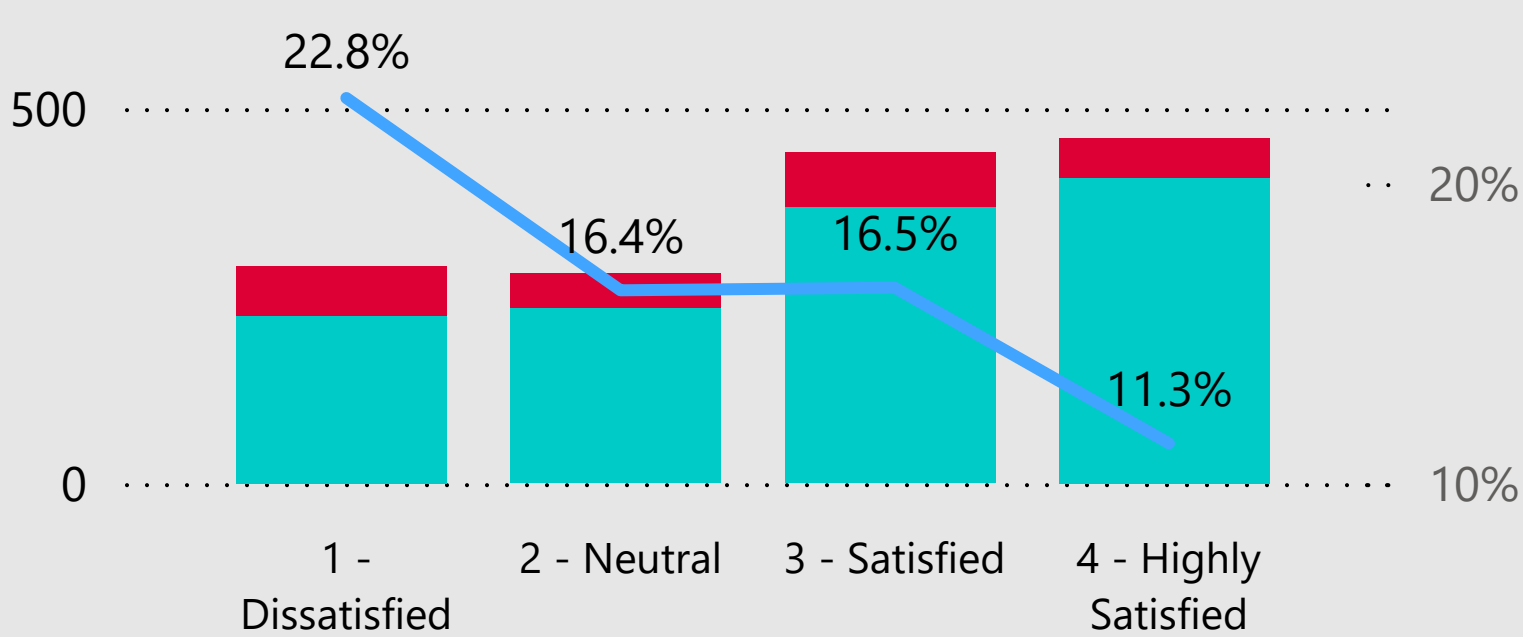
Environment Satisfaction vs Attrition Trend



