



NISSAN HR ATTRITION ANALYTICS

Why Employee leaves,Who leaves and What we can do About It

- SEARCH
- RECOMMENDATIONS

- HOME
- DEPARTMENT
- MANAGER
- TENURE PERFORMANCE
- RECRUITMENT
- POST-COVID IMPACT

Department

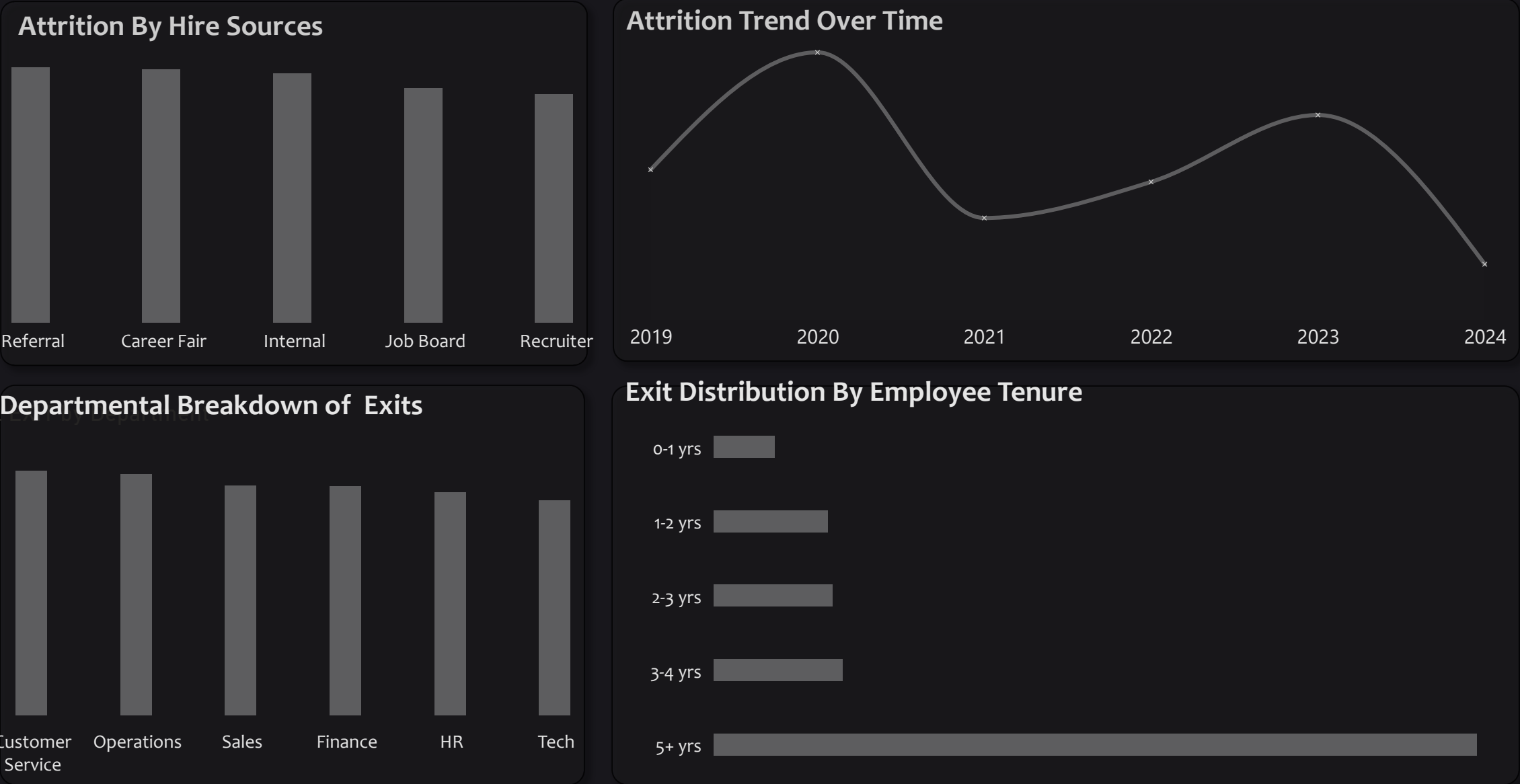
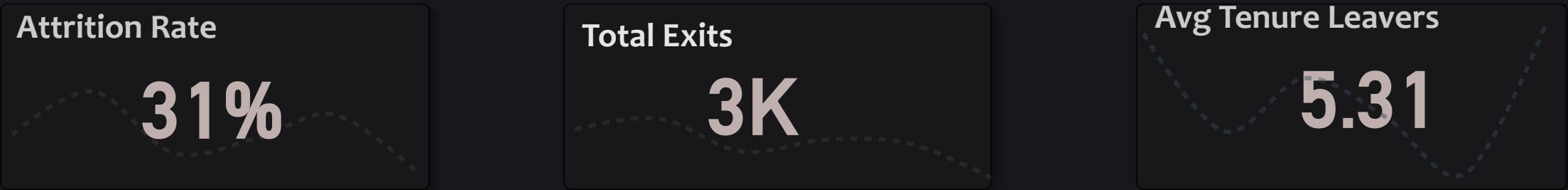
All

