



NISSAN HR ATTRITION ANALYTICS

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

Department

Hire Source

2019 2024

SEARCH

RECOMMENDATIONS

HOME

DEPARTMENT

MANAGER

TENURE PERFORMANCE

RECRUITMENT

POST-COVID IMPACT

Attrition Rate

31%

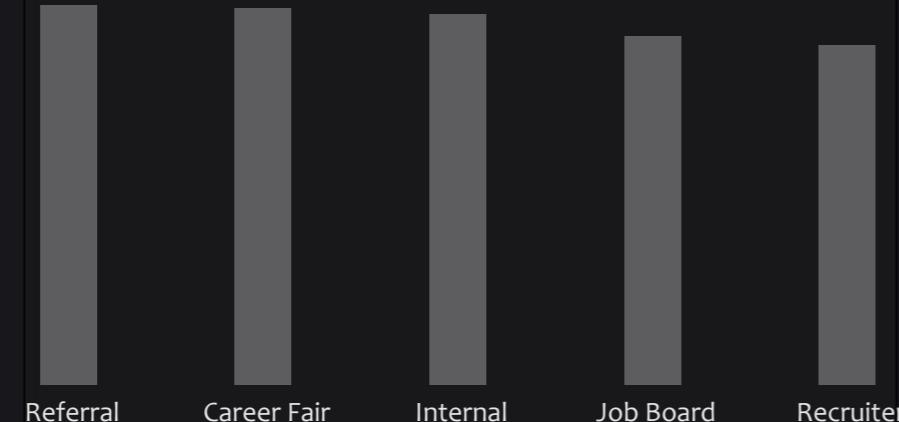
Total Exits

3K

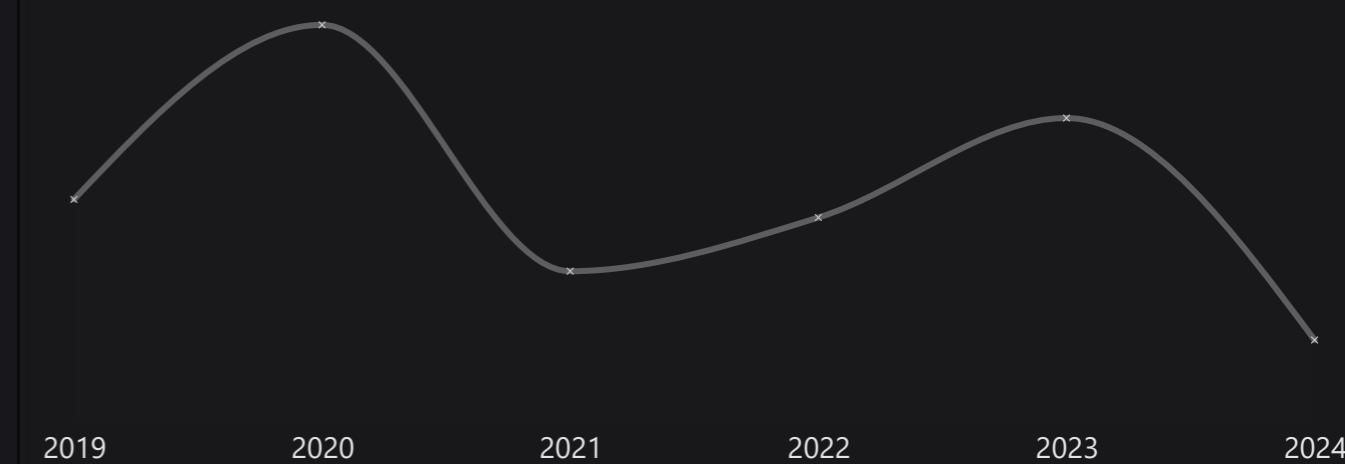
Avg Tenure Leavers

