



HR Attrition Analysis Dashboard

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Objective & Dataset Overview

This dashboard provides a comprehensive analysis of employee attrition, offering insights into key factors influencing employee turnover. Our objective is to identify trends, understand root causes, and inform strategic HR interventions.

- Identify patterns and drivers of attrition.
- Quantify the impact of various organizational factors.
- Support data-driven decision-making for retention strategies.





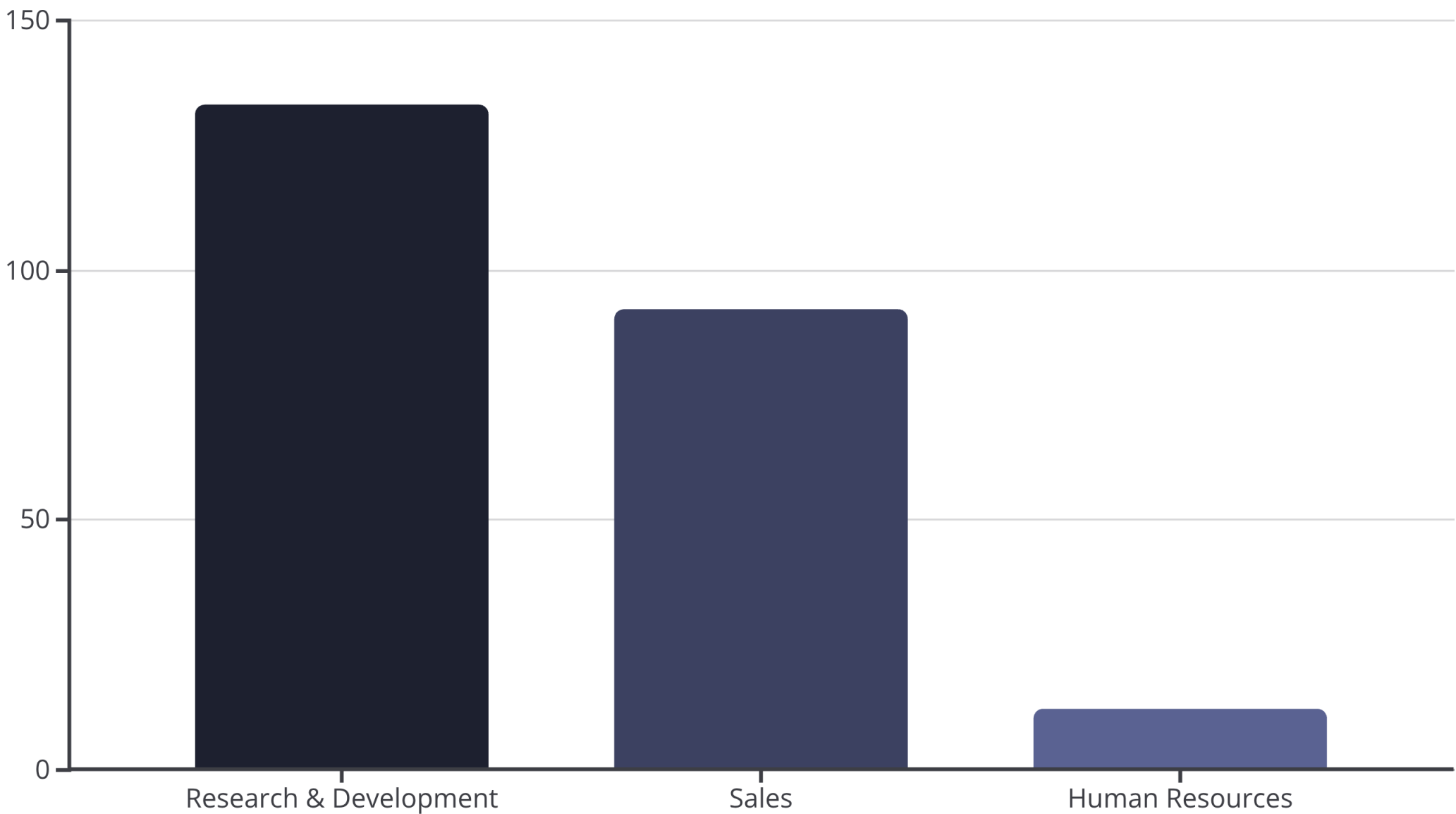
Key Performance Indicators