Hire Source

All

2019

2024





SEARCH



RECOMMENDATIONS



HOME



DEPARTMENT



MANAGER



TENURE PERFORMANCE



RECRUITMENT



POST-COVID IMPACT

Department

All

Hire Source

All

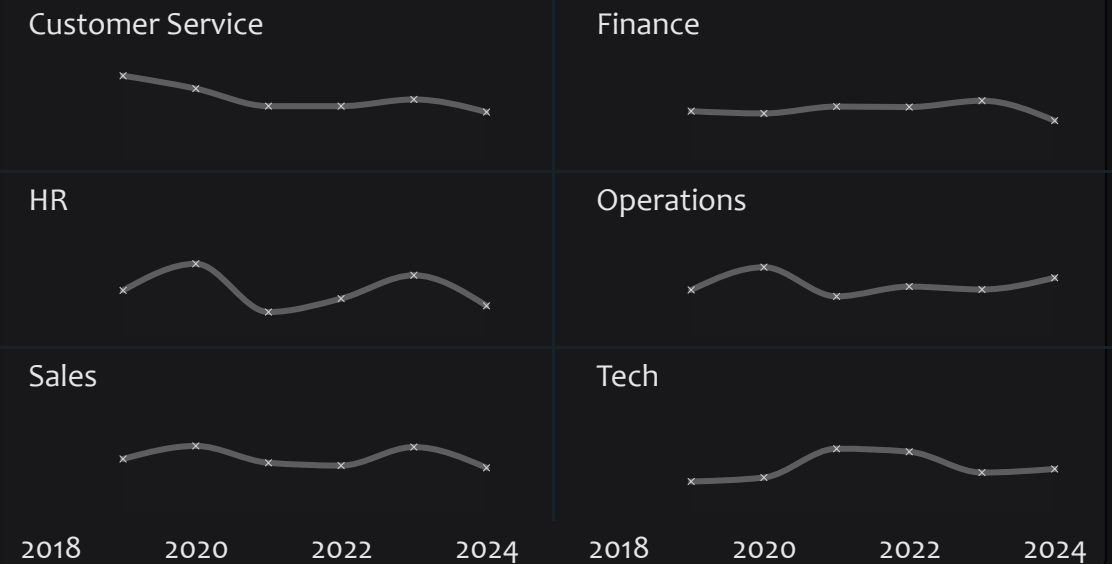
2019

2024

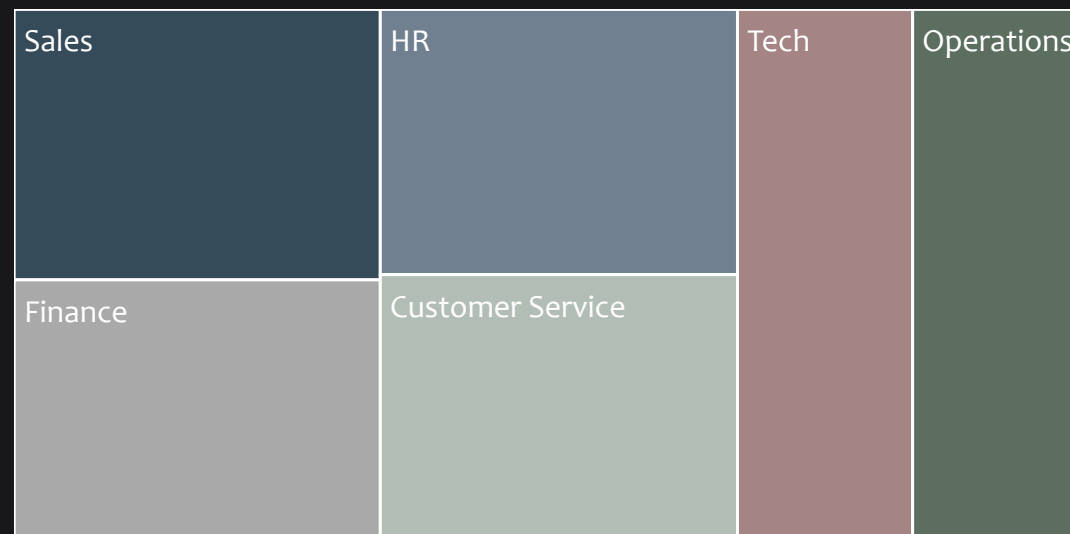
