



HR ANALYTICS DASHBOARD

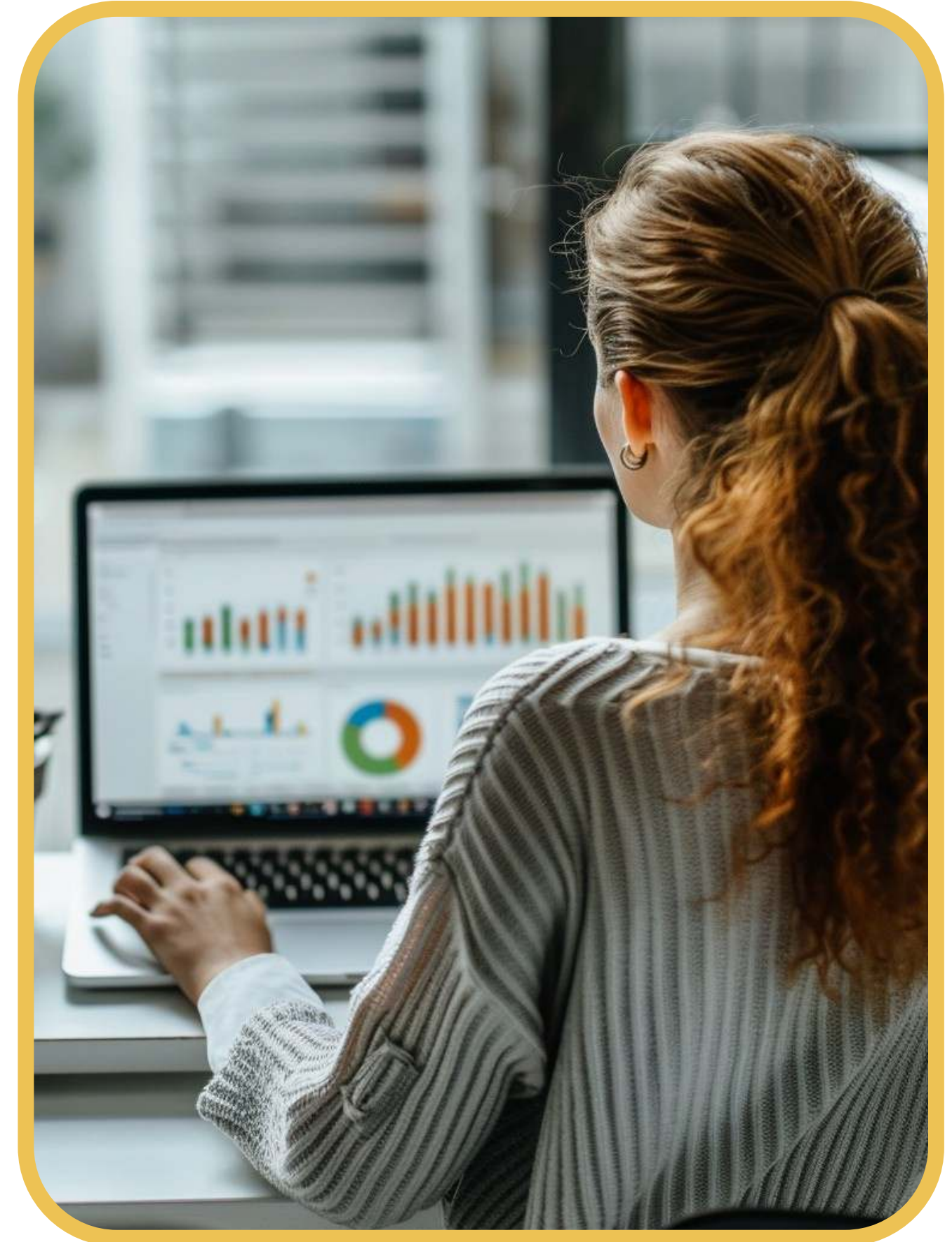
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PROJECT OVERVIEW

- the HR department is responsible for managing the employee life cycle (i.e., recruiting, hiring, onboarding, training employees) and administering employee benefits.
- HR focuses on developing and retaining talent, improving employee performance, and fostering a positive workplace culture.