Snapshot of Workforce Stability

1.47K	16.12%	237
Total Employees	Attrition Rate	Attrition Count
Our current workforce size.	Percentage of employees who left the organization.	Total number of employees who have departed.

Attrition by Department

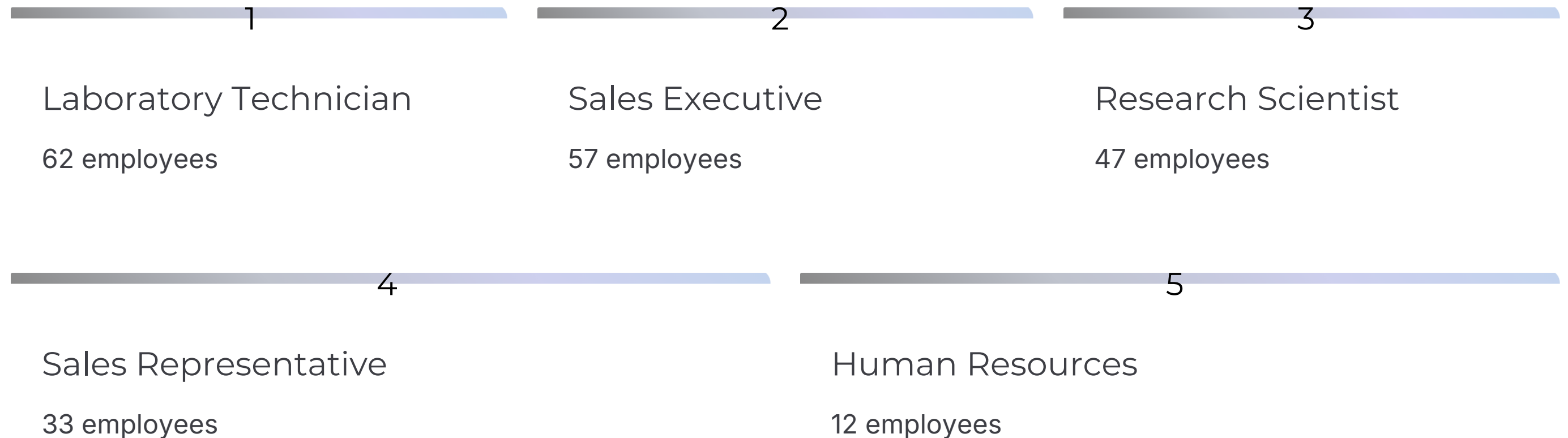
Understanding which departments experience the highest turnover is crucial for targeted interventions.



Research & Development and Sales departments show significantly higher attrition, indicating potential underlying issues specific to these areas that require further investigation.