Attrition Counts Across Departments



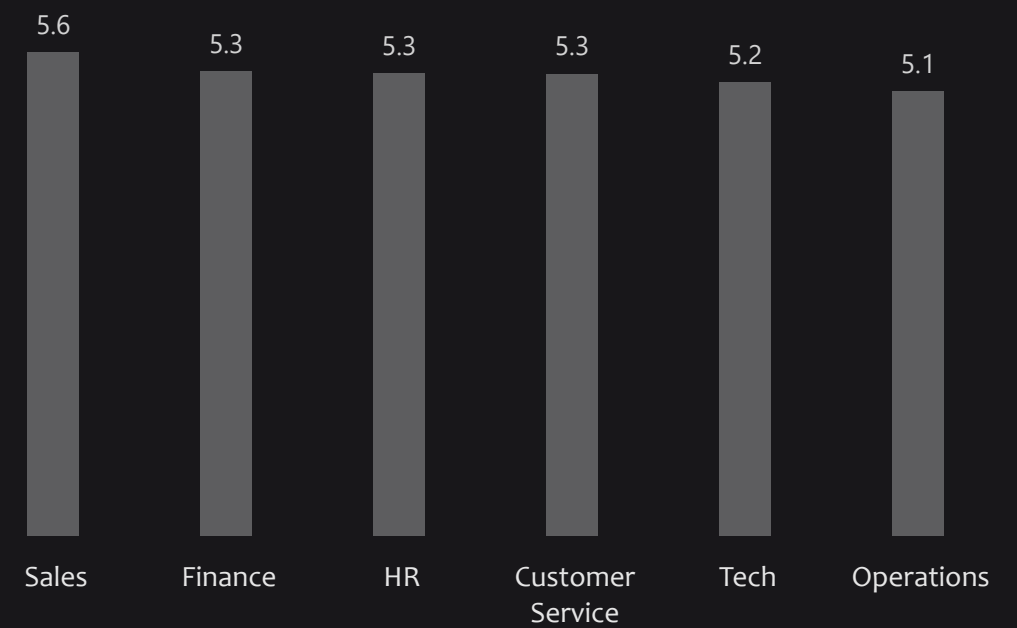
Departmental Attrition Over Time



Attrition Counts Across Departments






Department with Best Retention



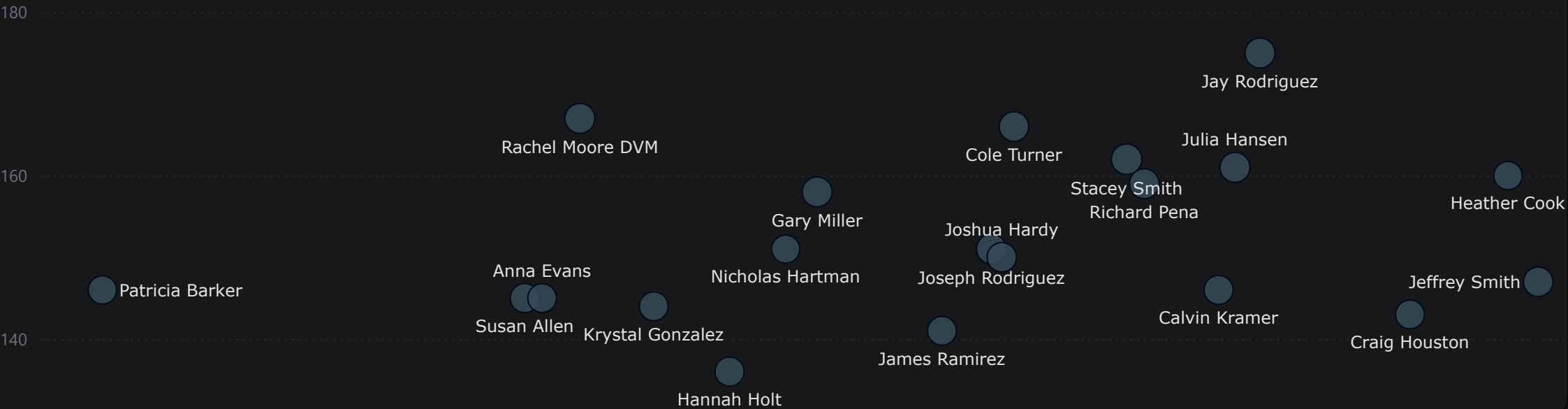
How Long Do Employees Stay Before Leaving?



