

HR ANALYTICS DASHBOARD

Total Number Of Employee

1480

Number Of Attrition

238

Number of JobRoles

9

Average Age

37

Average Salary

6.50K

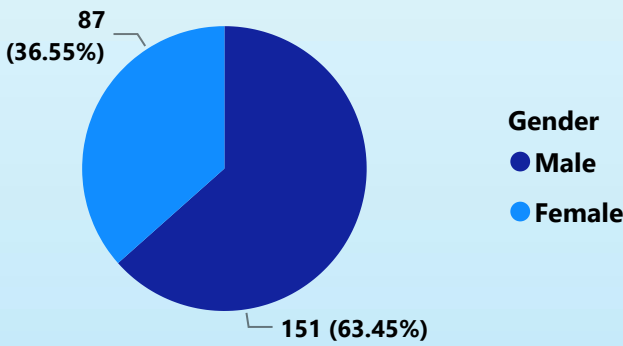
Number Of Department

3

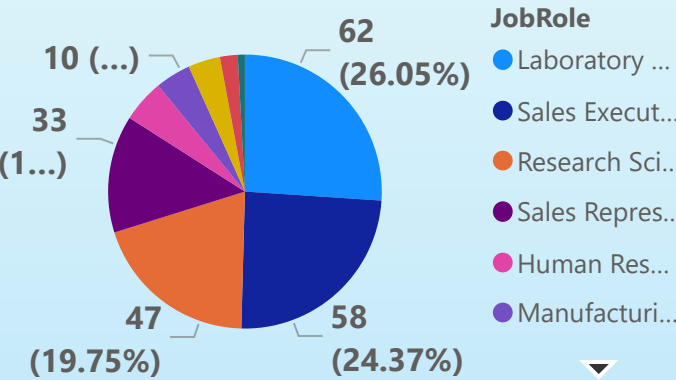
Average Years

7.01

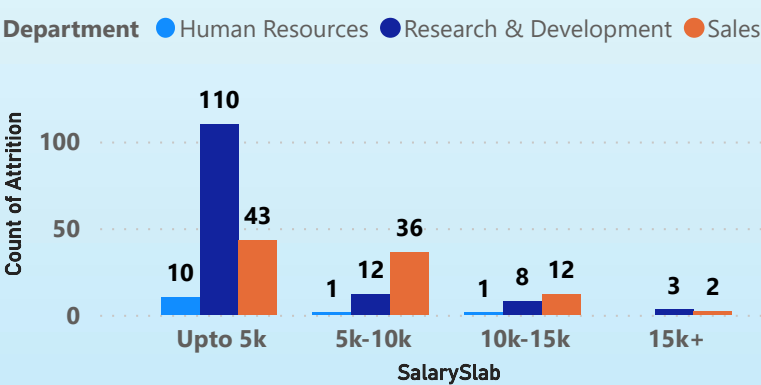
Count of Attrition by Gender



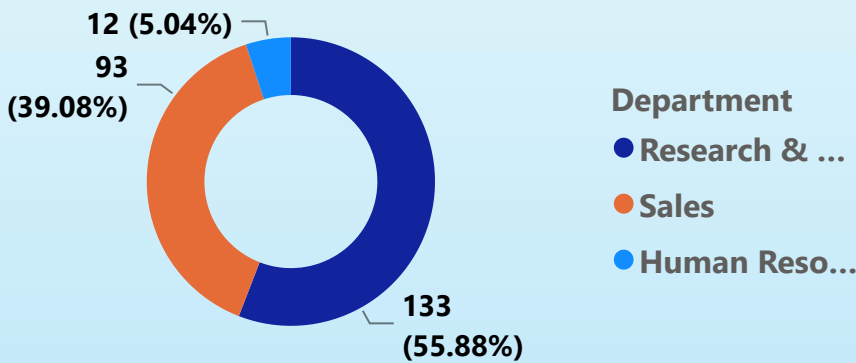
Count of Attrition by JobRole



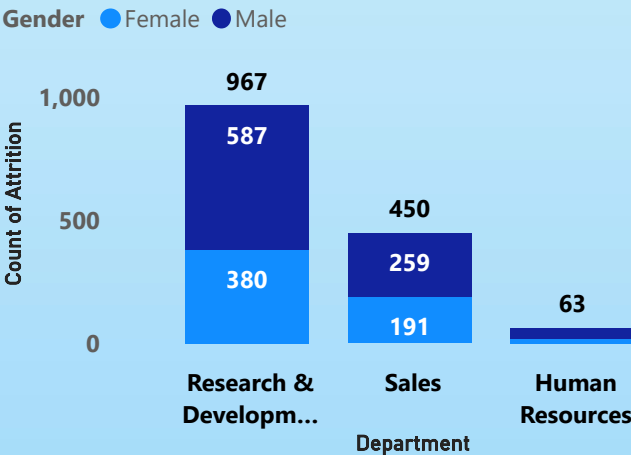
Count of Attrition by SalarySlab and Department



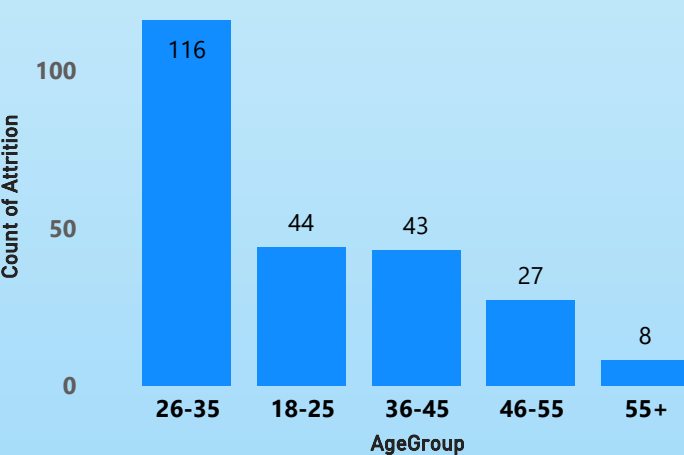
Count of Attrition by Department



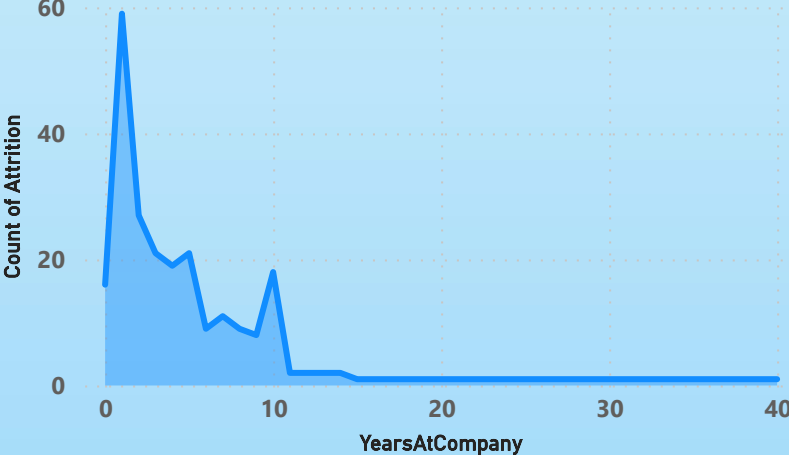
Count of Attrition by Department and Gender