5.31

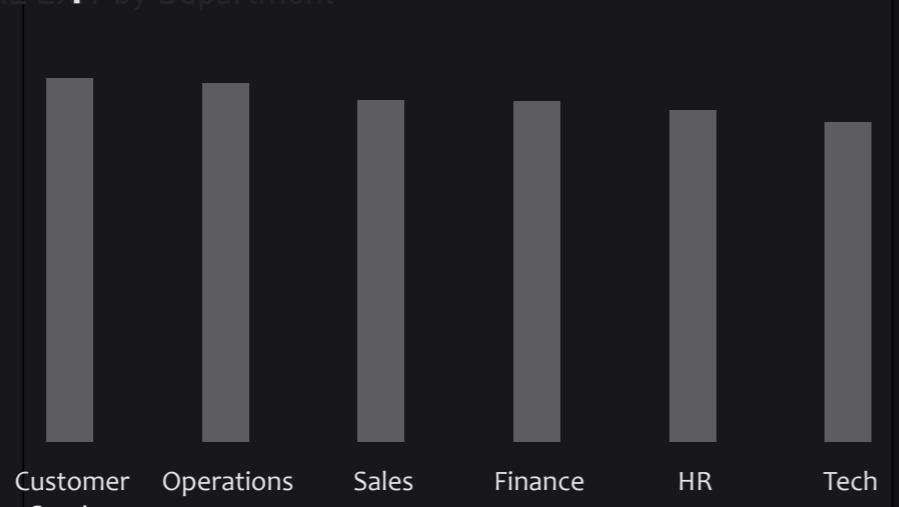
Attrition By Hire Sources



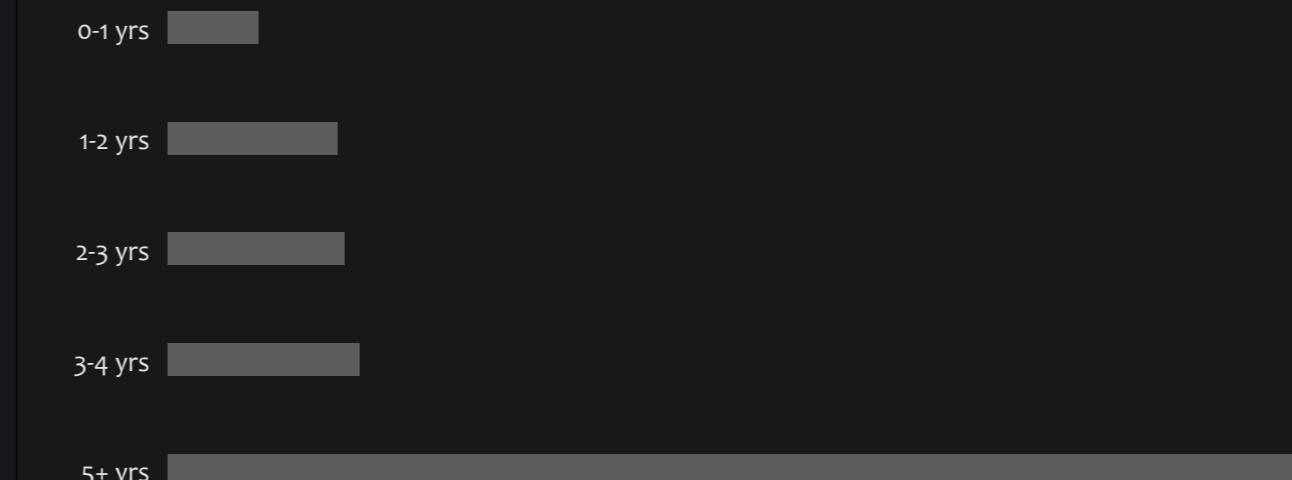
Attrition Trend Over Time



Departmental Breakdown of Exits



Exit Distribution By Employee Tenure



 SEARCH

 RECOMMENDATIONS

 HOME

 DEPARTMENT

 MANAGER

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Attrition Counts Across Departments