Managers With the Most Employee Exits

Manager Name	2019	2020	2021	2022	2023	2024	Total
<div> Jay Rodriguez</div>	34	28	26	33	32	22	175
<div> Rachel Moore DVM</div>	29	34	32	29	20	23	167
<div> Cole Turner</div>	34	26	31	26	23	26	166
<div> Stacey Smith</div>	32	27	30	30	24	19	162
<div> Julia Hansen</div>	28	28	26	29	28	22	161
<div> Heather Cook</div>	22	32	24	28	17	37	160
<div> Richard Pena</div>	26	23	33	26	24	27	159
<div> Gary Miller</div>	26	27	21	31	33	20	158
<div> Joseph Rodriguez</div>	26	19	24	29	23	30	151
<div> Nicholas Hartman</div>	23	30	29	20	22	27	151
<div> Joshua Hardy</div>	30	27	23	23	32	15	150

Are We Loosing Top Performers?





SEARCH



RECOMMENDATIONS



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MANAGER



TENURE PERFORMANCE



RECRUITMENT



POST-COVID IMPACT

% leavers Within First Two Years

16%

Department

All

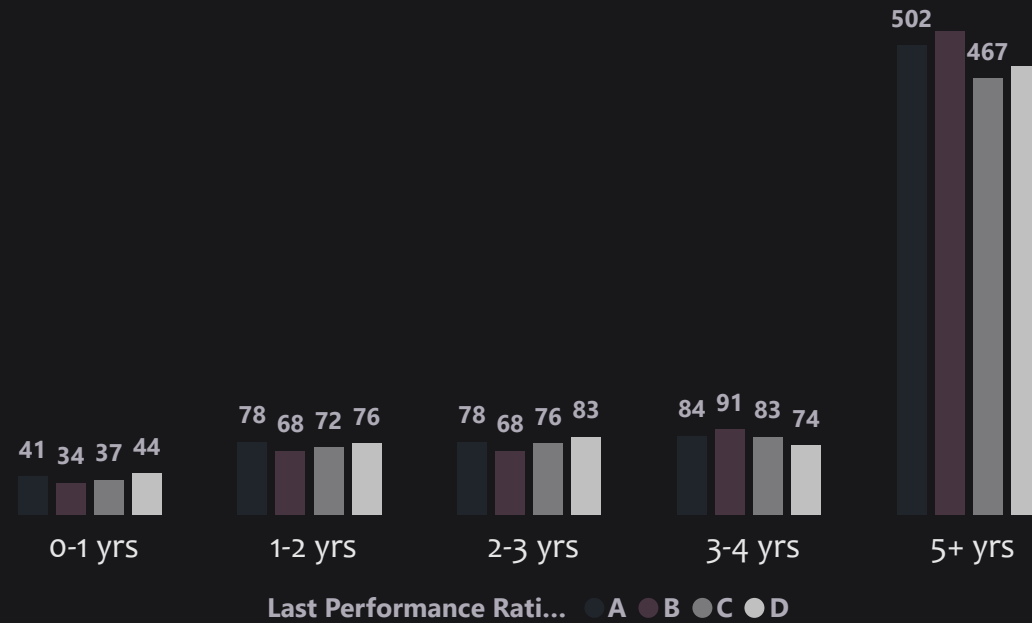
Hire Source

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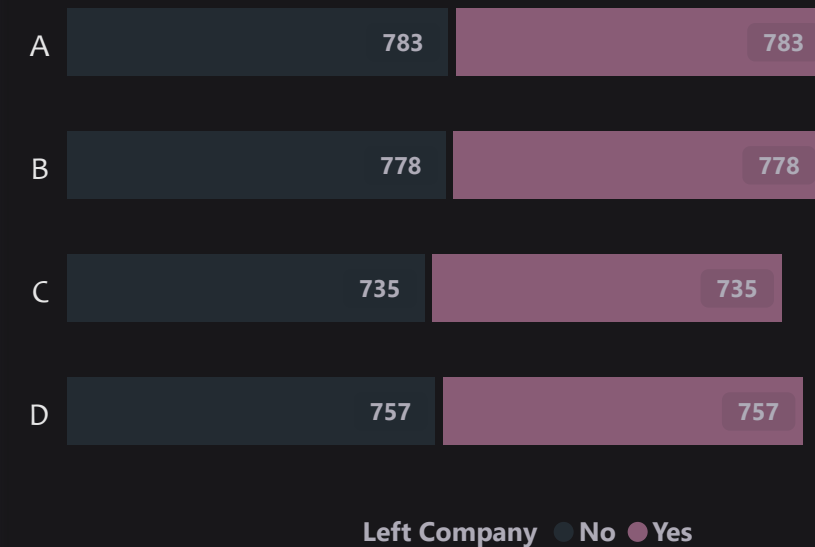
2019