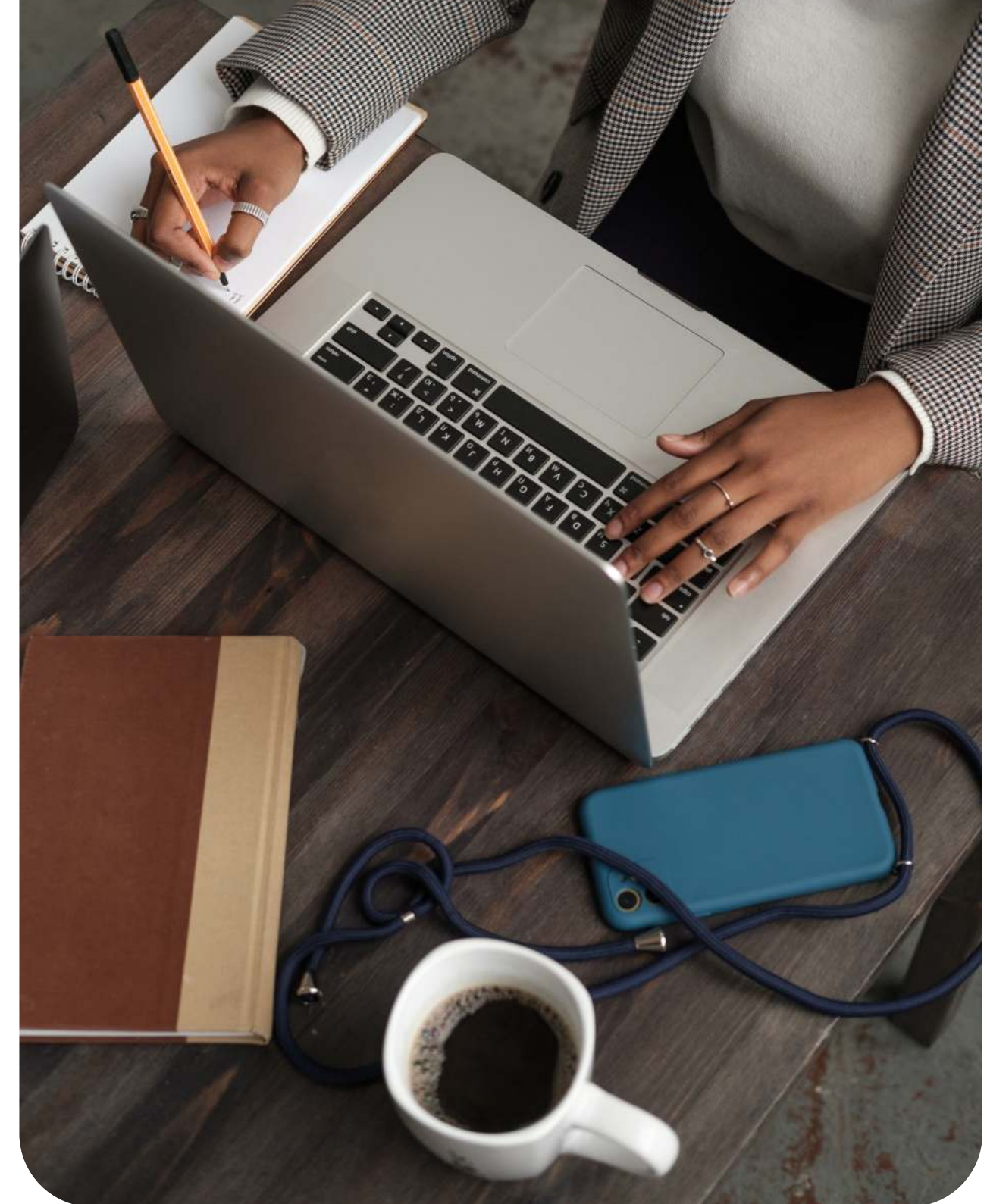
PROBLEM STATEMENT

HR teams struggle to understand why employees leave, address their concerns, and keep them from leaving. High employee turnover can be costly, disrupt work, and lead to a loss of valuable knowledge.



I ACTED AS AN HR ANALYST

- As an HR analyst, my task is to create an HR Analytics dashboard that helps the organization improve employee performance, enhance employee retention, and reduce attrition.
- By visualizing data and generating insights, I aim to assist the HR team in identifying the reasons behind employee attrition and implementing strategies to improve employee retention.