Department ▾

All ▾

Hire Source ▾

All ▾

2019

2024

Departmental Attrition Over Time

Customer Service



Finance

Operations

Sales



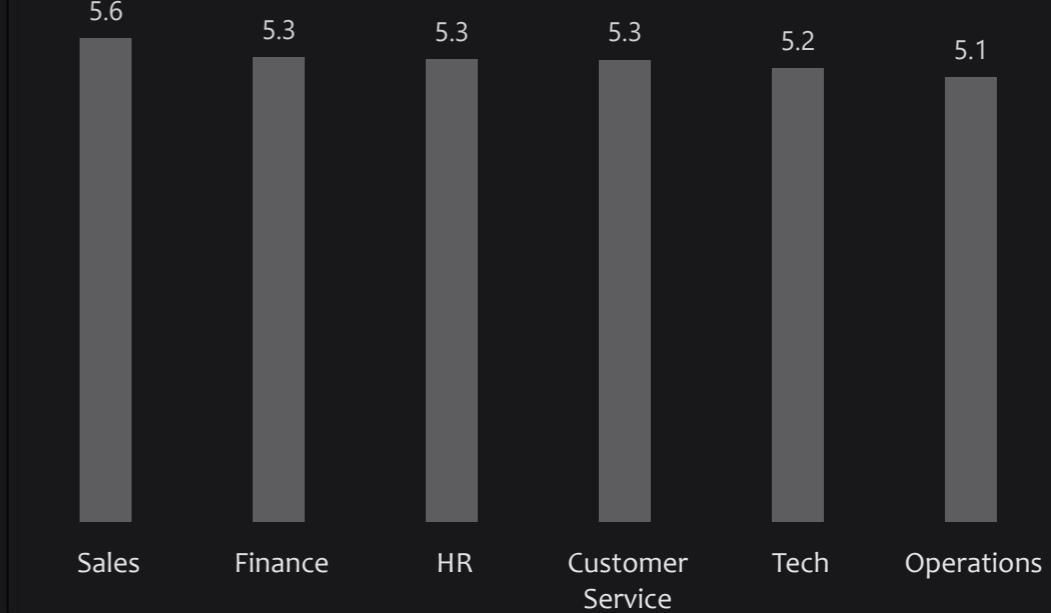
HR

Tech

Attrition Counts Across Departments



Department with Best Retention



Department ▾

All ▾

Hire Source ▾

All ▾

2019

2024



How Long Do Employees Stay Before Leaving?

Calvin Kramer	5.7
Joshua Hardy	5.6
Stacey Smith	5.6
Anna Evans	5.6
Craig Houston	5.5
Julia Hansen	5.4
James Ramirez	5.4
Rachel Moore ...	5.4
Krystal Gonzalez	5.4
Hannah Holt	5.4

Managers With the Most Employee Exits

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

Are We Loosing Top Performers?



% leavers Within First Two Years

16%

Department ▾

All ▾

Hire Source ▾

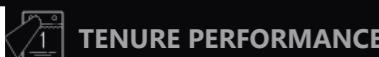
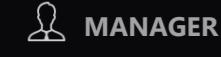
All ▾