2024

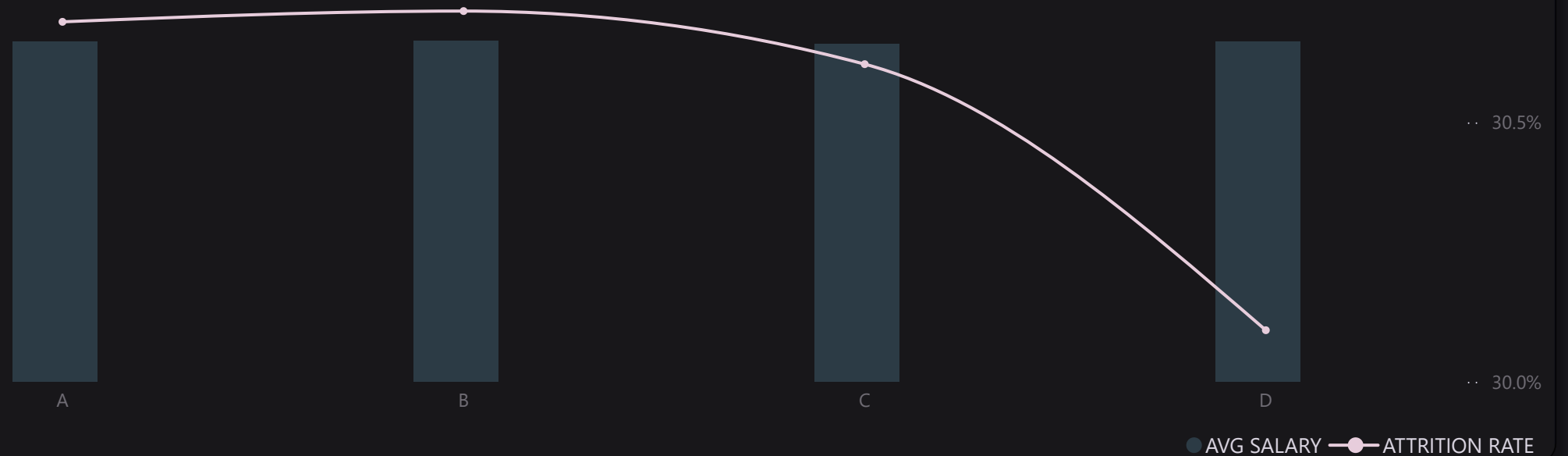
Tenure Bracket VS Attrition



Performance Rating VS Attrition



Are High Earners Walking Away?



