

HR Analytics Report – Employee Attrition Analysis

1. Overview

This report analyzes employee attrition patterns using the HR Analytics Dashboard. The dataset consists of **1,470 employees**, with **237 recorded attritions**, resulting in an **overall attrition rate of 16.1%**. The analysis focuses on attrition across **age, salary, education, job role, tenure, and gender** to identify key risk areas and recommend actionable interventions.

2. Key Workforce Metrics

- **Average Age:** 37 years
- **Average Salary:** 6.5K
- **Average Tenure:** 7 years
- **Gender-wise Attrition:**
 - Male: 150
 - Female: 87

This indicates slightly higher attrition among male employees, though attrition is present across both genders.

3. Key Insights

a. Attrition by Age

- The **26–35 age group** shows the **highest attrition (116 employees)**.
- Early-career employees (18–25) also show notable exits.
- Attrition drops significantly after age 45.

Insight: Mid-career professionals are most vulnerable, likely due to career growth expectations and external opportunities.

b. Attrition by Salary

- **Employees earning up to 5K contribute to the highest attrition (163 cases).**
- Attrition reduces sharply as salary increases.

Insight: Compensation is a major driver of attrition, especially for lower-paid employees.

c. Attrition by Job Role

Highest attrition observed in:

- **Laboratory Technicians – 62**
- **Sales Executives – 57**
- **Research Scientists – 47**
- **Sales Representatives – 33**

Insight: Operational and sales-oriented roles experience higher pressure, targets, and workload, leading to increased exits.

d. Attrition by Education

- **Life Sciences (41%)** and **Medical (32%)** backgrounds account for most attrition.

Insight: Employees with specialized education may have more external opportunities, increasing job switching.

e. Attrition by Tenure

- Highest attrition occurs within the **first 1–3 years**.
- Attrition stabilizes after employees cross the mid-tenure phase.

Insight: Early employee experience and onboarding effectiveness are critical.

4. Recommended Actions

1. **Compensation Review**
 - Revise salary bands for employees earning **below 5K**.
 - Introduce performance-linked incentives for high-attrition roles.
2. **Career Growth & Learning**
 - Define clear growth paths for **26–35 age group employees**.
 - Provide certifications and skill-upgrade programs for technical roles.
3. **Role-Specific Retention Strategies**
 - Reduce workload pressure for **Laboratory Technicians and Sales roles**.
 - Introduce flexible shifts or hybrid options where possible.
4. **Stronger Early-Tenure Engagement**

- Improve onboarding, mentorship programs, and first-year feedback cycles.
 - Conduct stay interviews within the first 6–12 months.
5. **Targeted Retention for Specialized Talent**
- Retention bonuses or long-term incentives for **Life Sciences and Medical professionals**.
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5. Conclusion

The analysis highlights that **salary, job role, age group, and early tenure** are the strongest drivers of attrition. By addressing compensation gaps, improving early employee experience, and designing role-specific retention strategies, the organization can significantly reduce attrition and improve workforce stability.