Attrition by Job Roles

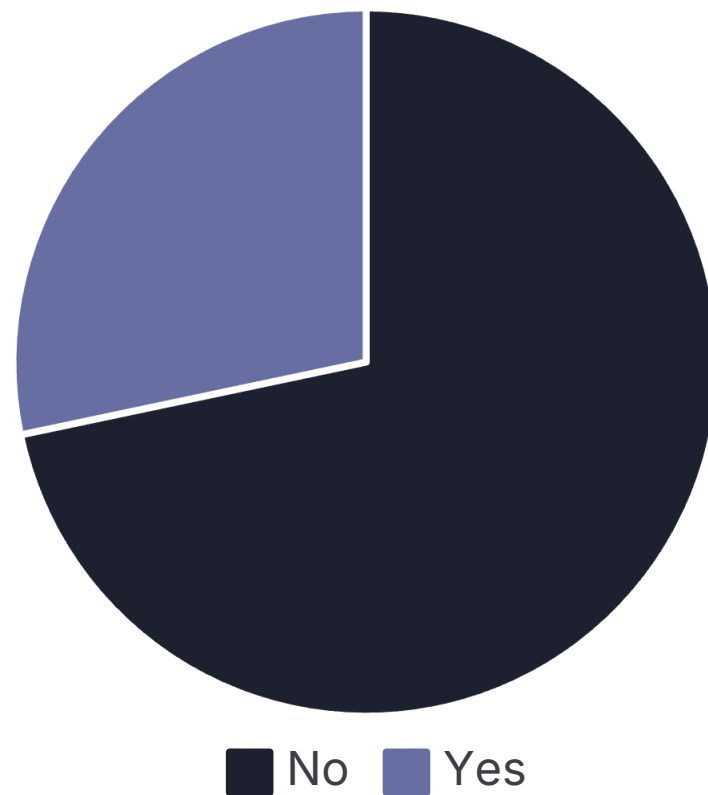
Pinpointing specific roles with high attrition helps in designing role-specific retention strategies.



These five roles account for a significant portion of total attrition. Tailored initiatives, such as career development programs or compensation reviews, could be beneficial.

OverTime vs. Attrition

The relationship between overtime work and attrition is a critical indicator of employee well-being and workload management.



A substantial 28.3% of employees working overtime contributes to the attrition count. This highlights a strong correlation between extensive overtime and employee departure.

"Extended working hours can significantly impact employee morale and lead to burnout."

Tenure Group Analysis

Understanding when employees leave the organization helps identify critical retention windows.

1

0-2 Years

Employees in their first two years are often seeking career growth and integration. High attrition here may signal issues with onboarding or initial role expectations.

2

3-6 Years

This group may be looking for advancement opportunities or new challenges. Lack of clear career paths could be a contributing factor to attrition.

3

7+ Years

Experienced employees may leave due to stagnation, compensation concerns, or a desire for new leadership opportunities elsewhere. Their departure represents a significant loss of institutional knowledge.



Work-Life Balance Impact

A strong correlation exists between an employee's perceived Work-Life Balance and their likelihood of attrition.



Lower Balance

Employees reporting lower Work-Life Balance ratings (1-2) are significantly more prone to attrition.



Moderate Balance

Those with moderate ratings (3) show average attrition rates.



High Balance

Employees with high Work-Life Balance ratings (4) exhibit the lowest attrition rates.

This clearly indicates that fostering a healthy Work-Life Balance is paramount for retention.



Key Insights Summary

1 High Turnover in R&D and Sales

These departments face significant retention challenges, requiring focused departmental strategies.

2 Top 5 Roles Drive Attrition

Laboratory Technicians and Sales Executives show the highest departure rates among all job roles.

3 Overtime Fuels Departures

A notable 28.3% of attrition is linked to employees working consistent overtime, indicating potential burnout.

4 Early & Mid-Career Attrition

Both new hires (0-2 years) and mid-career employees (3-6 years) show significant attrition, suggesting different retention needs.

5 Work-Life Balance is Crucial

Lower Work-Life Balance directly correlates with higher attrition, emphasizing its importance.

Recommendations & Next Steps



Targeted Departmental Reviews

Conduct in-depth analyses within R&D and Sales to uncover specific pain points and implement tailored solutions.



Role-Specific Retention Plans

Develop career pathing, mentorship programs, and skill development for high-attrition roles like Lab Technicians and Sales Executives.



Overtime Policy Review

Evaluate overtime policies and workload distribution to reduce burnout and improve employee well-being.



Enhance Work-Life Initiatives

Invest in programs promoting Work-Life Balance, such as flexible work arrangements and wellness initiatives.



Continuous Monitoring

Regularly track attrition trends and the effectiveness of retention strategies using the dashboard.