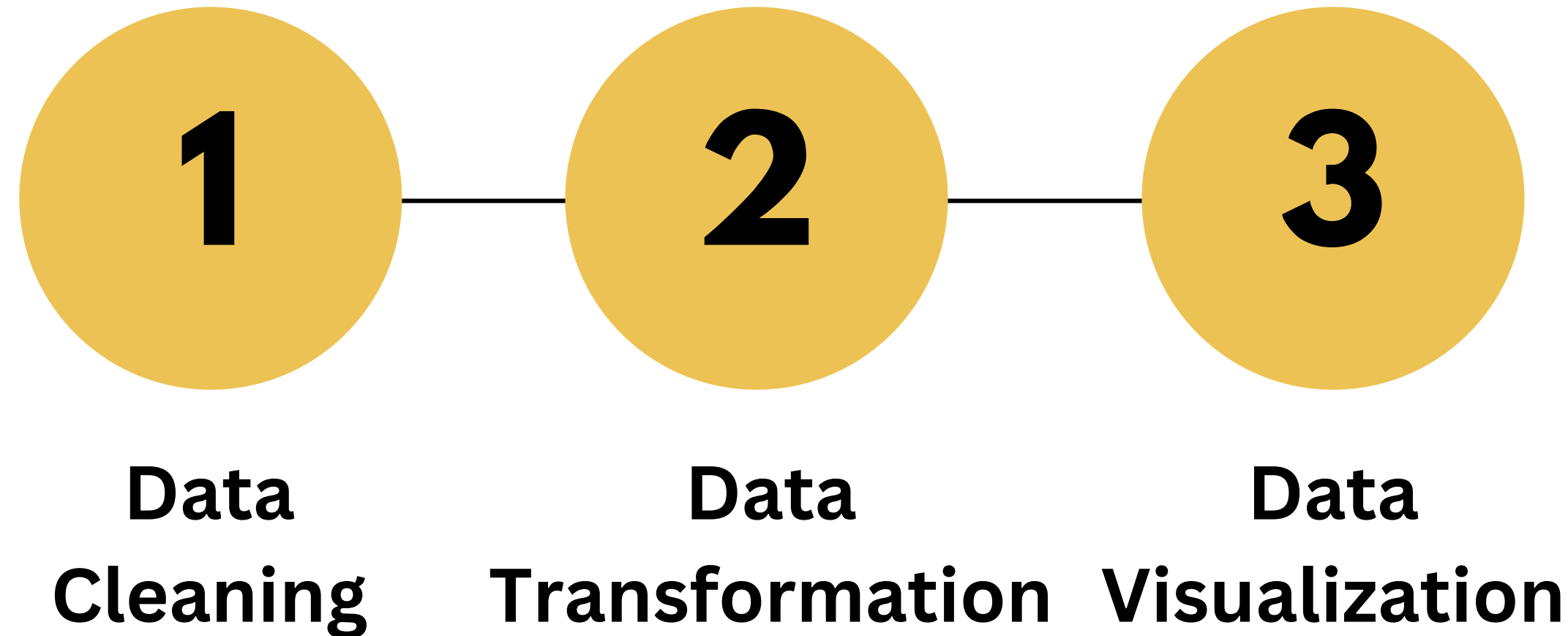


UNDERSTANDING REQUIREMENTS

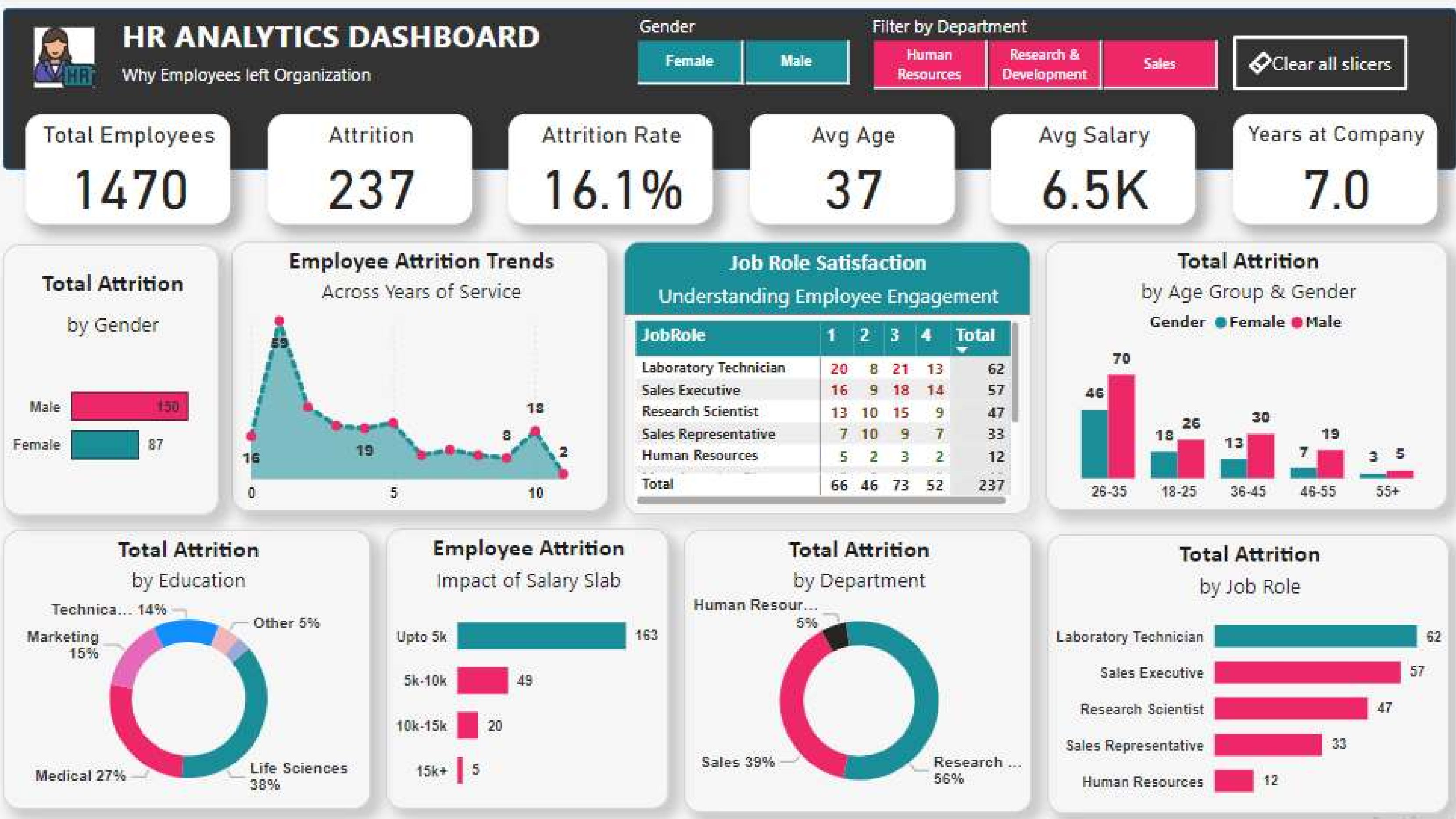
1. What salary range has the highest employee attrition, and what specific factors contribute to higher turnover in this range?
2. How does the attrition rate change with years of Service?
3. Which educational backgrounds are associated with higher attrition rates?
4. What age group experiences the highest attrition?
5. Which job roles have the highest attrition rates?
6. How does employee satisfaction vary across different job roles?
7. How do the average salary of employees vary across departments?
8. Which employees are considered loyal to the company?



ACTION PERFORMED



HR ANALYTICS DASHBOARD





KEY PERFORMANCE INDICATORS(KPI'S)

- Total Employees: Total number of employees analyzed.
- Attrition: Total number of employees who left.
- Attrition Rate: Percentage of employees who left.
- Average Age: Average age of employees.
- Average Salary: Average salary of employees.
- Years at Company: Average tenure of employees.



