



HR ANALYTICS DASHBOARD

Count of Employee

1470

Attrition

237

Attrition Rate

16.1%

Avg Age

37

Human Resou...

Research & D...

Sales

Sum of AttritionCount by Gender

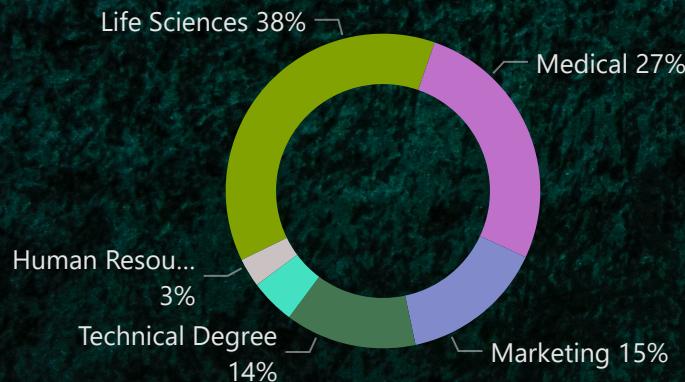
Male

140

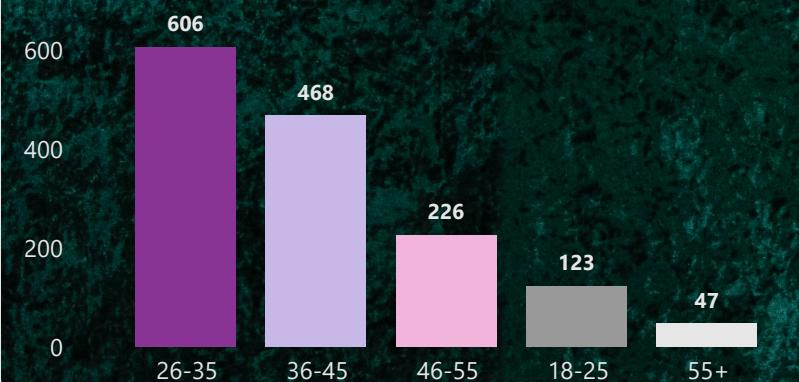
Female

79

Sum of AttritionCount by EducationField



Count of Attrition by AgeGroup



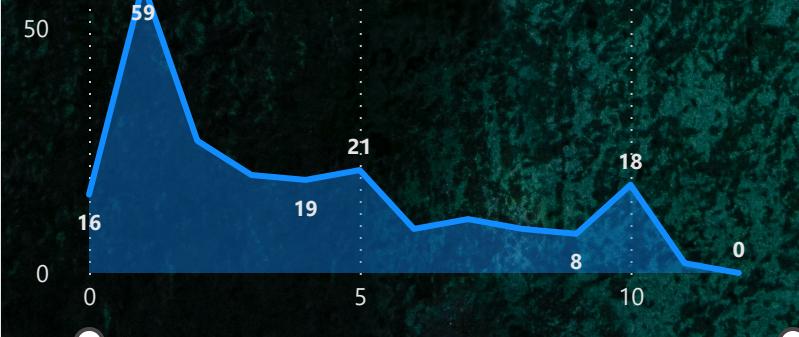
JobRole

	1	2	3	4	Total
Sales Representative	7	10	9	7	33
Sales Executive	16	9	18	14	57
Research Scientist	13	10	15	9	47
Research Director	0	1	1	0	2
Manufacturing Director	2	2	4	2	10
Manager	1	2	1	1	5
Laboratory Technician	20	8	21	13	62
Human Resources	5	2	3	2	12
Healthcare Representative	2	2	1	4	9
Total	66	46	73	52	237

