IBM HR ANALYTICS DASHBOARD

Employee Attrition & Retention Analysis

🤵 Total Employees	👨‍💼👩‍💼 Active Employees	🔺 Attrition Count	📊 Attrition Rate %	💰 Avg Income
1470	**1233**	**237**	**16.1%**	**$6,503**

Attrition by Department

Research & Dev... — 133
Sales — 92
Human Resourc... — 12

Number of Employees
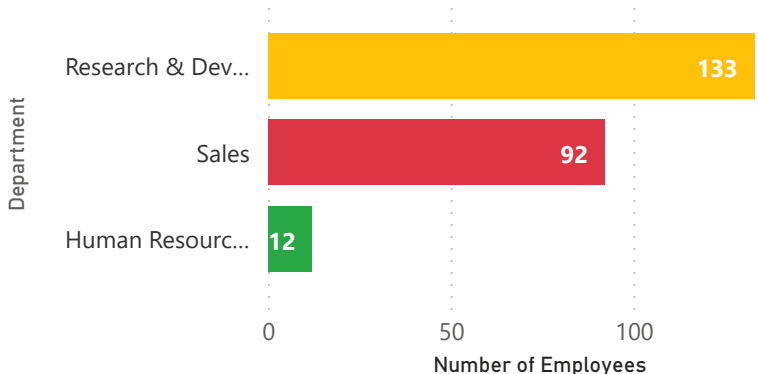
Attrition Distribution by Age

4.64%
10.55%
47.26%
16.03%
21.52%

Age Group
- 25-34
- 35-44
- Under 25
- 45-54
- 55+
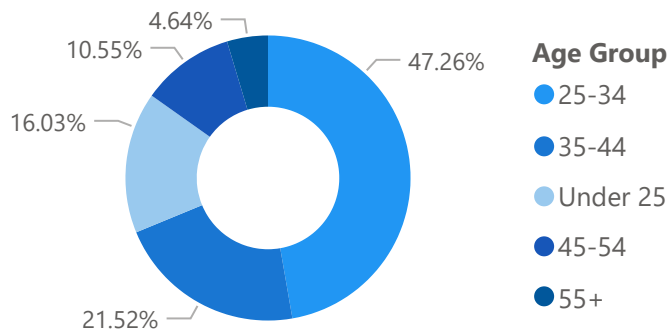
Income & Age: Attrition Patterns

Attrition ◆ No ● Yes

Age (years)

No
Yes

0.0M   5.0M   10.0M
Monthly Income ($) (Millions)
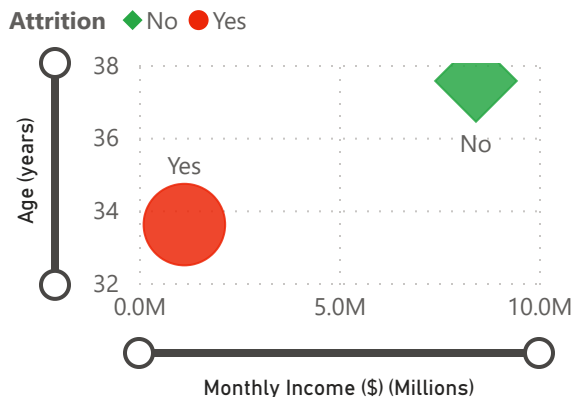
Attrition Trend Over Tenure

Critical period: 0-5 years

Attrition ◆ No ● Yes

60 — 59
16
19
18
8
1
1

Attrition Count

Years at Company

No
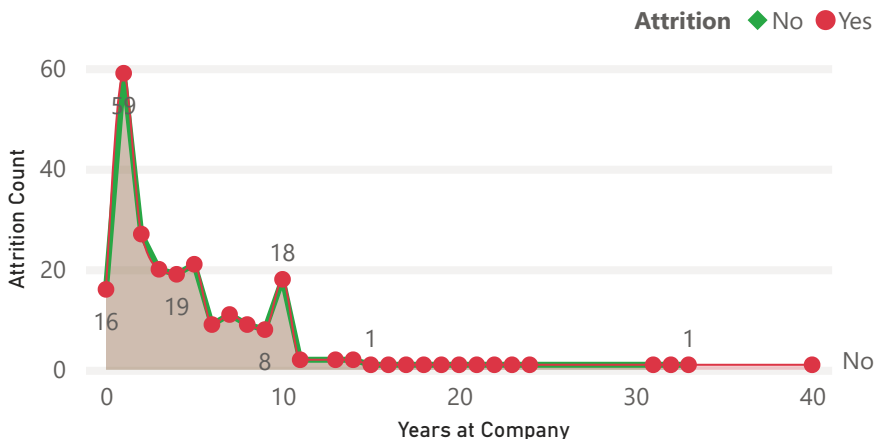
Impact of Job Satisfaction on Attritio