Total Employees

1470

Attrition

237

Attrition Rate

16.1%

Avg Age

37

Avg Salary

6.5K

Years at Company

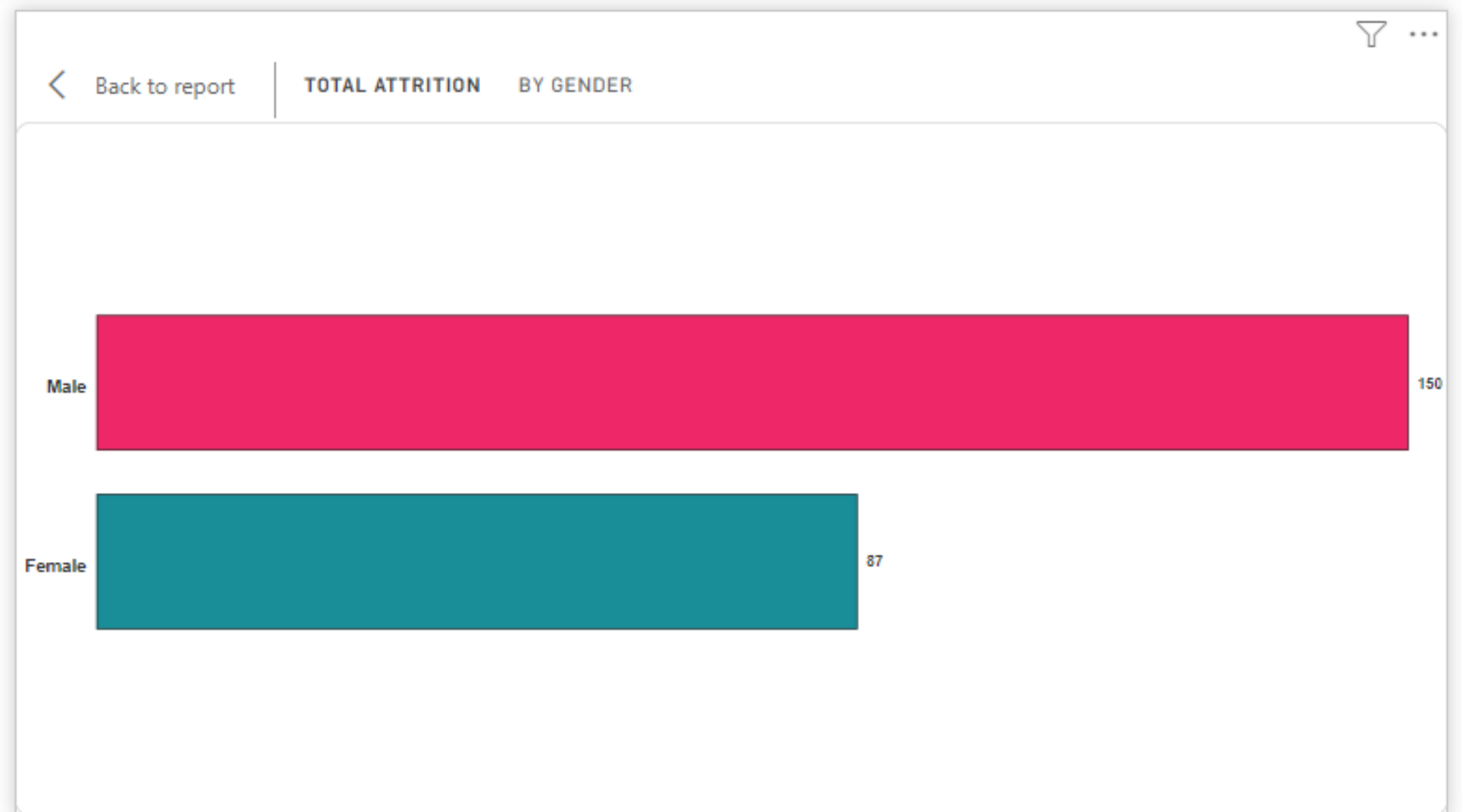
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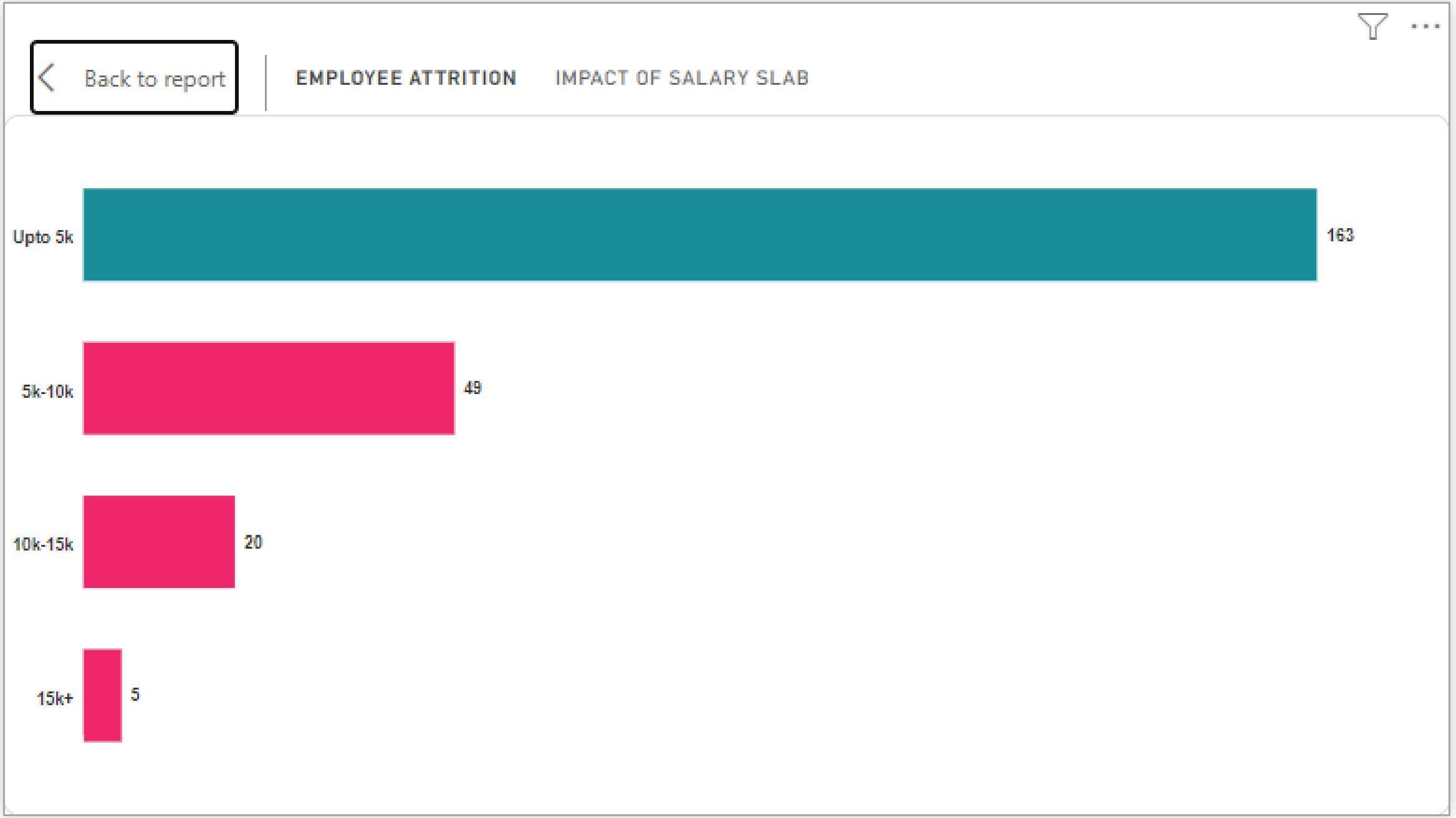