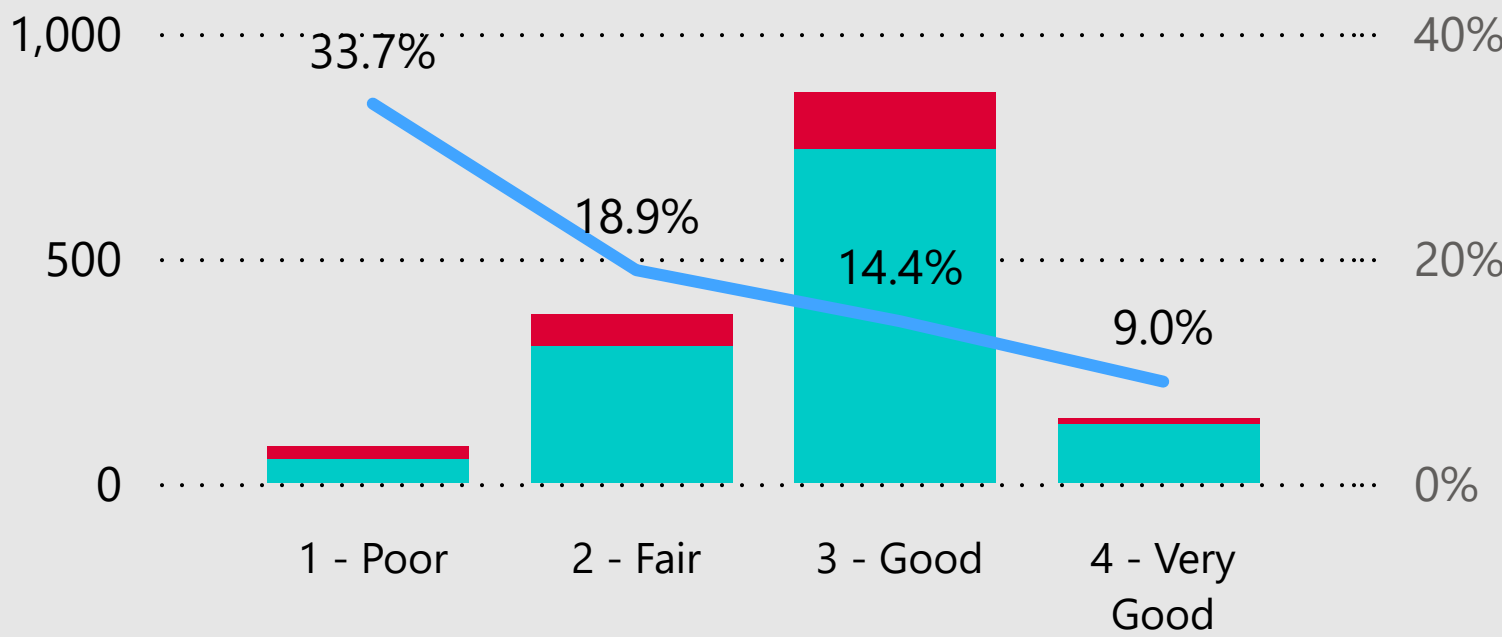
Relationship Satisfaction vs Attrition Trend