Attrition ● No ● Yes

73 73
66 66
52 52
46 46

Attrition Count

3   1   4   2
Job Satisfaction

Work-Life Balance vs Retention

Attrition ● No ● Yes

Work Life Balance		
3	766	127 → 893
2	286	344
4	126	153
1	80	

0   500   1000
Total Employees

📊 Department

- Select all
- Human Resources
- Research & Development
- Sales

👥 Gender

- Female
- Male

⏰ OverTi...

- No
- Yes

💼 JobRole

All

📊 View Details →
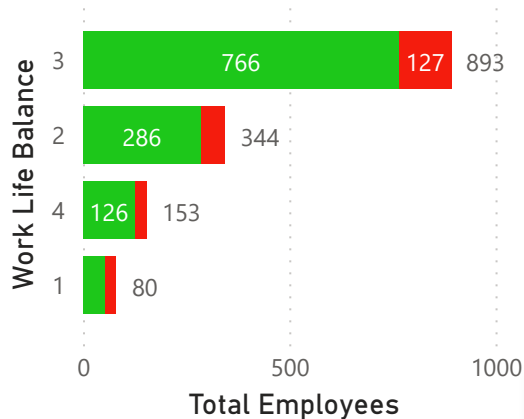
Top Factors Influencing Attrition

Key influencers   Top segments

👍 👎

What influences Attrition to be [No ⌄] ?

When...   ....the likelihood of Attrition being No increases by

Sum of Age is more than 23	──────────────→	**2.03x**
Sum of Monthly Income ($) is more than 3407	──────→	1.48x
OverTime is No	──────→	1.38x
MaritalStatus is Divorced	────→	1.15x
Job Satisfaction is 4	───→	1.11x
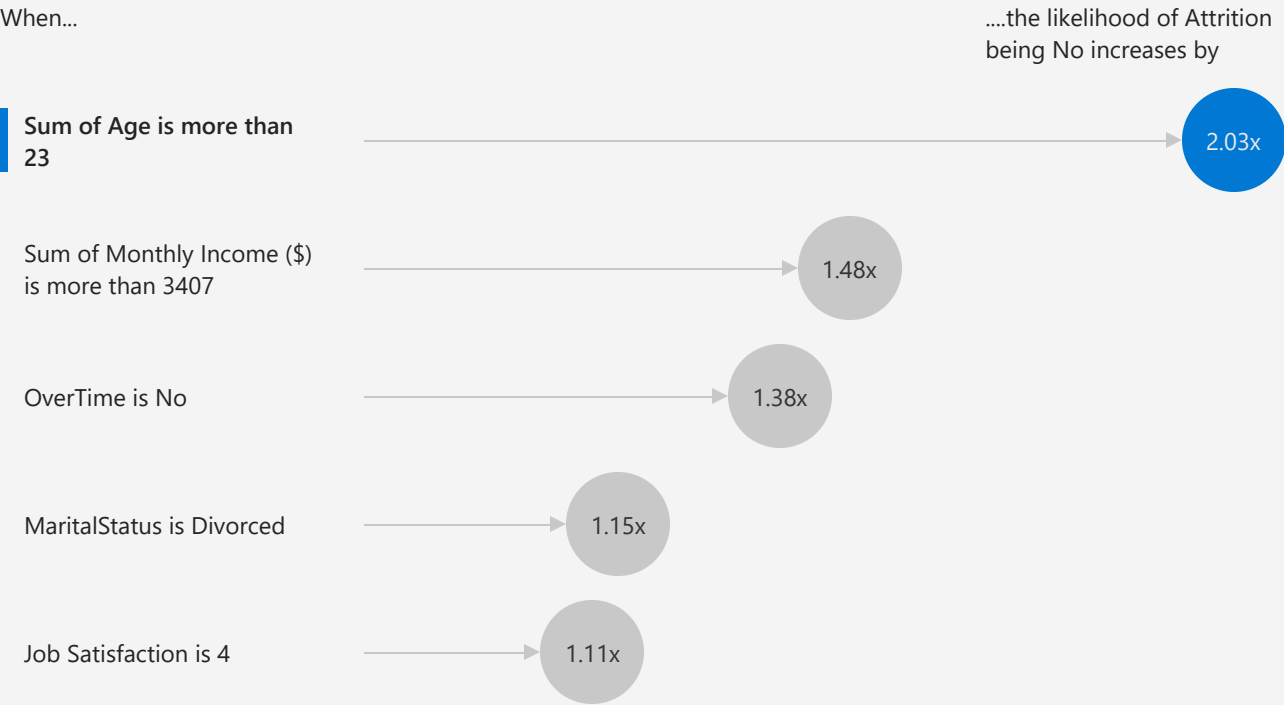
← Attrition is more likely to be No when Sum of Age is more than 23 than otherwise (on average).