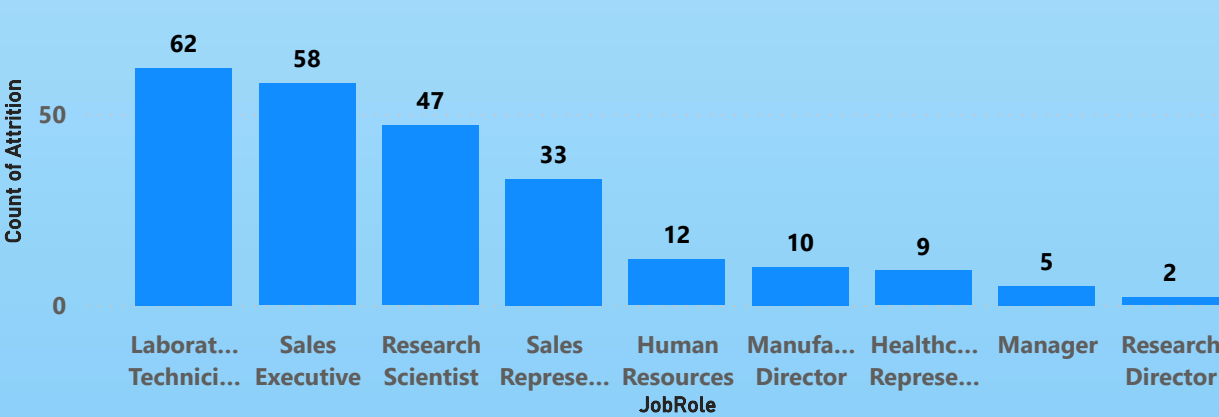
Count of Attrition by AgeGroup



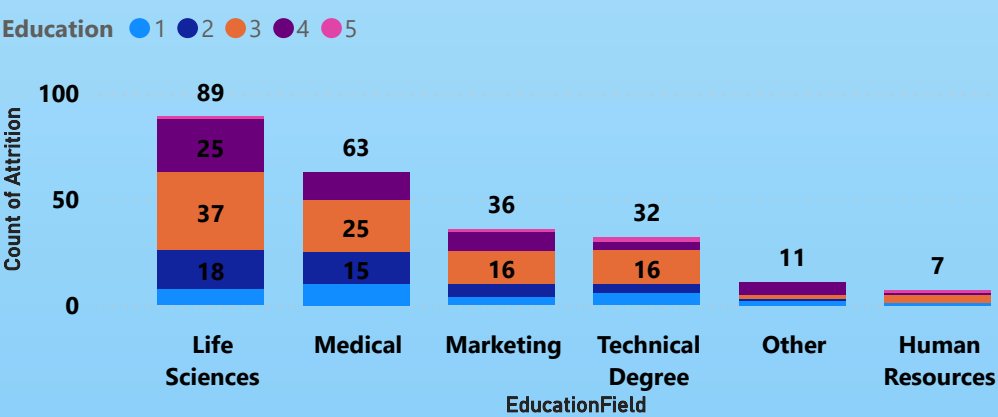
Count of Attrition by YearsAtCompany



Count of Attrition by JobRole



Count of Attrition by EducationField and Education

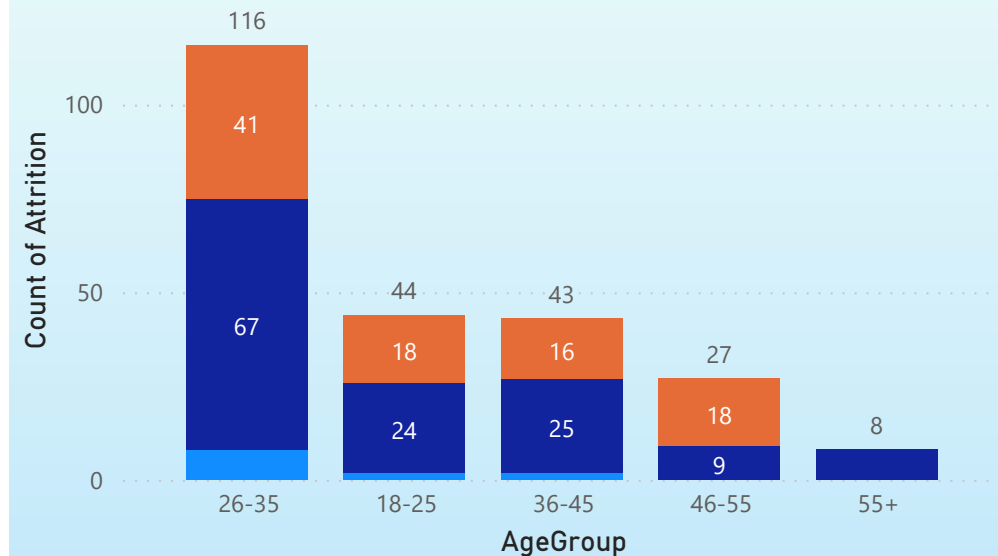


JobRole	1	2	3	4	Total
Research Director		1	1		2
Manager	1	2	1	1	5
Healthcare Representative	2	2	1	4	9
Manufacturing Director	2	2	4	2	10
Human Resources	5	2	3	2	12
Sales Representative	7	10	9	7	33
Research Scientist	13	10	15	9	47
Sales Executive	17	9	18	14	58
Laboratory Technician	20	8	21	13	62
Total	67	46	73	52	238