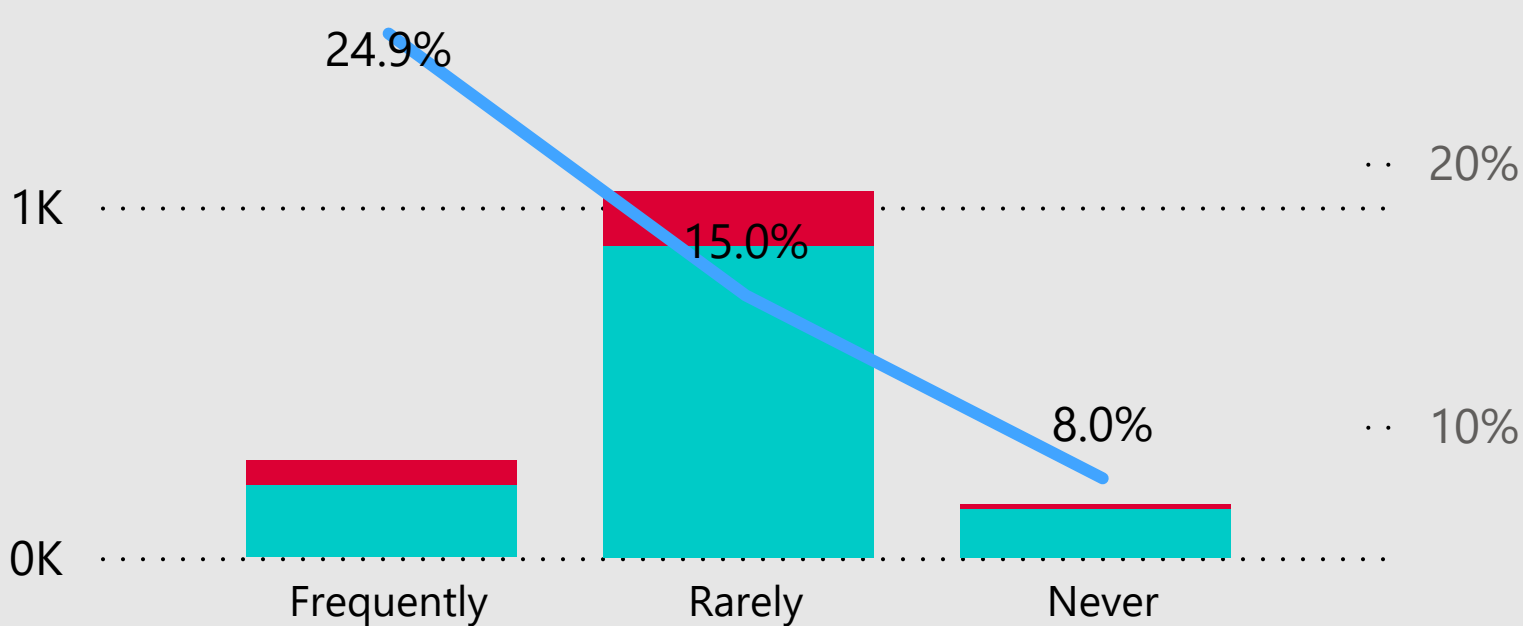
Job Satisfaction vs Attrition Trend



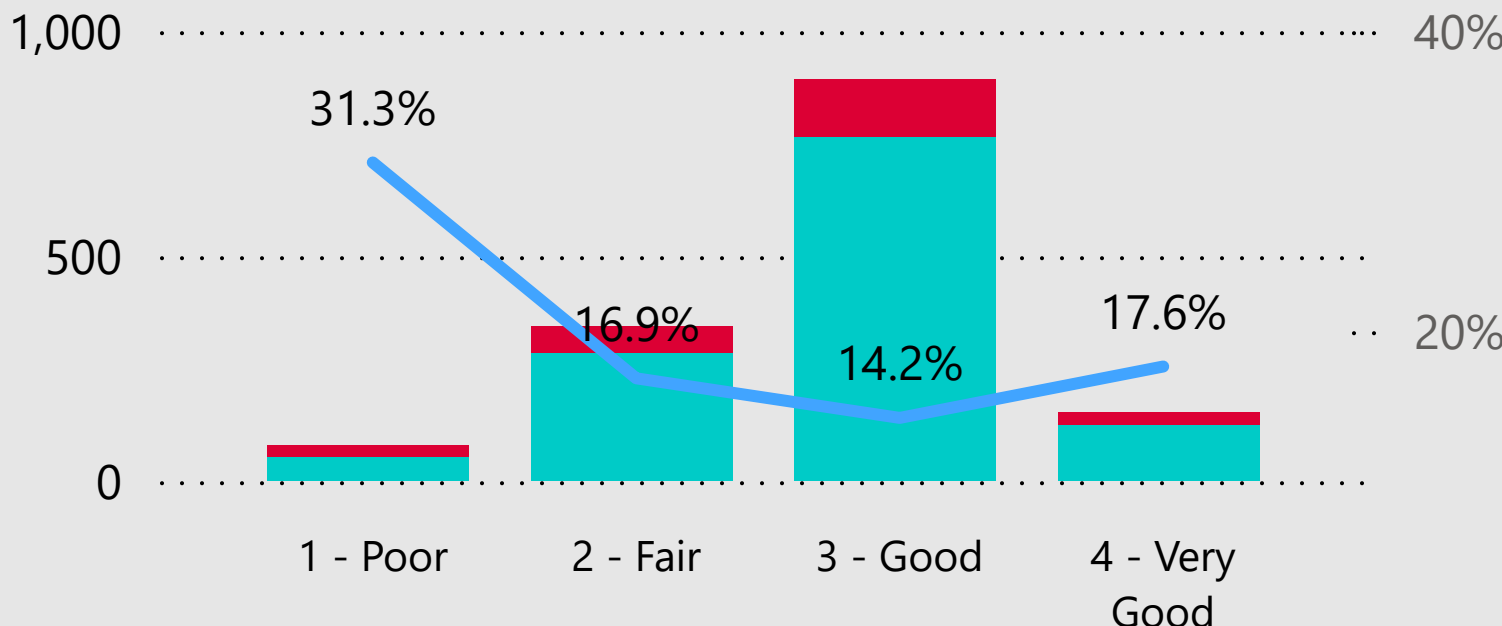
Job Involvement vs Attrition Trend



Business Travel Frequency vs Attrition Trend

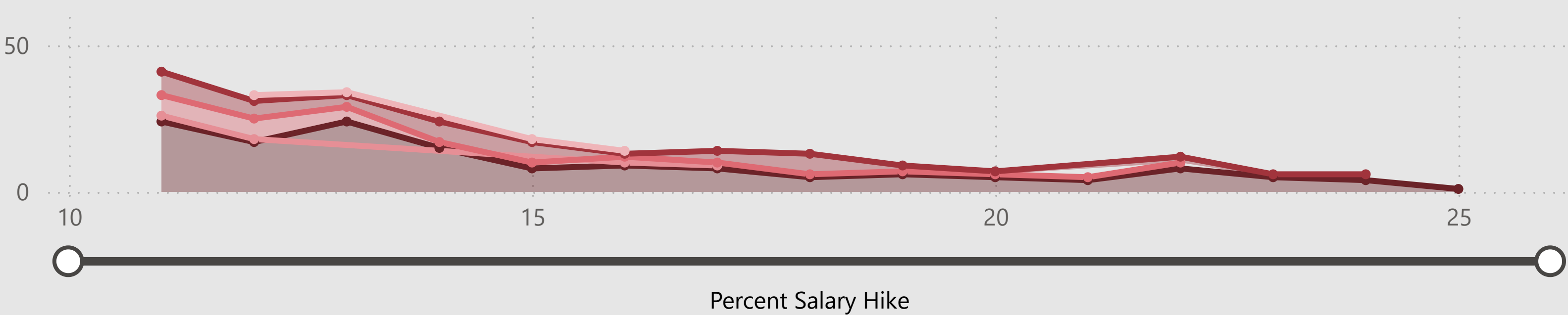


Work-Life Balance vs Attrition Trend



Percent Salary Hike vs Attrition Trend

Job Level ● Entry ● Executive ● Expert ● Junior ● Senior Executive



HR Attrition Dashboard

Employee Attrition Insights



Insights



Recommendations

Employee Demographic Patterns:

- The age category of **Adults (26 – 44 yrs)** is home to the highest workforce, with 526 Active and 100 Attrited employees. However the age category of **Young Adults (18 - 25 yrs)** despite having 2nd lowest Active employee count are affected with the highest Attrition rate of upto 32.5 %. Perhaps it's a testament to the wisdom and stability that comes with age.
- **Male** employees dominate our workforce, constituting 882 out of 1470 individuals. However, **Female** employees display a lower Attrition rate at 14.8 %, contrasting to higher Male Attrition rate of 17 %.
- Attrition rate seems to be higher among employees with **Single Marital status** of around 23 - 26 % regardless of the employee gender.
- While **Bachelor** employees boast the highest Active employees they are also affected with the 2nd highest Attrition rate of 17.3 % trailing just behind **High School** employees (18.2 %), considering the wide range of opportunities available for them in the job market, which narrows down as employees complete their **Doctorate** (10.4 %).
- **HR (25.9 %)**, **Technical Degree (24.2 %)** & **Marketing (22 %)** field employees have Attrited highest in the company.