GENDER-BASED ATTRITION

Male attrition is higher (150)
compared to female attrition (87).





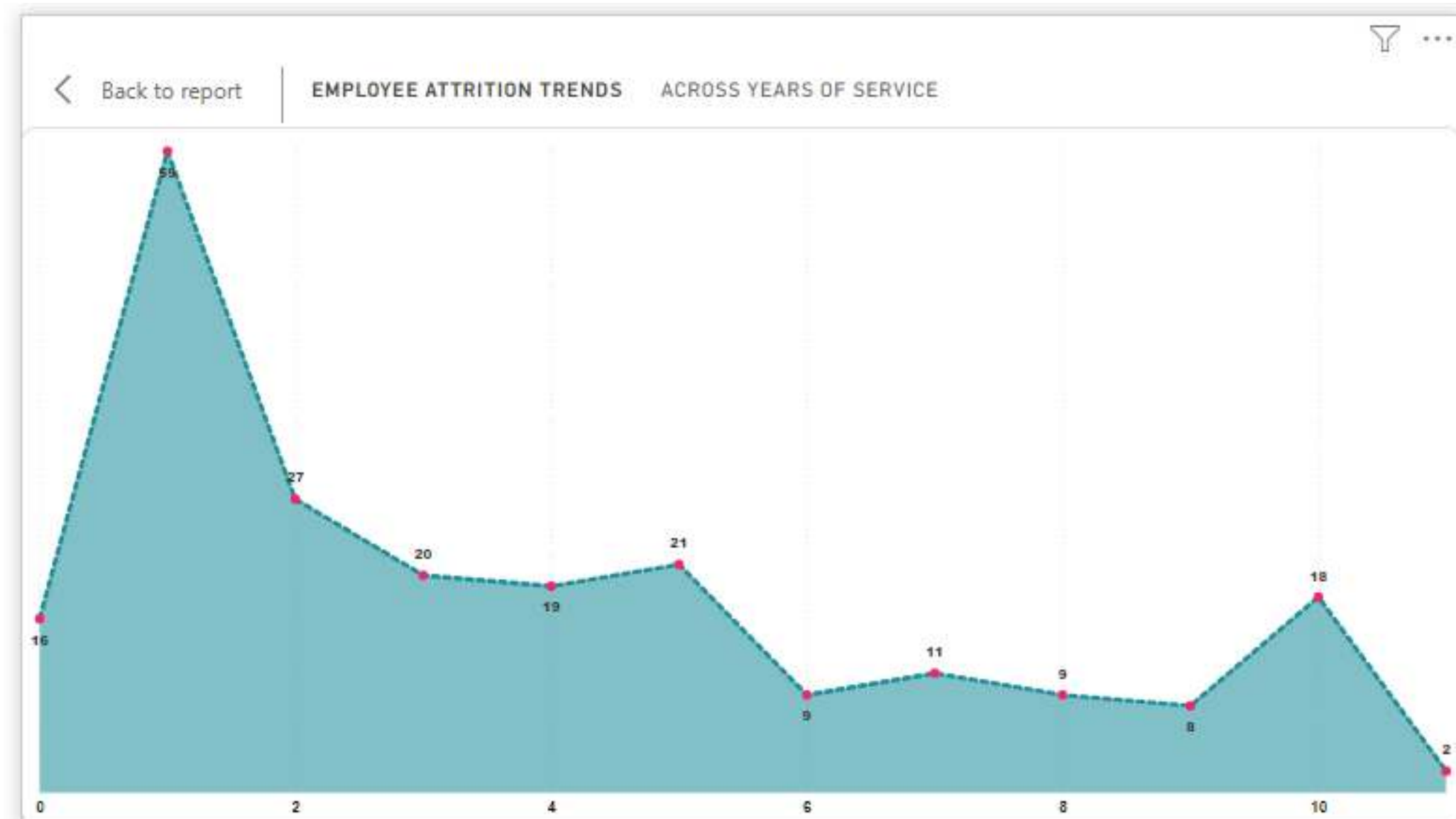
ATTRITION BY SALARY SLAB

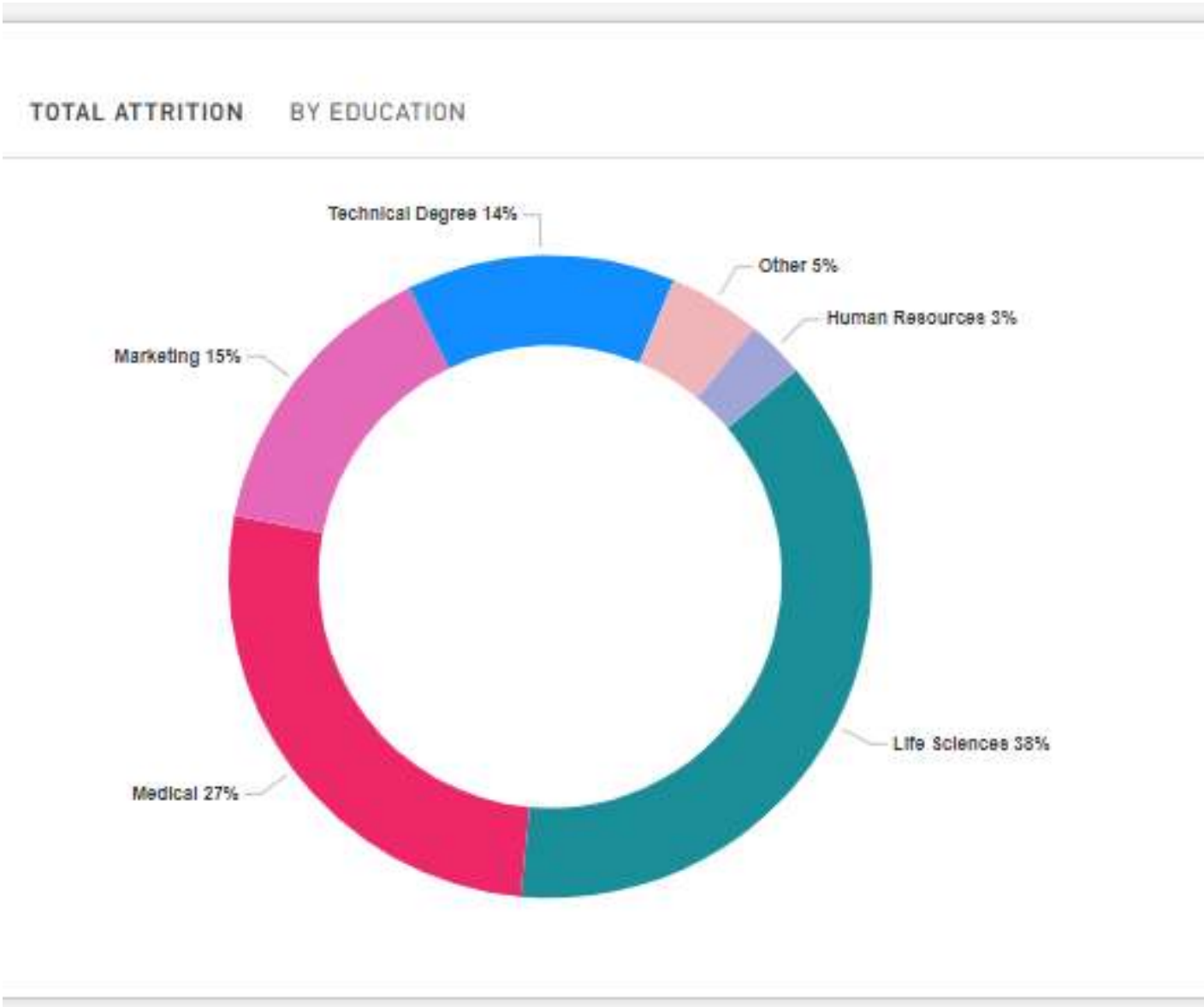
Employees with an average salary less than and equal to \$5,000 have the highest attrition, followed by \$5,000-\$10,000, and \$10,000-\$15,000.



ATTRITION BY YEARS AT COMPANY

- Employees with 1 year of experience have the highest attrition, followed by those with 2 and 5 years.
- employees who have stayed with the company for more than 5 years tend to be more loyal.