2019

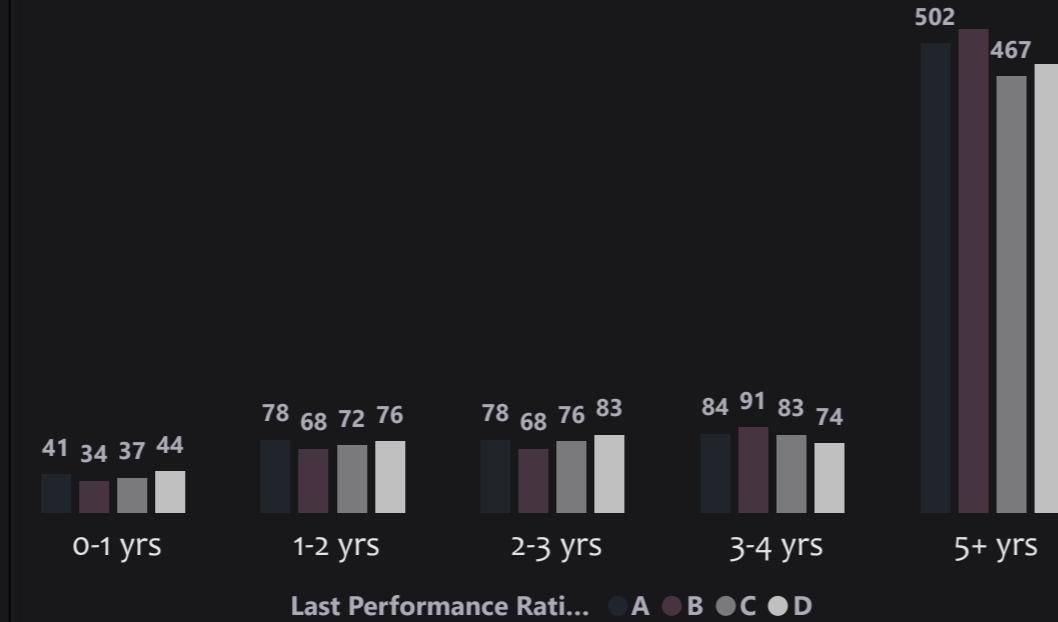
2024



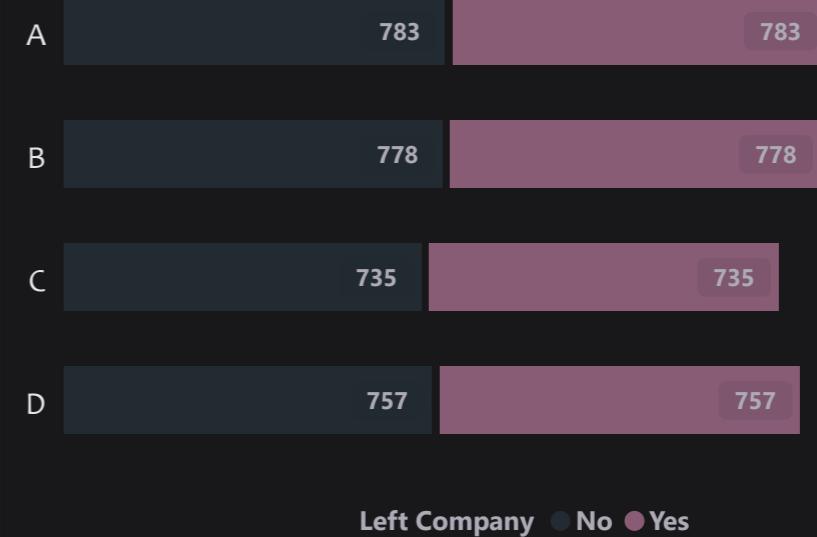
SEARCH



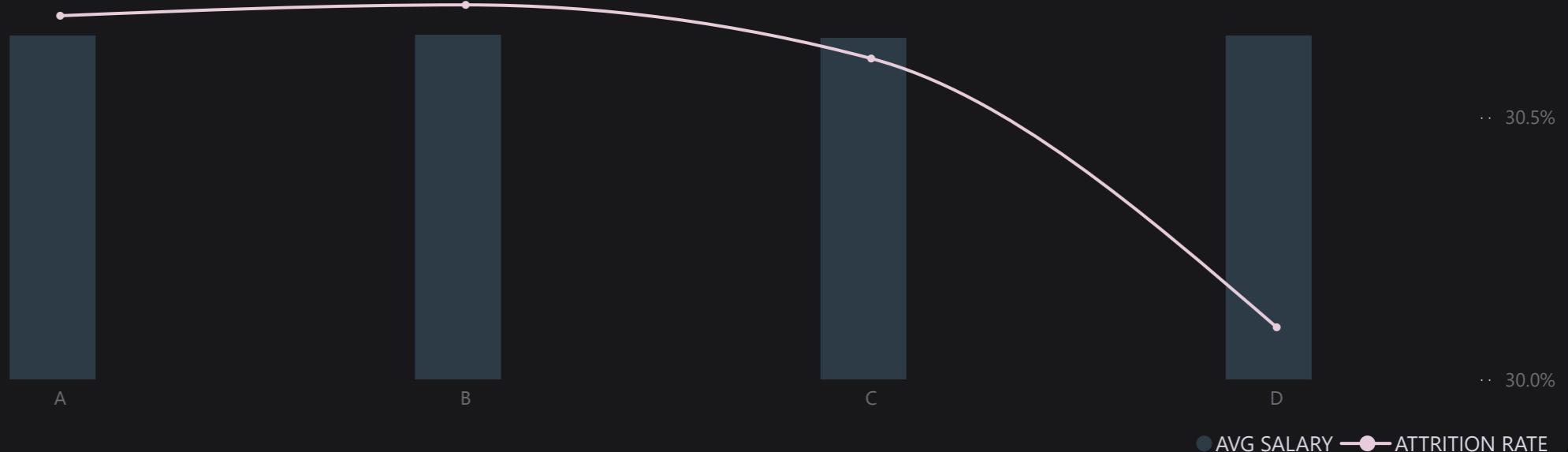
Tenure Bracket VS Attrition



Performance Rating VS Attrition



Are High Earners Walking Away?

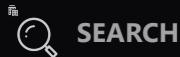


Recruiter

BEST SOURCE

Referral

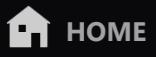
WORST SOURCE



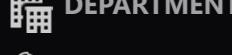
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RECOMMENDATIONS