Average (excluding selected): 40.00%

80%

60%

%Attrition is No

40%

20%

0%

23 or less   more than 23

Sum of Age (bins)
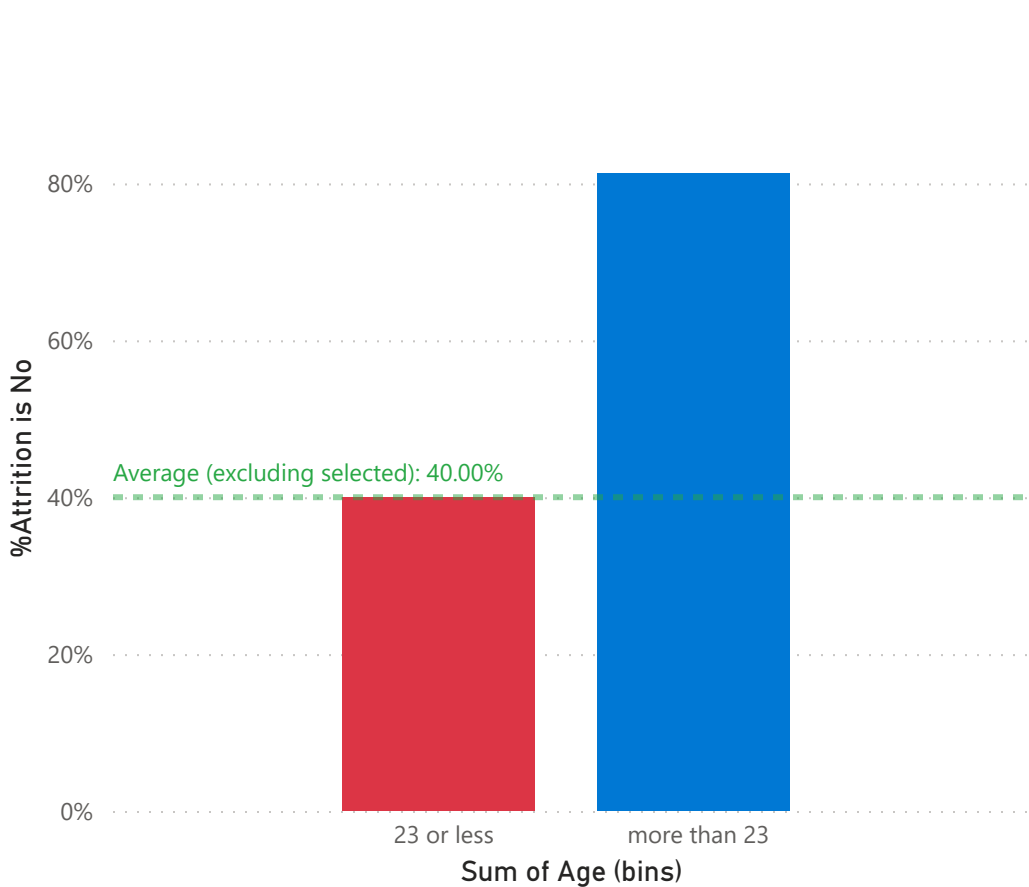
☐ Only show values that are influencers