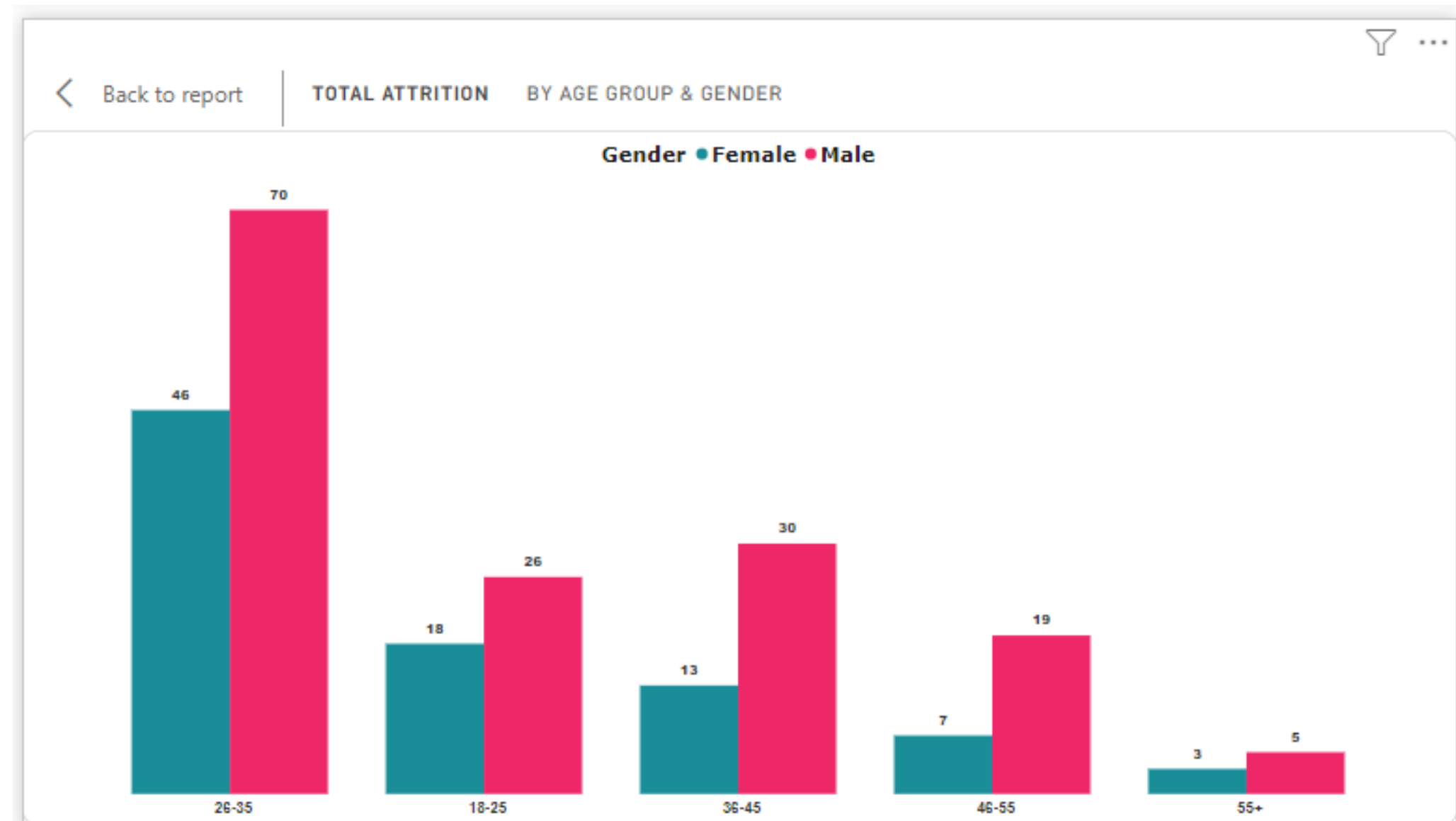
ATTRITION BY EDUCATION

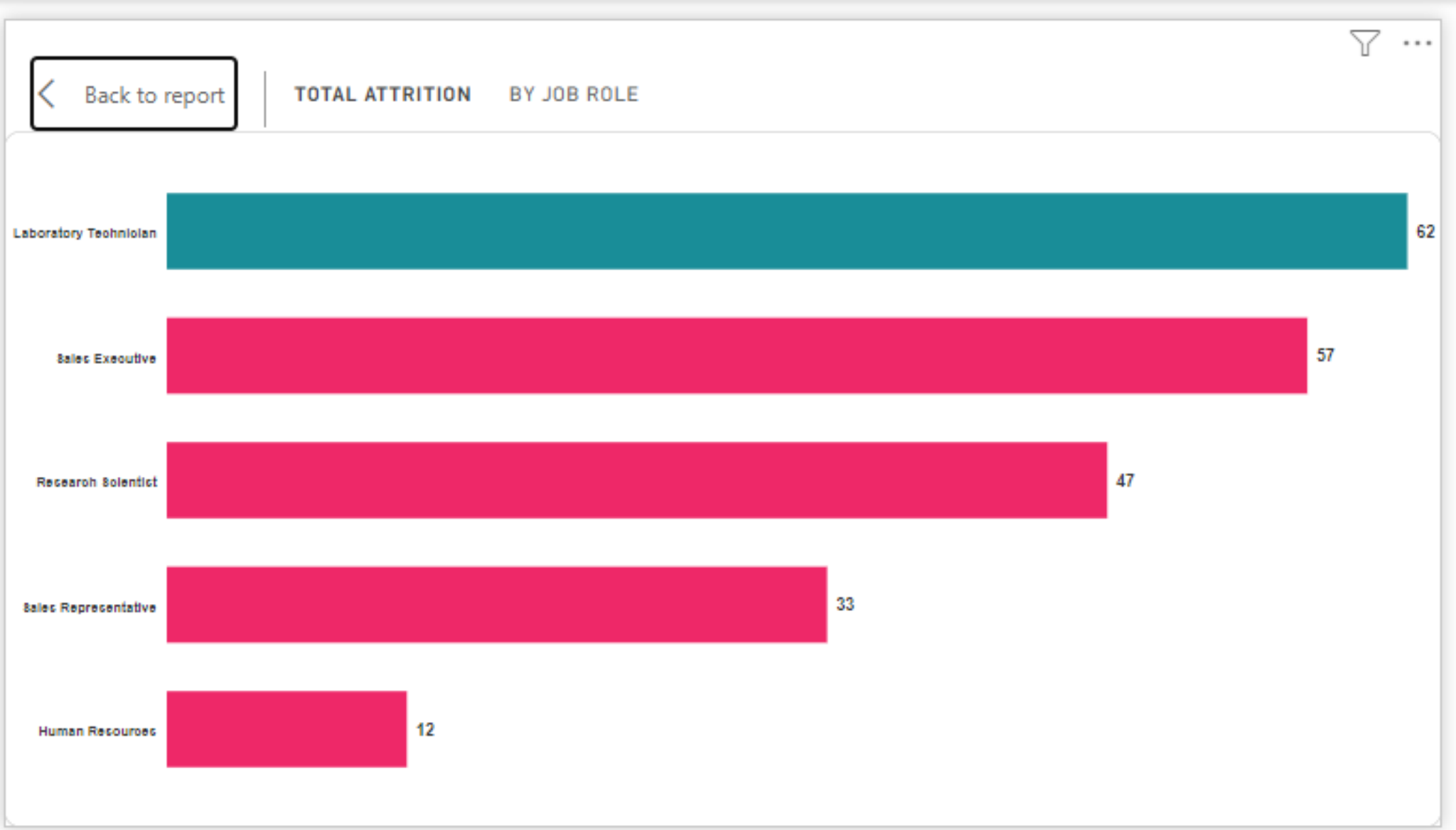
Employees with a background in Life Sciences have the highest attrition rate (38%), followed by Medical (27%) and Marketing (15%).