HR ANALYTICS DASHBPOARD AS PER AGE GROUP

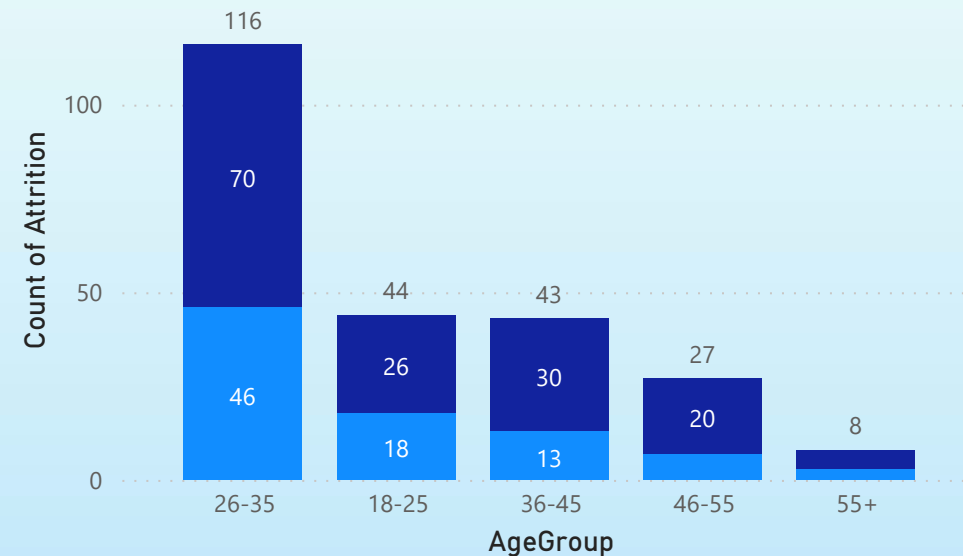
Count of Attrition by AgeGroup and Department

Department ● Human Resources ● Research & Development ● Sales

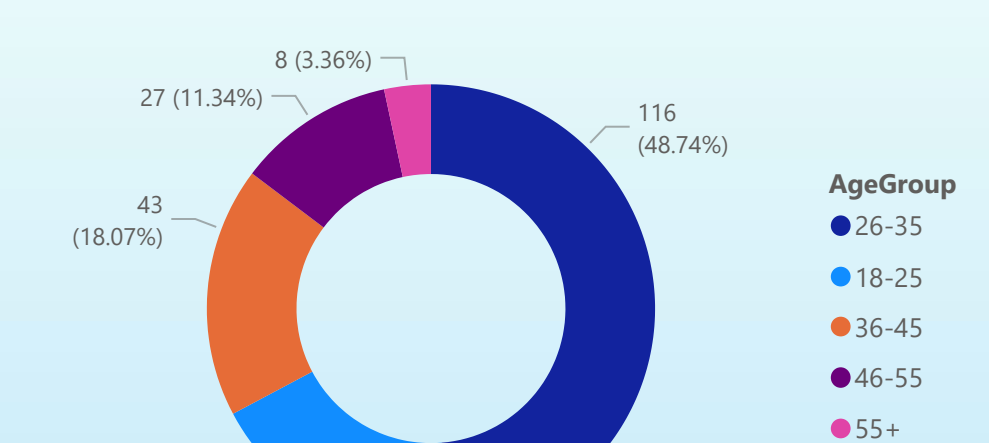


Count of Attrition by AgeGroup and Gender

Gender ● Female ● Male

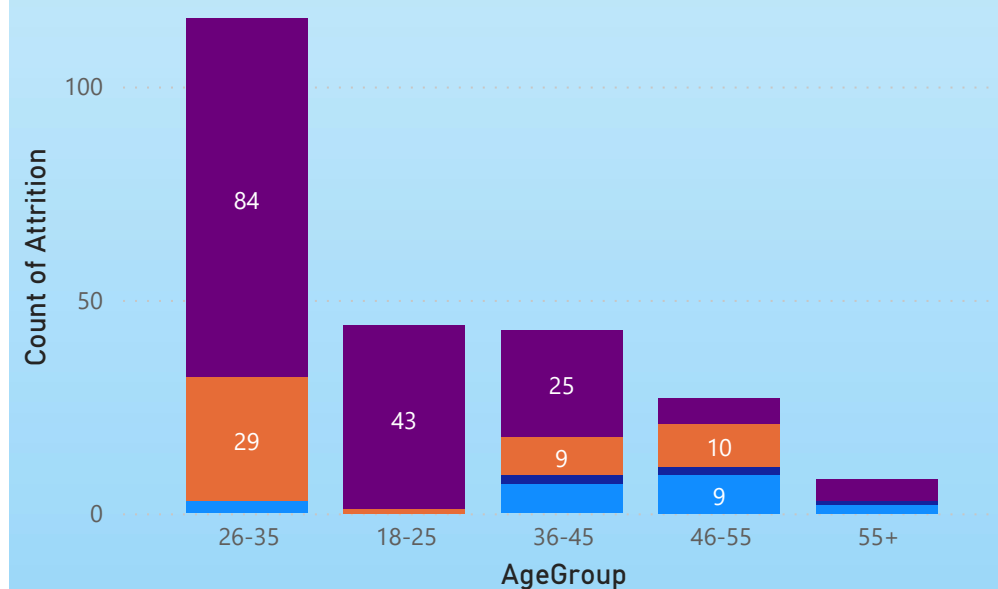


Count of Attrition by AgeGroup



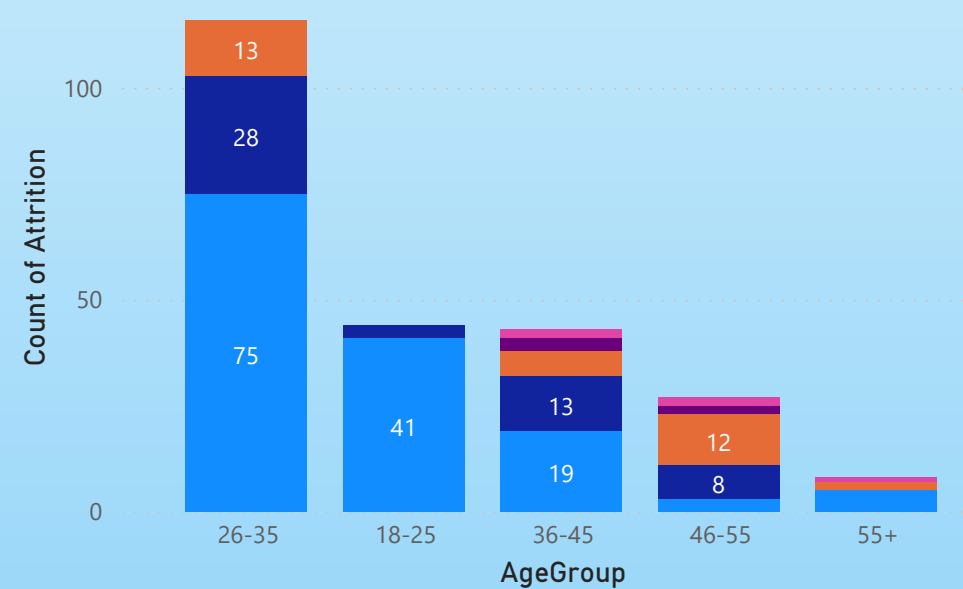
Count of Attrition by AgeGroup and SalarySlab