- Attrition increases the longer employees have to travel to office with maximum Attrition rate of 42.9 % seen around the 24 Km mark indicating that the majority of employees prefer a close commute, reflecting an aspect of convenience and local integration.

Employee Turnover Patterns:

- There seems to be a direct correlation between **Average Monthly Income (AMI)** and Attrition. Managers earn the highest AMI of 17.4K \$ and have one of the lowest Attrition rates of 5.5 % while Sales Representative earn the lowest AMI of 2.6K \$ and have the highest Attrition rate of 39.8 %. The Attrition rate goes up with decreasing AMI hinting at the interplay between financial satisfaction and employee retention.
- Attrition in general goes down as employees scale the corporate ladder as seen with **Entry level** & **Executive** employees showing 26.3 % & 4.7 % Attrition rate.
- As employees spend more time in the company, Attrition rate decreases broadly from 36.4 % at 0 yrs in the company to 6.7 % at 22 yrs in the company post which it displays a contrasting rising trend till 40 yrs in the company when it reaches 100 % mark.

Employee Wellbeing Patterns:

- Employee Satisfaction trends contradict the Attrition trend as expected. As **Employee Satisfaction, Relationship Satisfaction & Job Satisfaction** metrics increase, employee attrition decreases from around 23 % to 13.2 %.
- Similar to Employee Satisfaction as **Employee Job Involvement** increases, the Attrition rate decrease from 33.7 % to just 9 %.
- Attrition goes up from 8 % to 24.9 % as employees need to almost **Never Travel** to **Frequently Travel** for business.
- **Work-Life Balance** metric provides a bell curve trend of Attrition as both **Poor & Very Good WLB** leads to 24.4 % attrition while **Fair & Good WLB** leads to 15.5 % attrition on average.
- Increasing **Salary Hike %** leads to decreasing Attrition among employees across all job levels.