Recruiter

BEST SOURCE

Referral

WORST SOURCE

Department
All

Hire Source
All

2019

2024



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MANAGER



TENURE PERFORMANCE

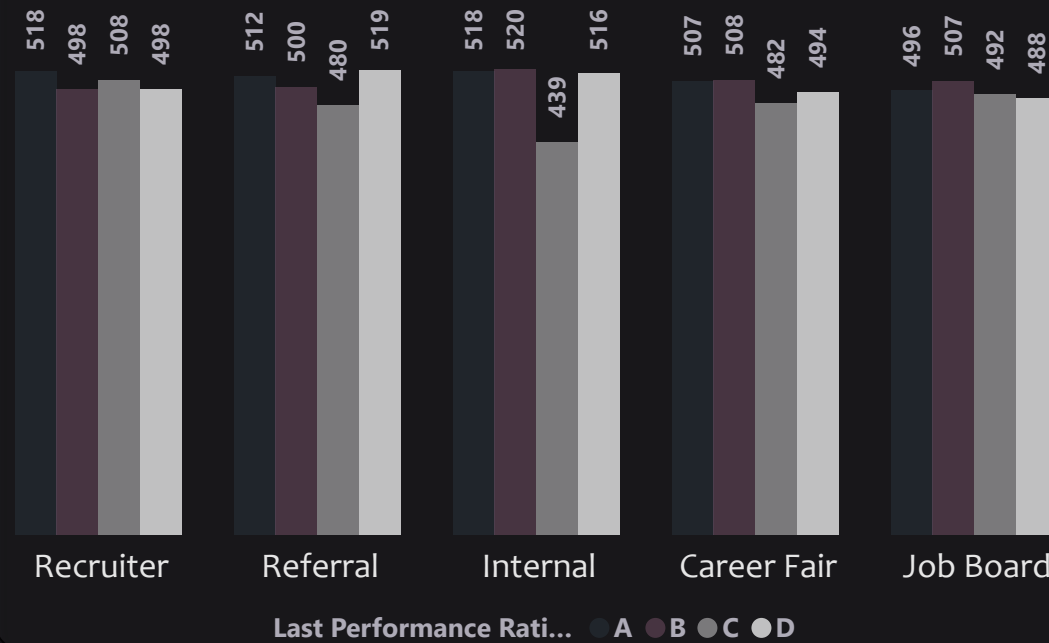


RECRUITMENT

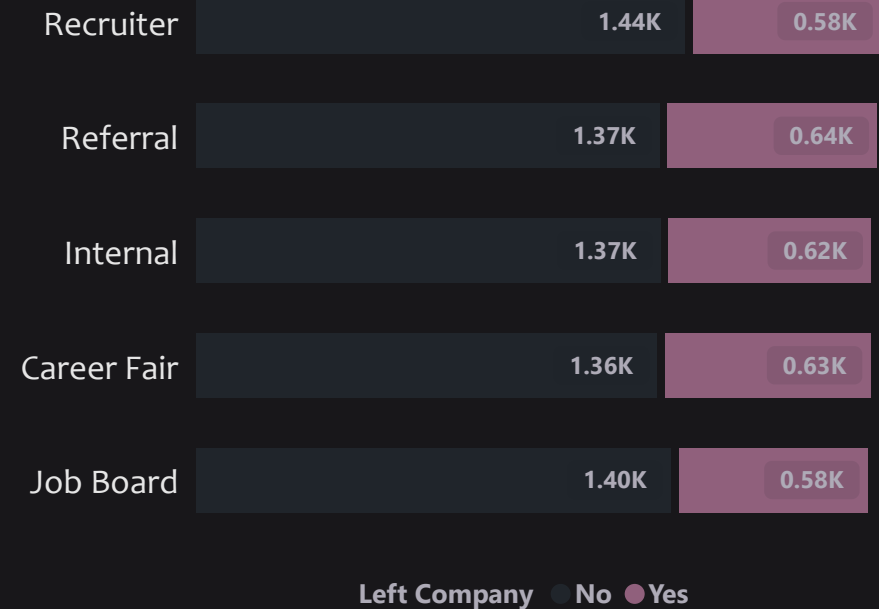


POST-COVID IMPACT

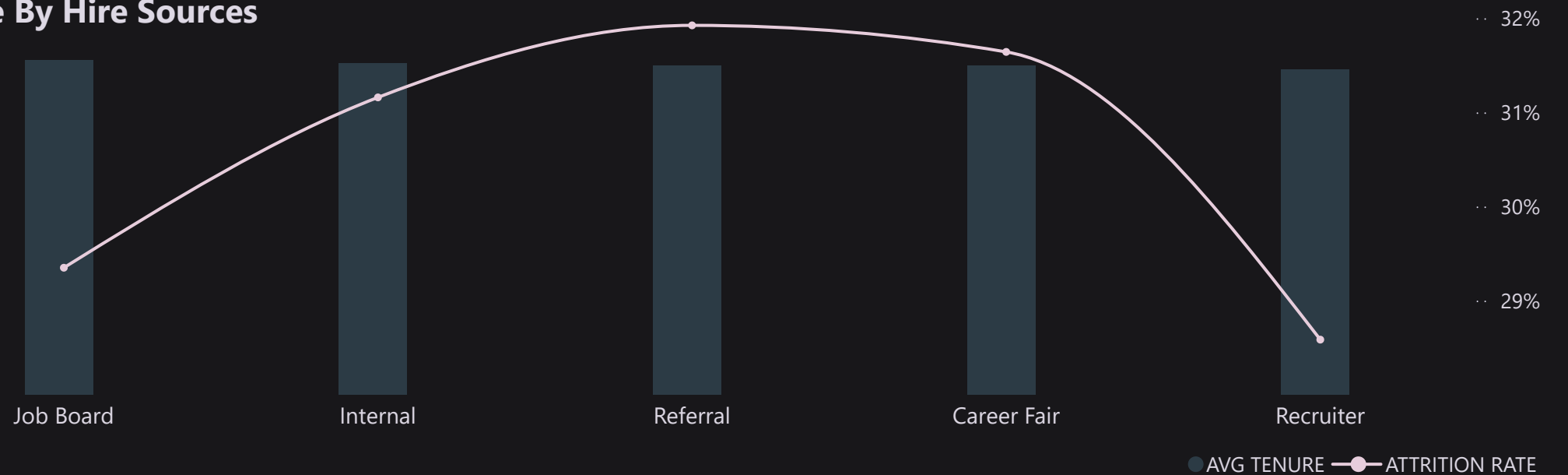
Performance Rating by Sources



Hire Sources VS Attribution Status