SalarySlab ● 10k-15k ● 15k+ ● 5k-10k ● Upto 5k



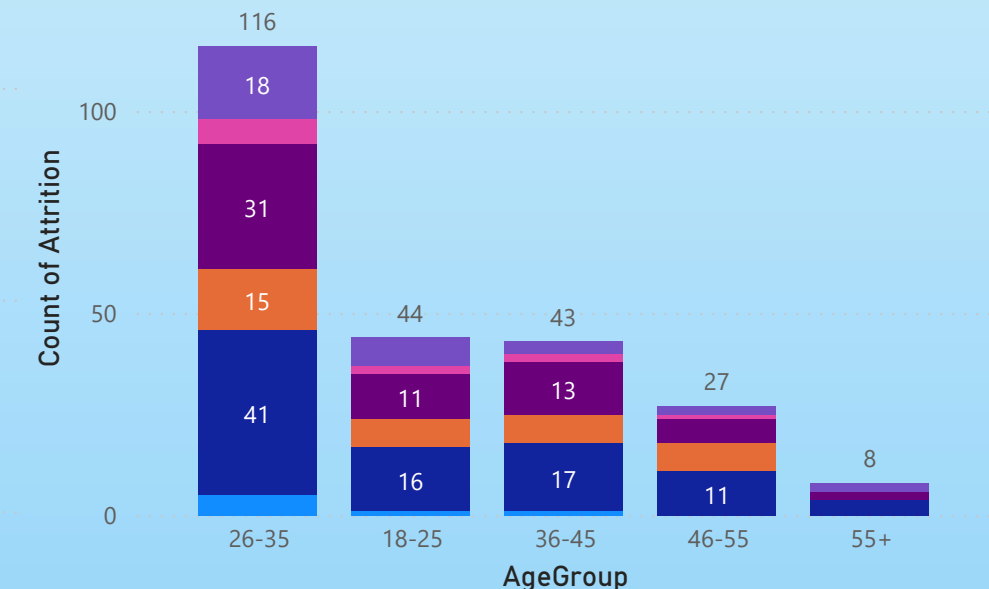
Count of Attrition by AgeGroup and JobLevel

JobLevel ● 1 ● 2 ● 3 ● 4 ● 5



Count of Attrition by AgeGroup and EducationField

EducationField ● Human ... ● Life Scie... ● Marketing ● Medical ● Other

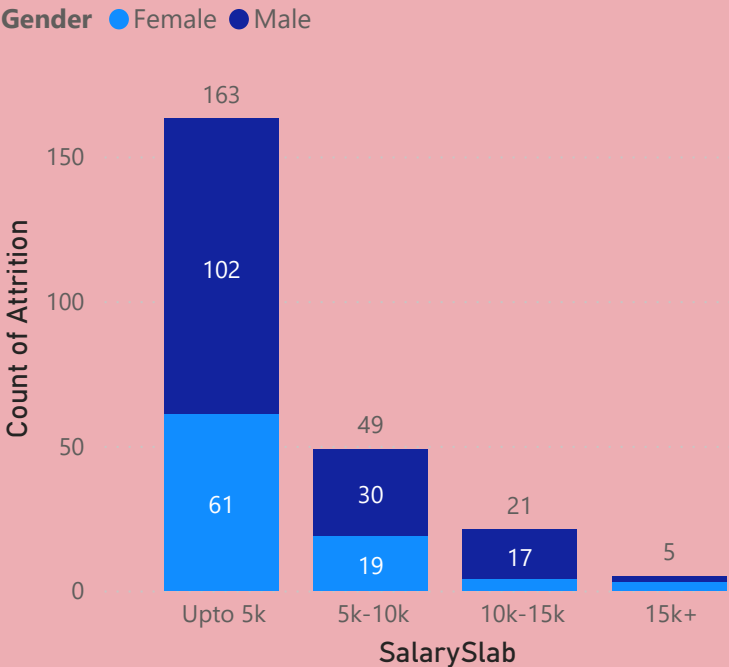


INSIGHTS:

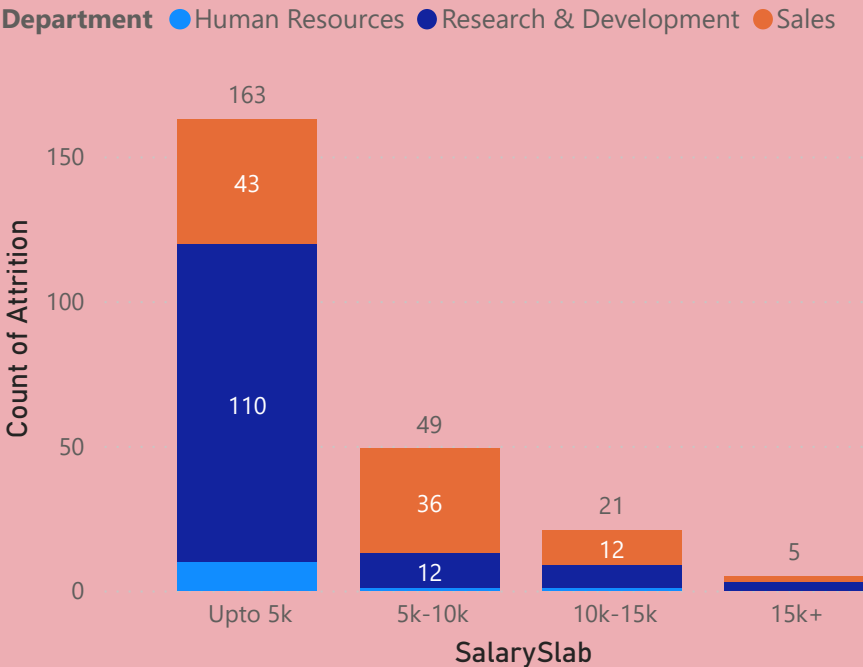
- 1) Age Between 26 - 35 have highest Attrition (116) around 48.74% in which 70 employees are Male and 46 are Female.
- 2) Employees between age of 26-35 which all are belong to Research and development Department have more Attrition around 67.
- 3) Employees between age of 26-35 which have salary Upto 5k have more Attrition around 84 Attrition.
- 4) Employees between age of 26-35 which all are having 1 job level have highest Attrition around 75 Attrition.

