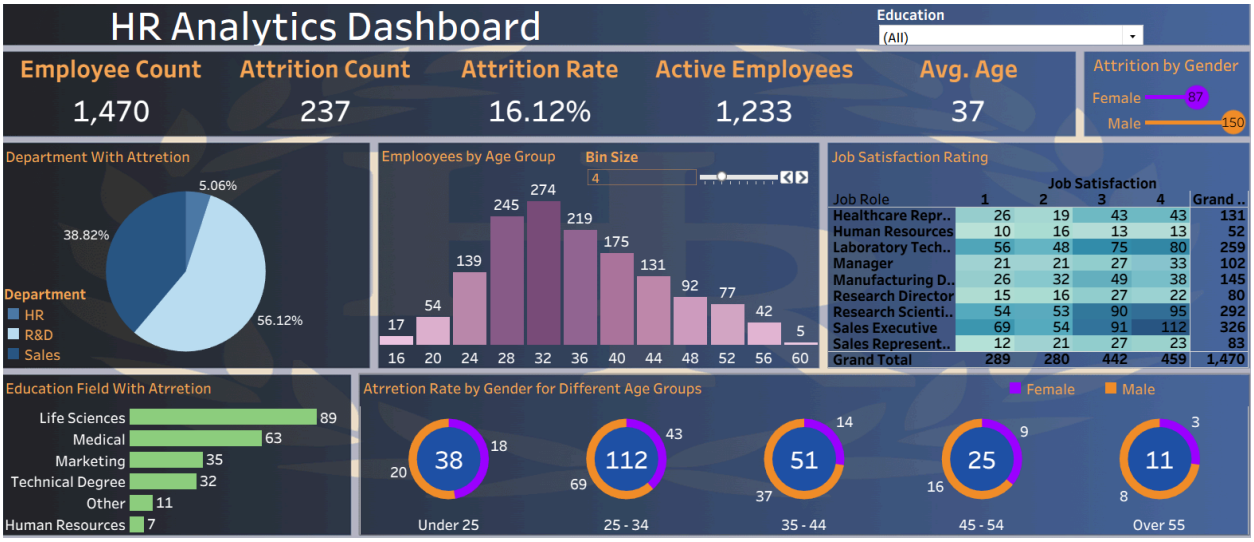
# HR Analytics Project

## Dashboard




## KPIs

- **Total employees: 1,470**

- **Active employees: 1,233**
- **Attrition count: 237**
- **Overall attrition rate: 16.12%**
- **Average employee age: 37 years, indicating a predominantly mid-career workforce**

## Key Insights

- **R&D** has the highest attrition, contributing **over half of total attrition**
- **Sales** is the second most affected department
- **HR** shows the lowest attrition, reflecting stronger retention stability
- Highest attrition occurs in the **25–34 age group**
- **35–44** is the second most impacted age range
- Attrition decreases significantly for employees **above 45 years**
- Younger employees show higher mobility and turnover risk
- **Male attrition** is higher than female attrition across most age groups
- The gap is most visible in the **25–34 age group**
- Female employees demonstrate relatively stronger retention
- Certain roles (e.g., **Sales Executive, Research Scientist, Laboratory Technician**) show:
  - Higher employee counts
  - Noticeable variation in job satisfaction ratings
- Lower satisfaction levels correlate with higher attrition-prone roles

## Strategic Recommendations

- Conduct **exit interviews** in R&D and Sales to identify key attrition drivers
- Introduce **role-specific retention programs** for high-pressure departments

- Review workload, performance targets, and incentive structures
- Design **clear career progression paths** for employees aged **25–34**
- Increase access to:
  - Training programs
  - Internal mobility opportunities
  - Mentorship initiatives
- Improve job satisfaction in roles with lower ratings through:
  - Regular feedback cycles
  - Recognition programs
  - Flexible work arrangements where possible
- Analyze reasons behind higher male attrition
- Align compensation, career growth, and work-life balance policies to reduce gaps
- Track attrition trends **monthly** by department, age group, and role
- Set early-warning indicators for high-risk employee segments
- Use predictive analytics to identify potential future attrition