HOME



DEPARTMENT



MANAGER



TENURE PERFORMANCE

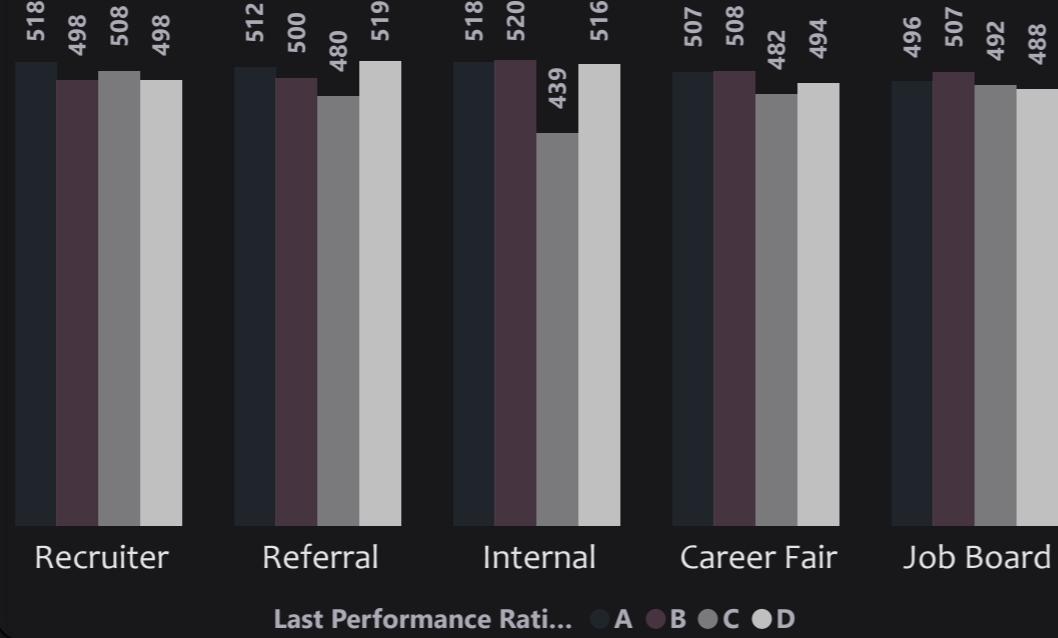


RECRUITMENT

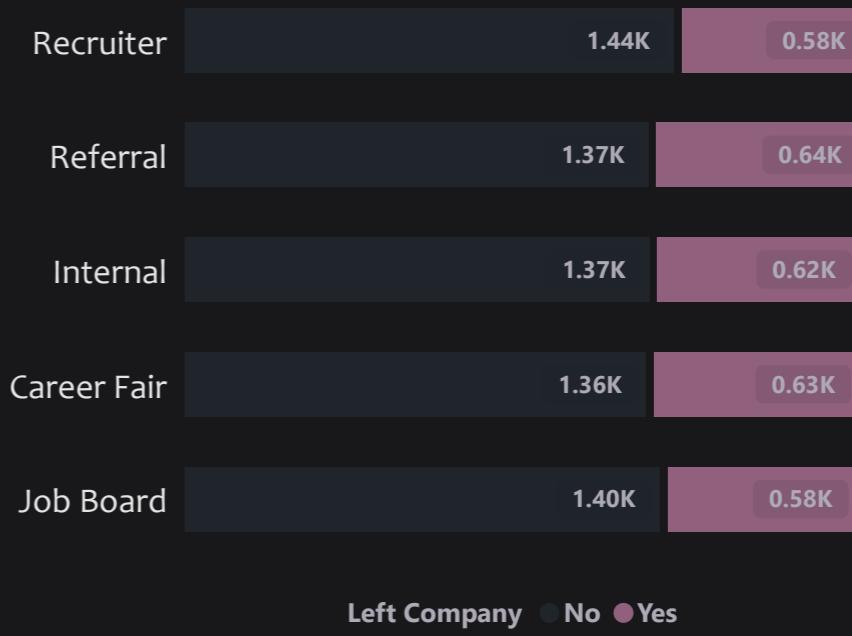


POST-COVID IMPACT

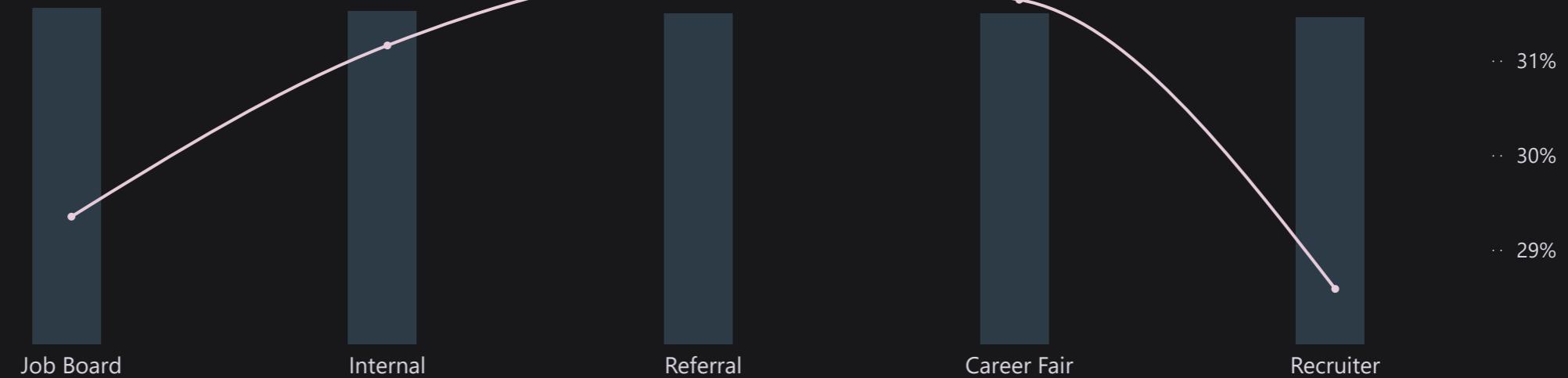
Performance Rating by Sources



Hire Sources VS Attribution Status