ATTRITION BY AGE GROUP

The 26-35 age group has the highest attrition (46 females, 70 males), followed by 18-25 age group (18 females, 26 males), and 36-45 age group (13 females, 30 males).

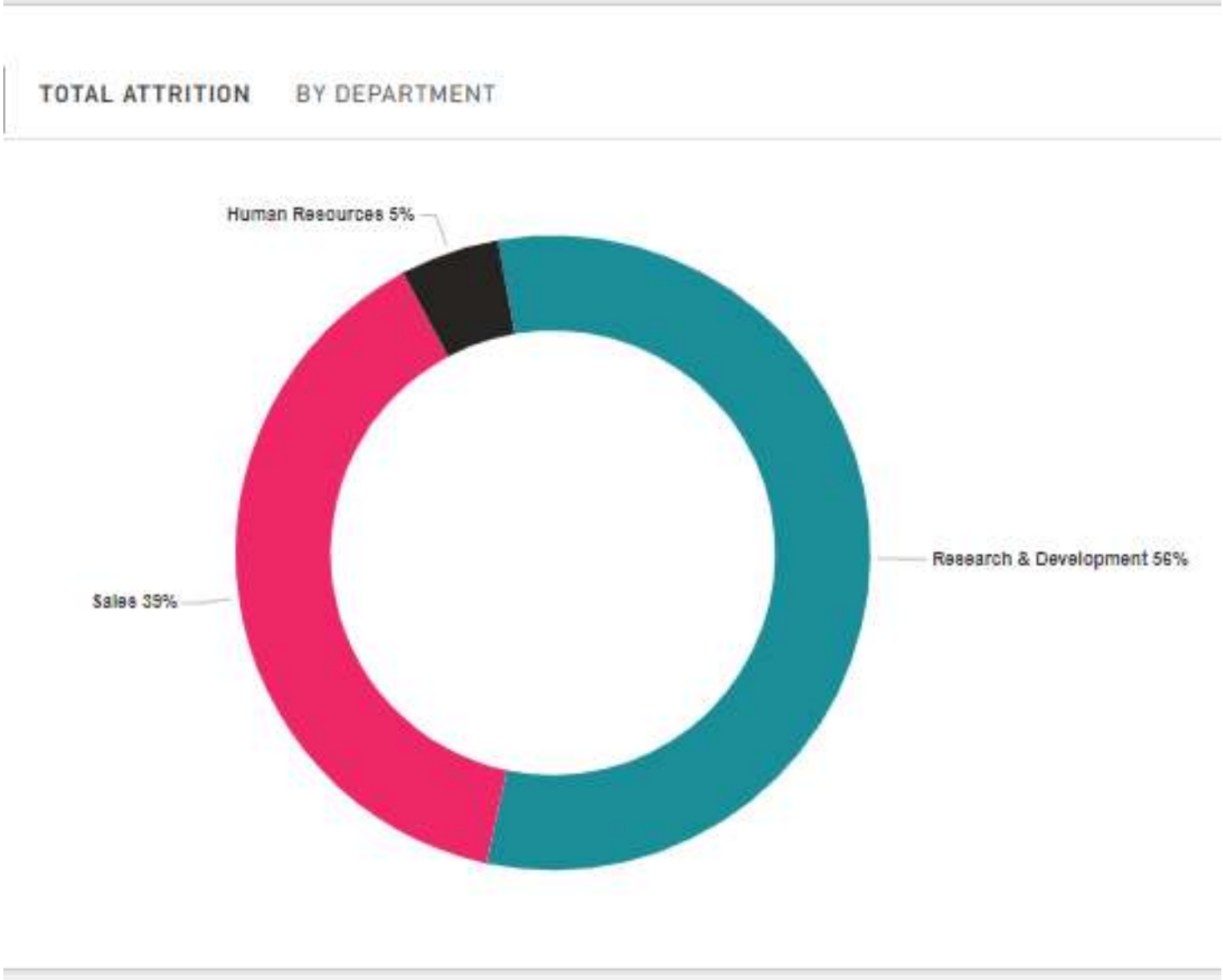




ATTRITION BY JOB ROLE

Laboratory Technicians have the highest attrition (62 employees), followed by Sales Executives (57) and Research Scientists (47).





DEPARTMENT-WISE ATTRITION

Research & Development Department has the highest attrition (56%), followed by Sales Department (39%) and Human Resource(5%).



JOB ROLE SATISFACTION
UNDERSTANDING EMPLOYEE
ENGAGEMENT

Most of the Laboratory Technician
Employees are not satisfied with
job as they given 1 score followed
by Sales Executive employees.

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JOB ROLE SATISFACTION

UNDERSTANDING EMPLOYEE ENGAGEMENT

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

RECOMMENDATIONS

- Review and adjust salary structures, especially for employees earning less than \$5,000.
- Focus on employees with 1 year and longer tenures.
- Address issues within Life Sciences and Medical fields.
- Develop programs for the 26–35 age group focusing on career growth and work–life balance.
- Address concerns for Laboratory Technicians and Sales Executives.
- Implement initiatives to reduce higher male attrition.
- Continuously analyze and address department-specific attrition trends.
- Improve job satisfaction among Laboratory Technicians and Sales Executives by conducting in-depth surveys.





THANK YOU