Tenure By Hire Sources





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MANAGER



TENURE PERFORMANCE



RECRUITMENT



POST-COVID IMPACT

Department

All

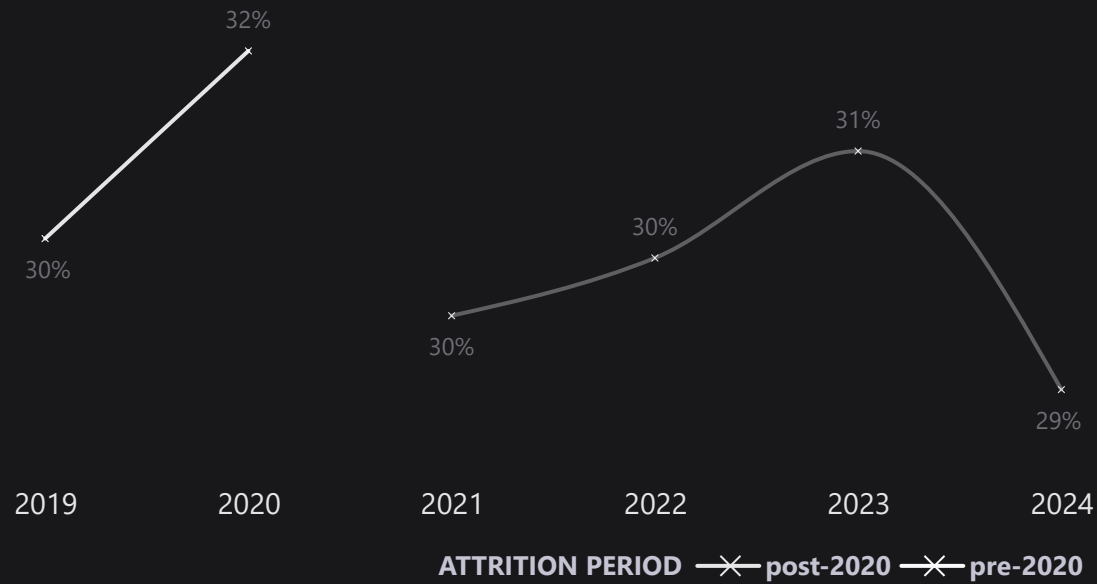
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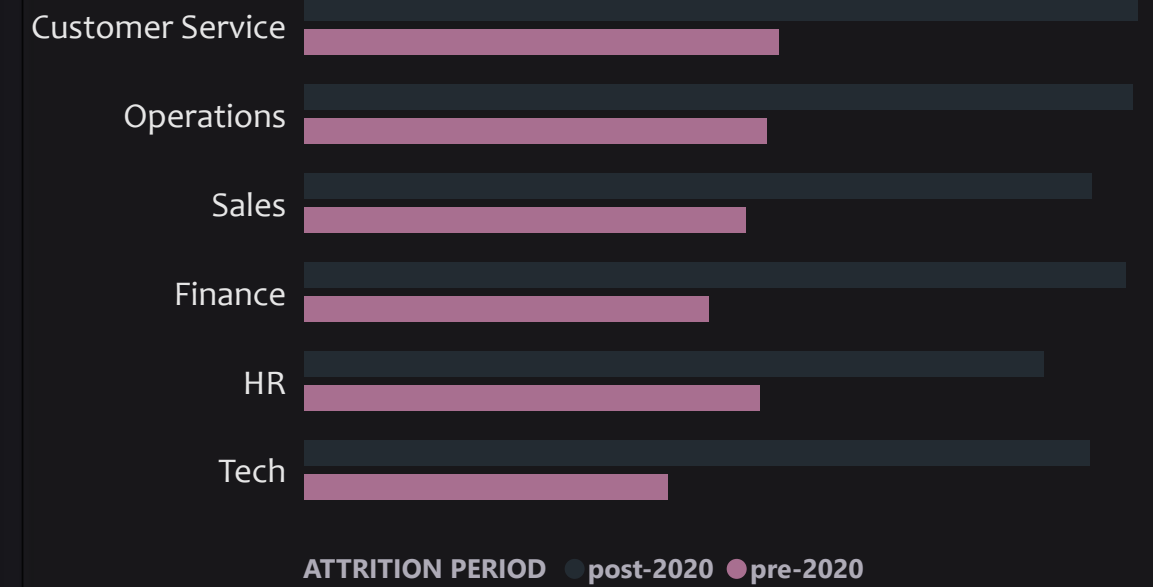
2019

2024

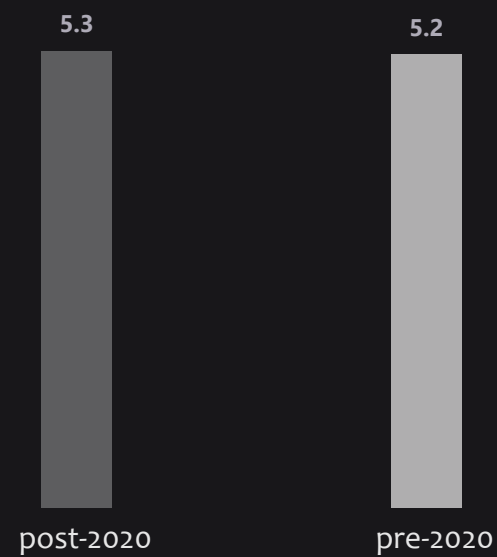
Did Attrition Rise After COVID?