HR ANALYTICS DASHBOARD ON SALARY SLAB

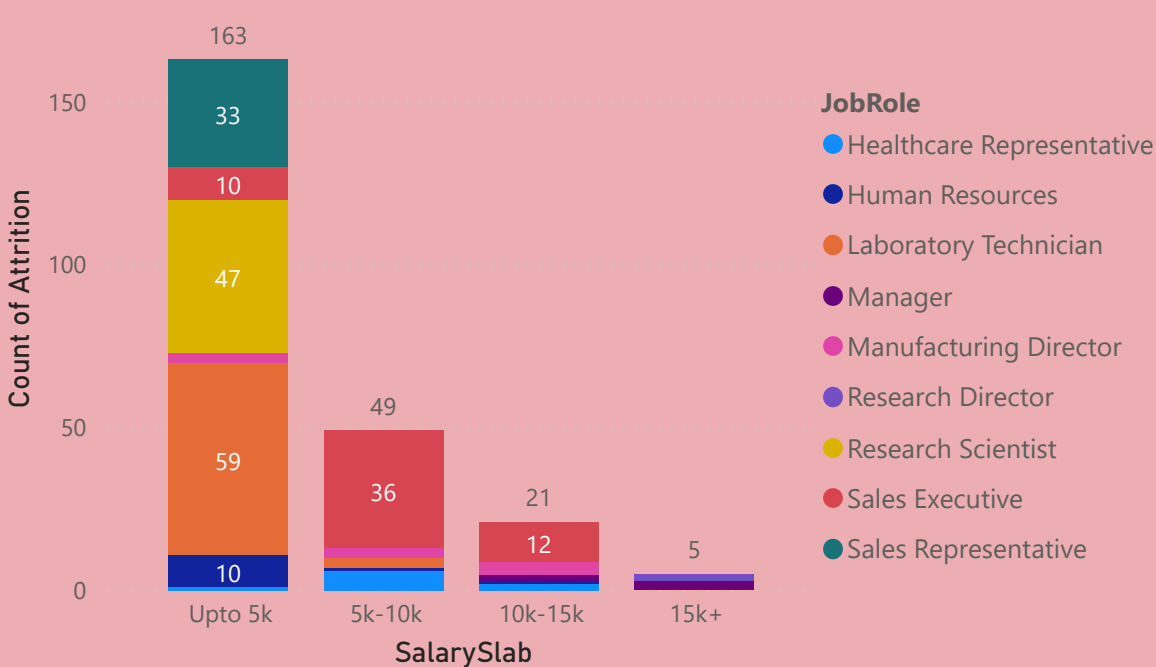
Count of Attrition by SalarySlab and Gender



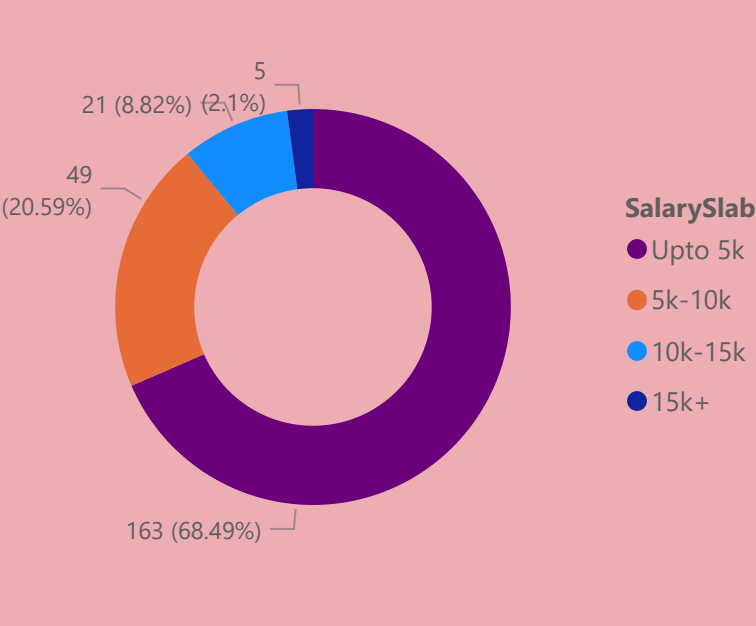
Count of Attrition by SalarySlab and Department



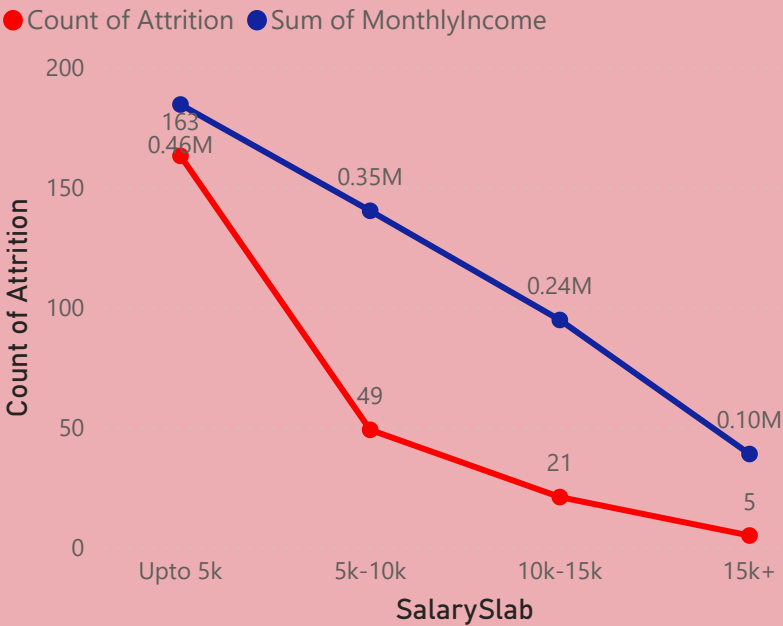
Count of Attrition by SalarySlab and JobRole



