

# HR ANALYTICS

## AGE:-

Most of the the employees are below 60 years

## MONTHLY INCOME:-

The sum of monthly income of more than half employees is between 10 thousand and 20 thousand.

## JOB SATISFACTION

Research and development department has the highest satisfaction rate.

## ATTRITION

Research and development have the highest attrition and human resource department has lowest attrition rate.

## WAYS TO REDUCE ATTRITION:-

Analyse the behavior of employees

Provide training if needed

Provide incentives

Create visible career ladders.

Offer learning budgets, upskilling programs, and mentorship.

Conduct quarterly career conversations, not just annual reviews.

Provide internal mobility before employees look externally.

## JOB SATISFACTION

HR has the less job satisfaction

## WAYS

1. Improve communication and transparency
2. Recognize employee achievements
3. Offer fair compensation and benefits
4. Provide growth and development opportunities
5. Ensure good work-life balance
6. Train managers to lead effectively
7. Create a positive organizational culture
8. Ensure employees feel respectful