Tenure By Hire Sources



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 RECOMMENDATIONS

 HOME

 DEPARTMENT

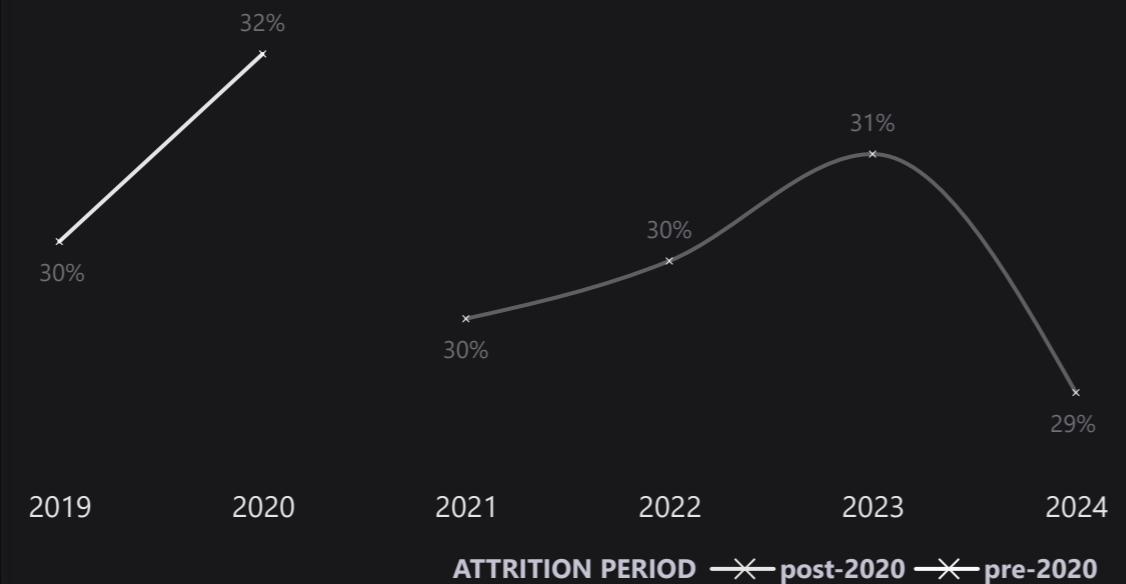
 MANAGER

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Did Attrition Rise After COVID?