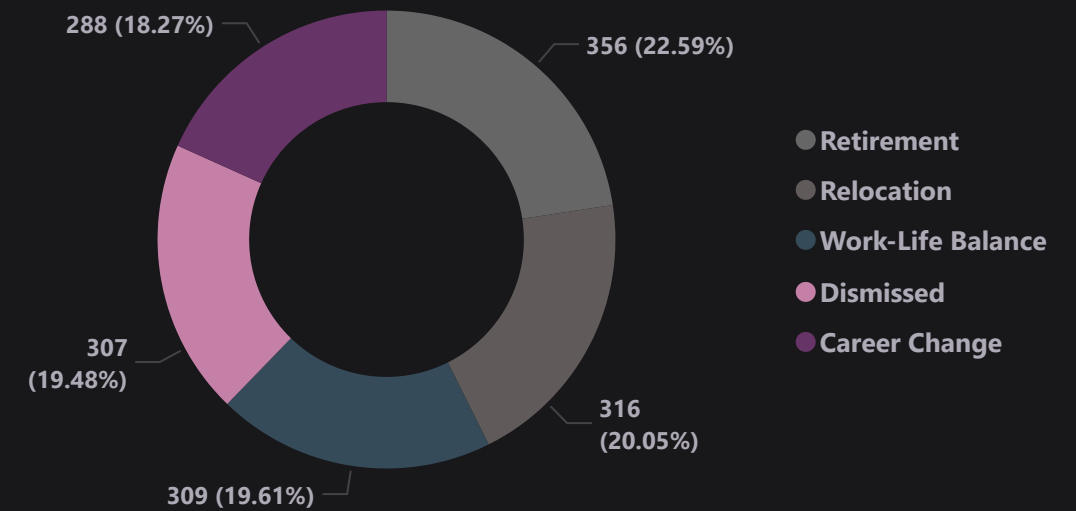
Which Department suffer Most After COVID



COVID Impact on Employee Tenure



Top Reasons Employees Left



RECOMMENDATIONS

1. Prioritize Retention in High-Churn Departments

Focus training, recognition, and workload balance in departments like [insert top 2 churn departments].

2. Reassess Recruitment Sources

Sources like [e.g. "Online Job Board"] show high early exits. Redirect efforts to top-performing sources (e.g. [Referral, LinkedIn]).

3. Address Early Exits (≤ 2 Years)

A significant portion of employees leave within 0–2 years. Strengthen onboarding, mentoring, and engagement in the first 12–24 months.

4. Monitor Low-Rated Managers

Managers with repeated exits should undergo feedback reviews or leadership support programs.

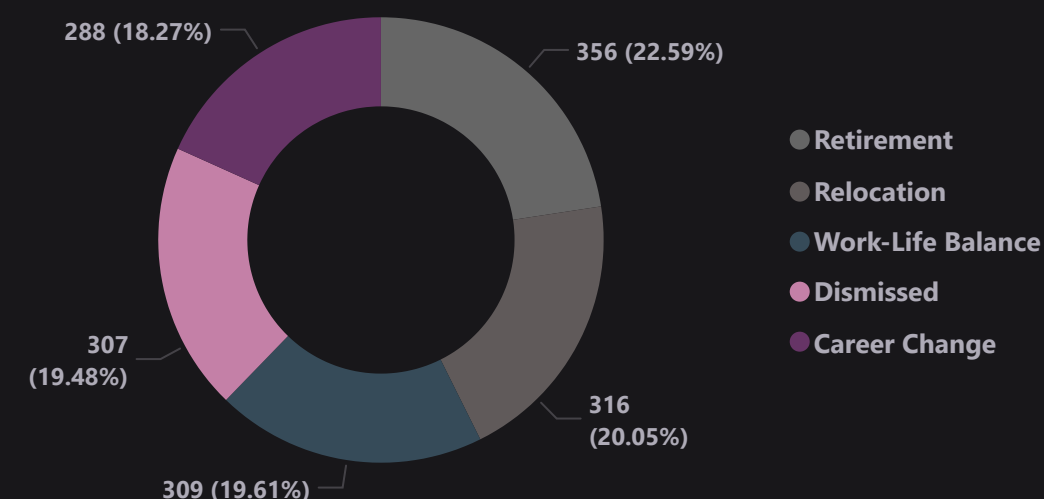
5. Adjust Compensation Strategy

Exit patterns may relate to stagnant mid-range salaries , assess if your pay is competitive across departments.



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Top Reasons For Exits



31%

Attrition Rate

5.31

Avg Tenure Leavers

3K

Total Exits