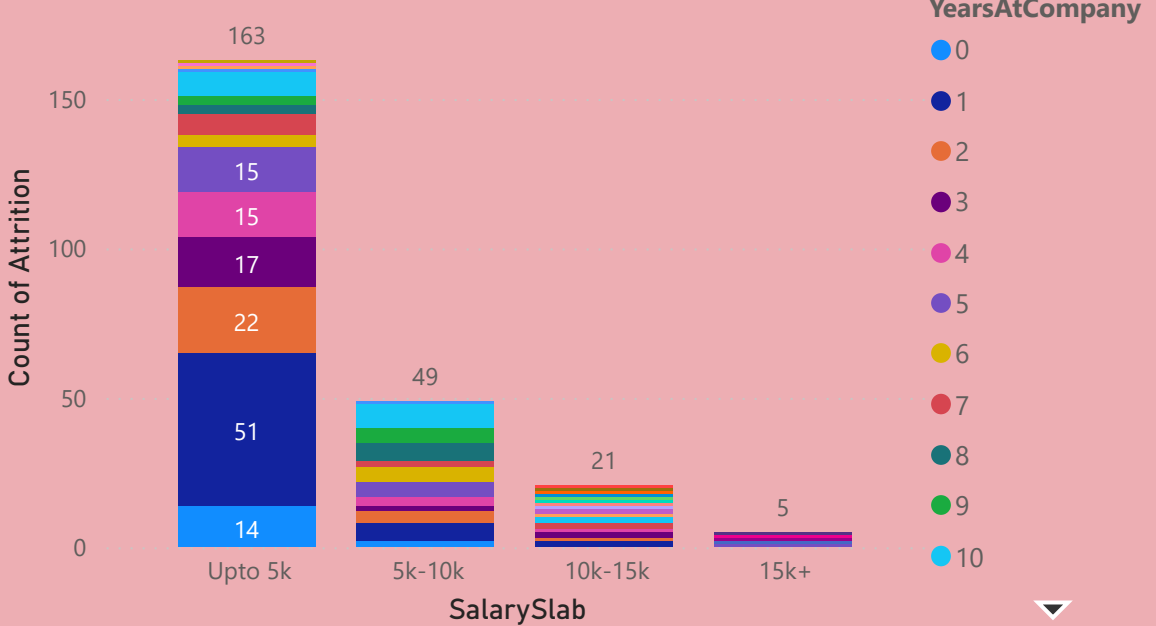
Count of Attrition by SalarySlab



Count of Attrition and Sum of MonthlyIncome by SalarySlab



Count of Attrition by SalarySlab and YearsAtCompany



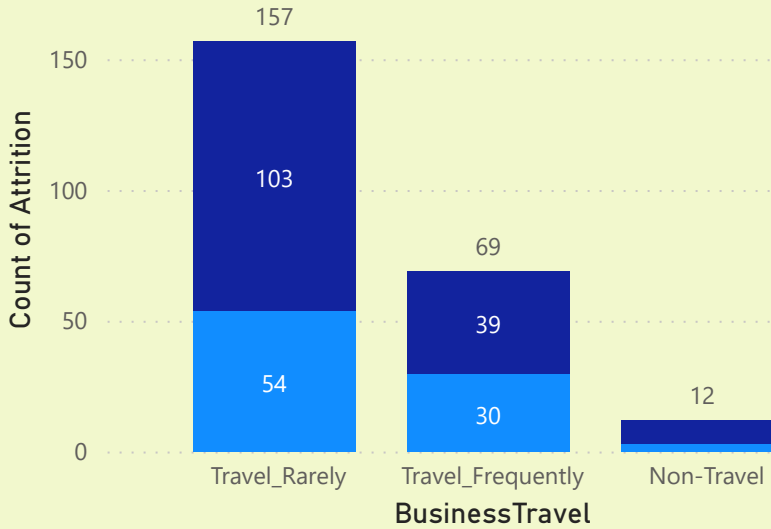
INSIGHTS:

- 1) Attrition rate is highest in 5K Salary Slab.
- 2) Employees which belongs to Salary Slab Upto 5k have more Attrition around 68.49% in which 102 are Male and 61 are Female.
- 3) Employees which belongs to Salary Slab Upto 5k and work in research and development have highest Attrition.
- 4) Employees which have 1 year experience with company have salary slab of 5k having highest Attrition.
- 5) Employees which all are work in Laboratory department and have salary slab of 5k have highest Attrition.

HR ANALYTICS DASHBOARD AS PER BUSINESS TRAVEL

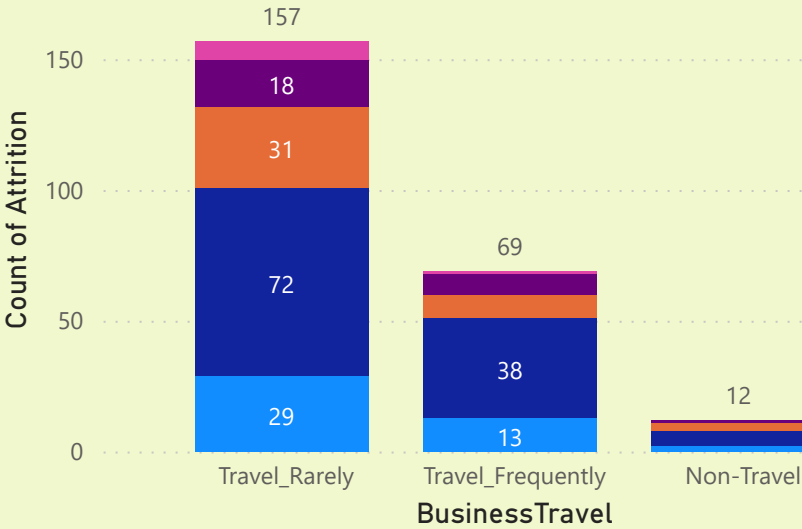
Count of Attrition by BusinessTravel and Gender