Department 

All 

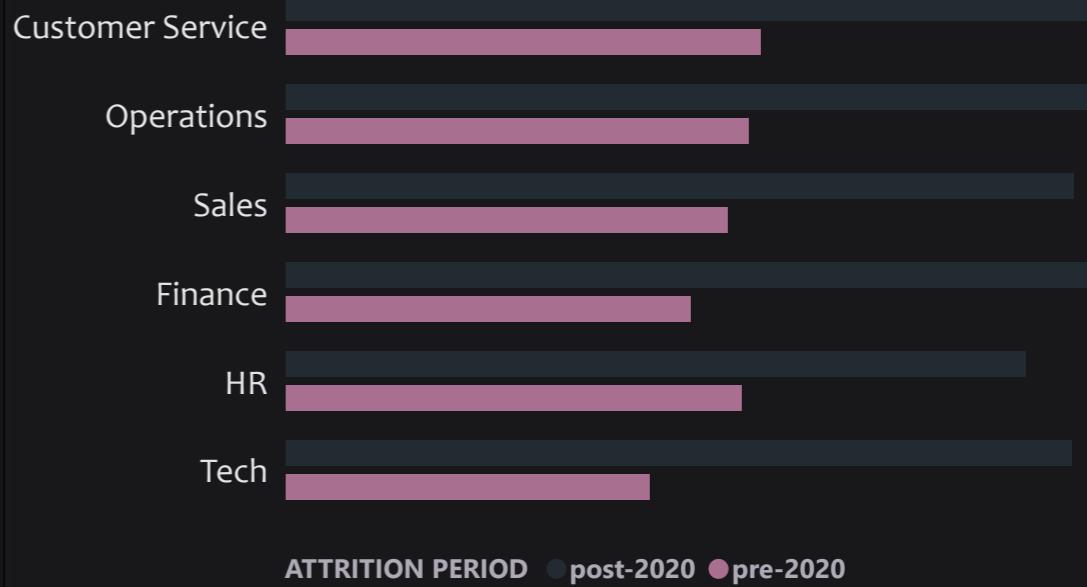
Hire Source 

All 

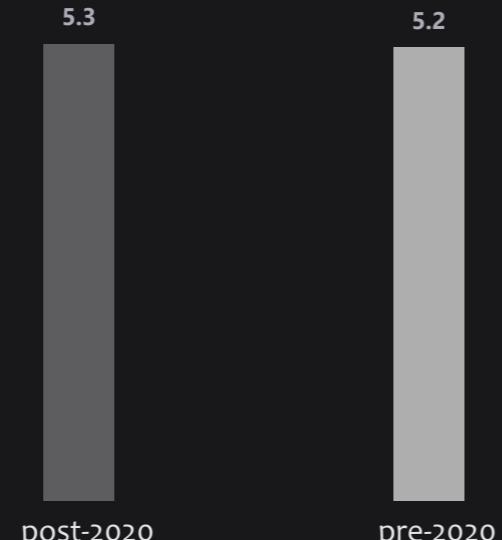
2019

2024

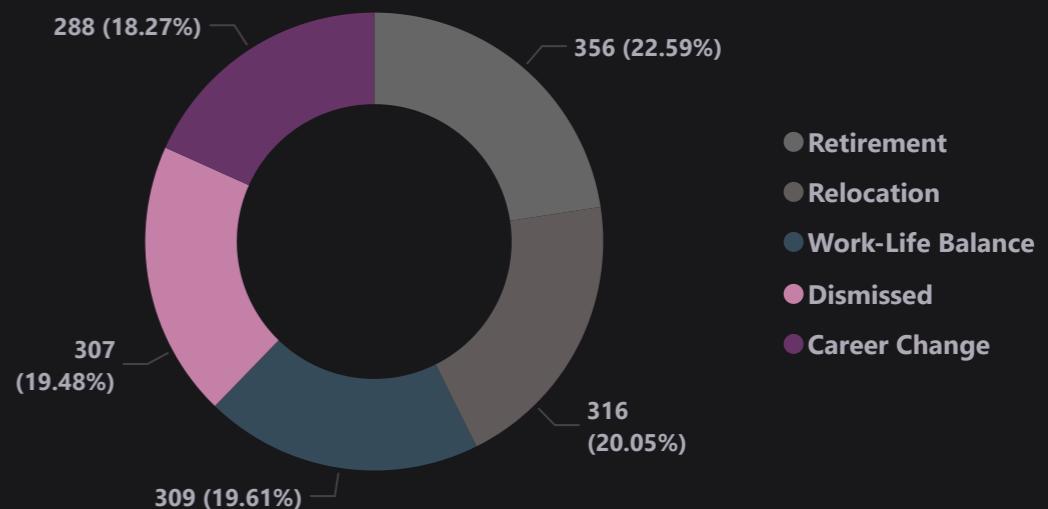
Which Department suffer Most After COVID



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.