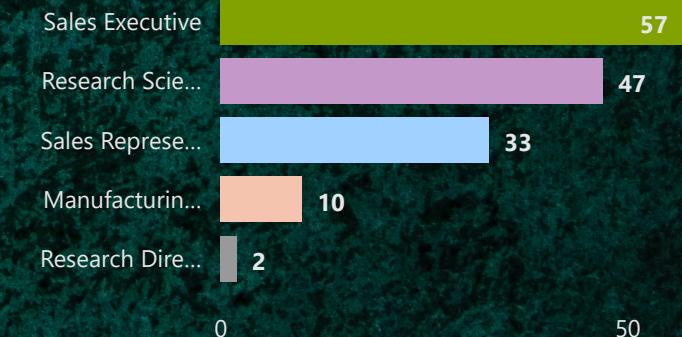
Sum of AttritionCount by SalarySlab



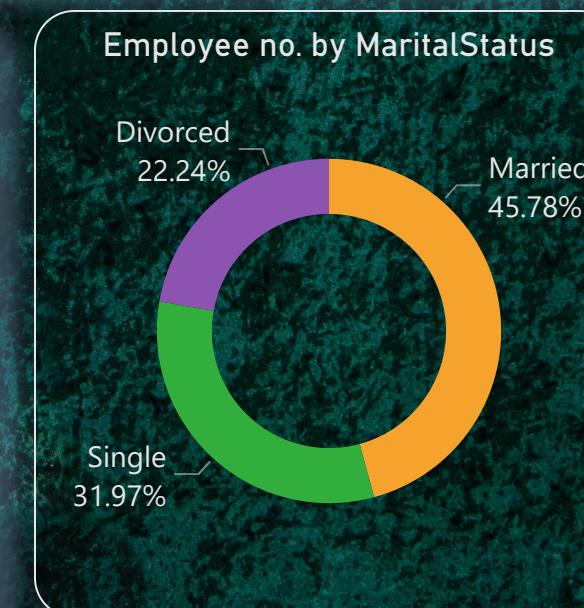
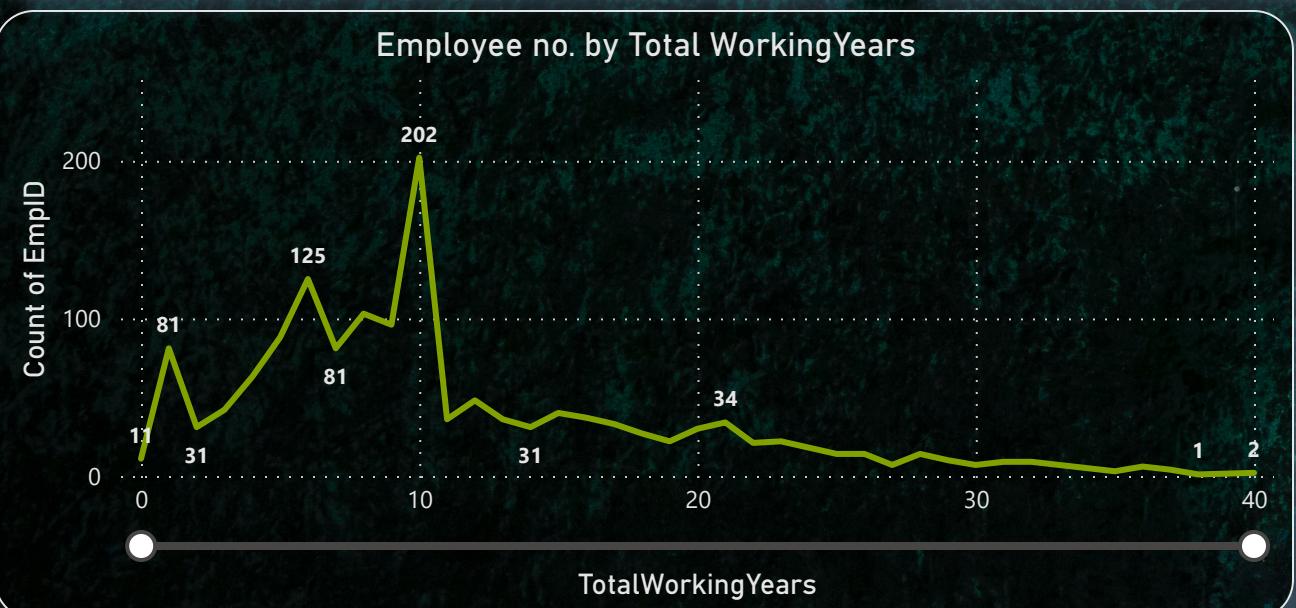
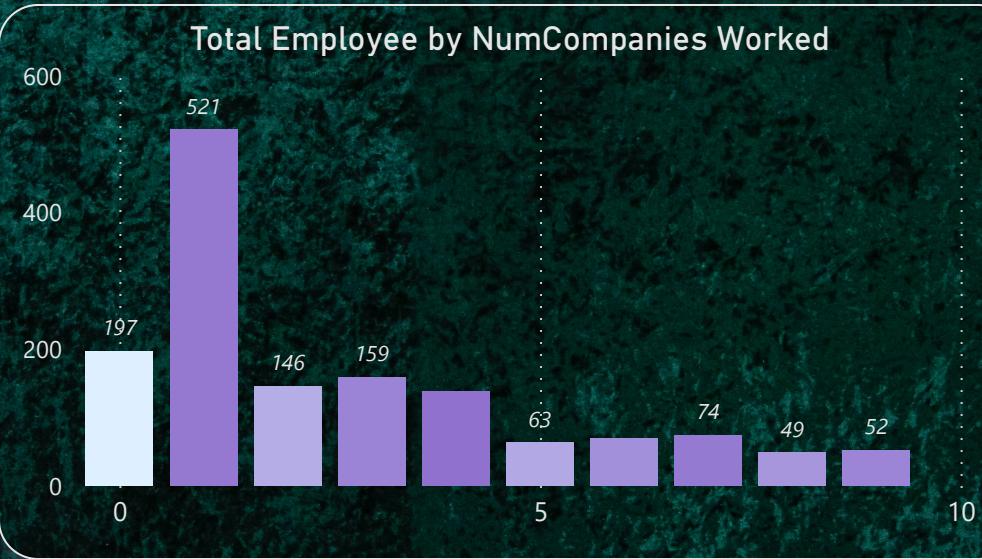
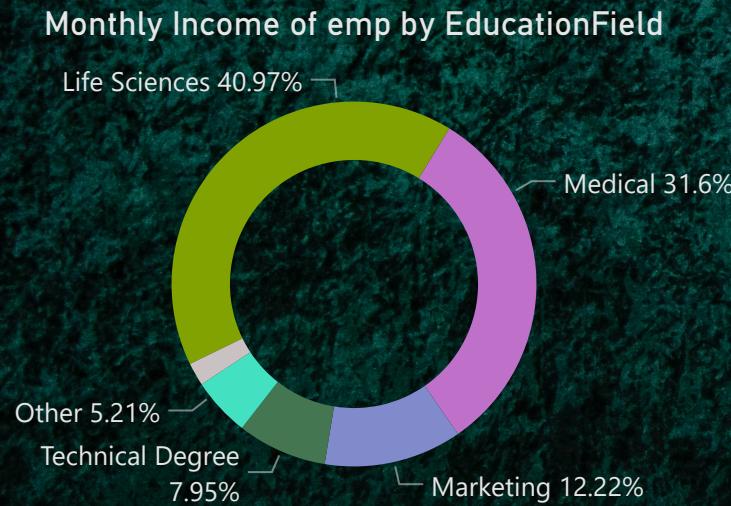
Sum of AttritionCount by YearsAtCompany



Sum of AttritionCount by JobRole



Employee Roles & conditions





PROJECT LEARNINGS: -

- Identified the key factors to reduce attrition percentage of employee
- Improved Employee Experience & also Hiring process.
- Gained Employee trust and made workforce more productive.

INSIGHTS SUMMARY: -

- The total employee of company are 1470 present date.
- Based on gender, 882 employees are male and 588 employees are female in which attrition rate is 140 male/79 female.
- For business travel, 10.32% are non traveler, 18.84% are travel frequently and 70.95% are travel rarely.
- There are 459 employees they marked as 4 star rating for job satisfaction and 289 employees are marked 1 star rating for job satisfaction •
- The employee belongs to life sciences 40. 97% having maximum monthly salary.
- Maximum no. of 521 employees worked under 1 company
- 202 employees are working from past 10 years & 196 employees are working for 5 years at the company.
- Maximum attrition of employees (163 members) having very less salary of up to \$ 5k.
- Total 210 employees have 11% salary hike.
- Maximum Attrition no. of employees (606 members) they comes under the age group of 26-35 yrs of old.
- 372 employees have 2 years in their current role.