Gender ● Female ● Male



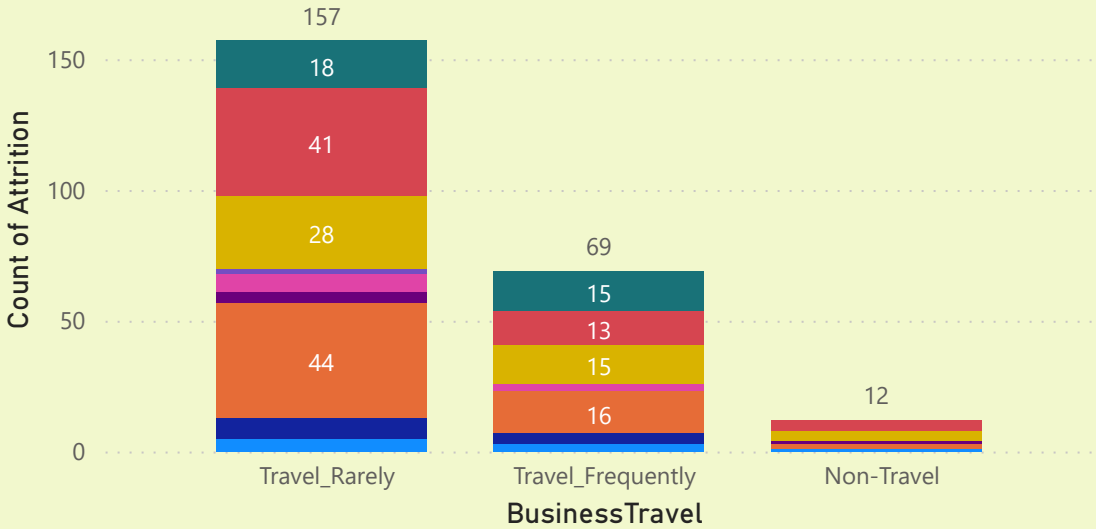
Count of Attrition by BusinessTravel and AgeGroup

AgeGroup ● 18-25 ● 26-35 ● 36-45 ● 46-55 ● 55+

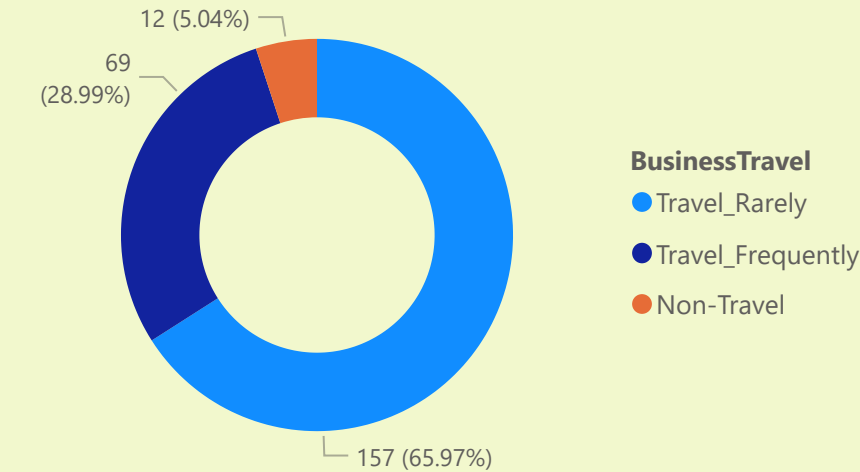


Count of Attrition by BusinessTravel and JobRole

JobRole ● Healthc... ● Human ... ● Laborat... ● Manager ● Manufact... ● Researc...

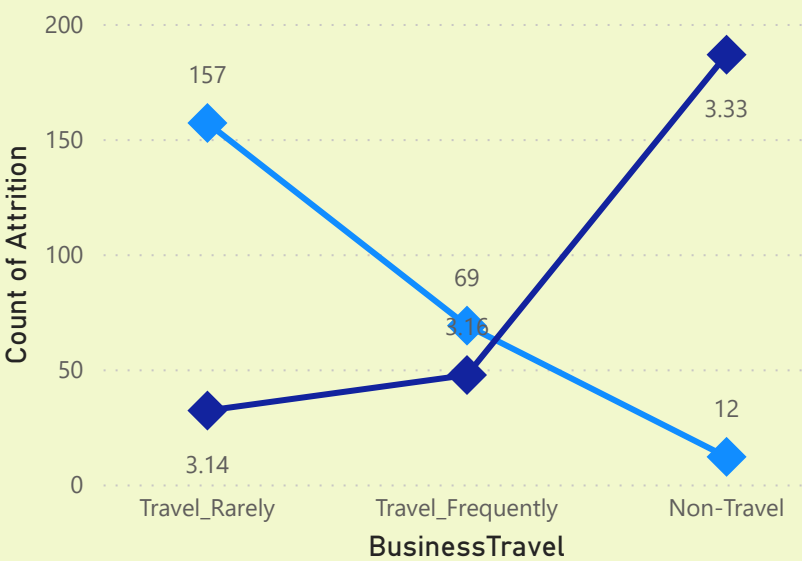


Count of Attrition by BusinessTravel



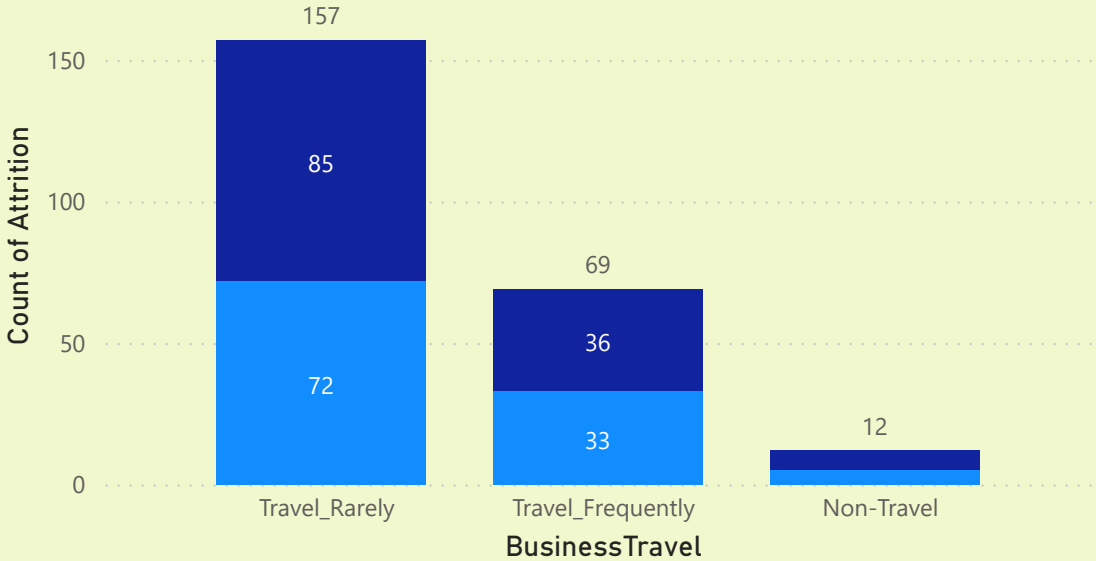
Count of Attrition and Average of PerformanceRating by BusinessTravel