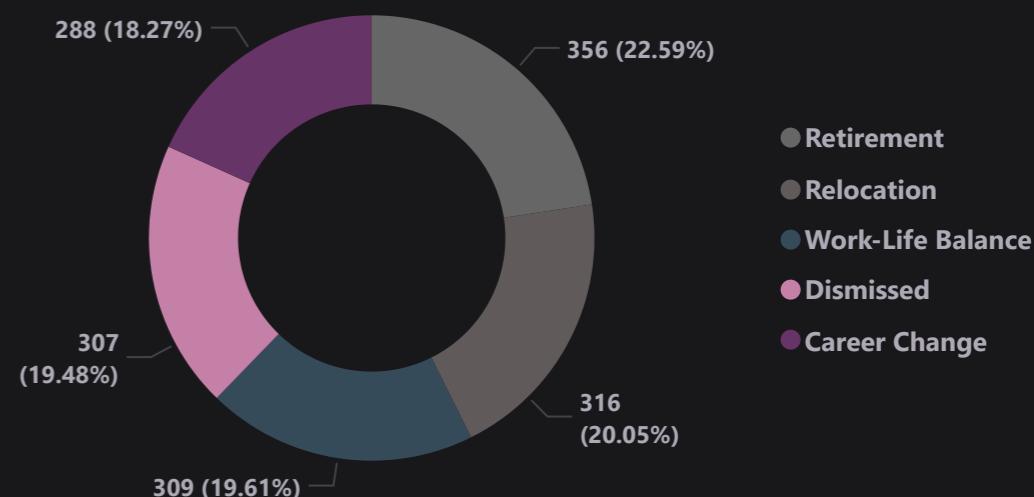
5. Adjust Compensation Strategy

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



Back To Home

Top Reasons For Exits



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Total Exits