◆ Count of Attrition ◆ Average of PerformanceRating



Count of Attrition by BusinessTravel and OverTime

OverTime ● No ● Yes



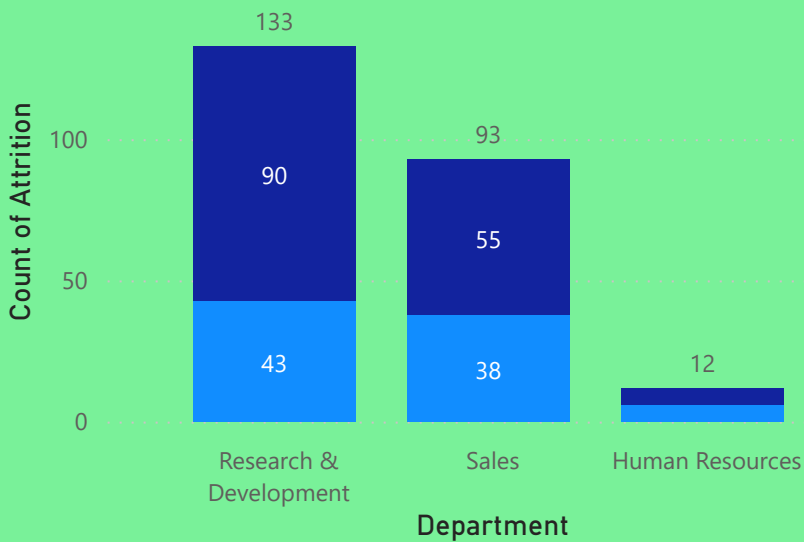
INSIGHTS:

- 1) Employees who travel rarely have higher Attrition 157 around 65.97% in which 103 are Male and 54 are Female.
- 2) Employees who travel rarely and come under age group of 26-35 have higher Attrition.
- 3) Employees who travel rarely and has Laboratory Technician job role have higher Attrition.
- 4) Employees who travel rarely have higher Attrition 157 and doing overtime have higher Attrition in which 85 are doing overtime and 72 are not doing overtime.

HR ANALYTICS DASHBOARD AS PER DEPARTMENT

Count of Attrition by Department and Gender

Gender ● Female ● Male



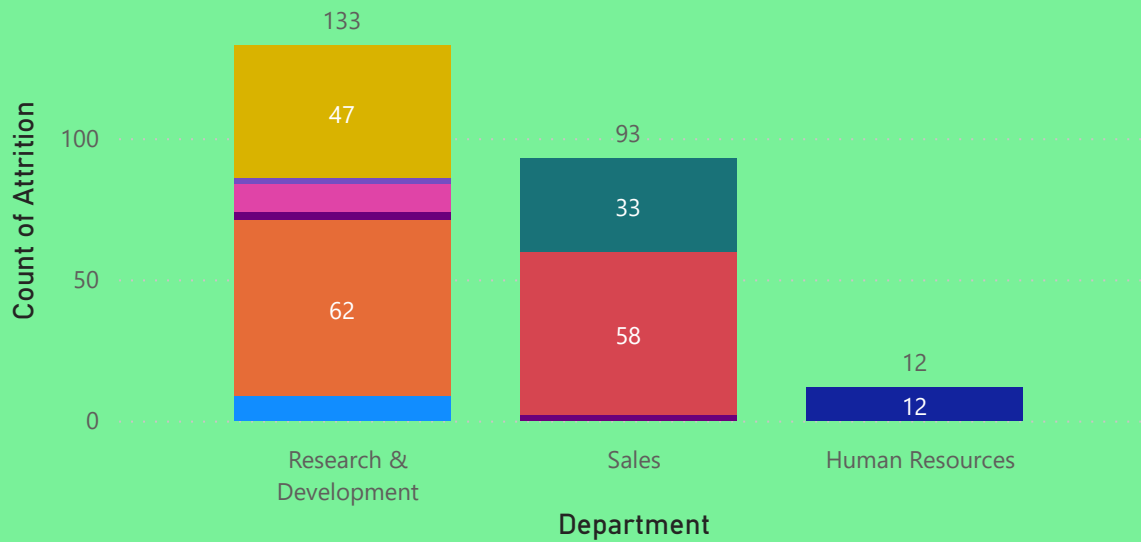
Count of Attrition by Department and AgeGroup

AgeGroup ● 18-25 ● 26-35 ● 36-45 ● 46-55 ● 55+

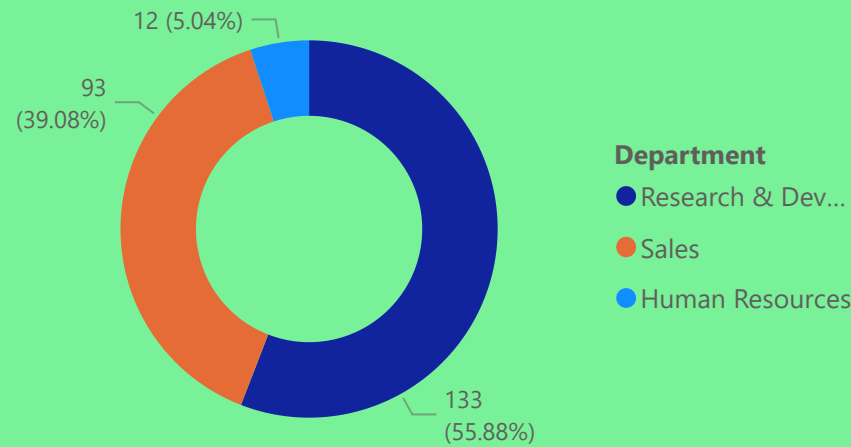


Count of Attrition by Department and JobRole

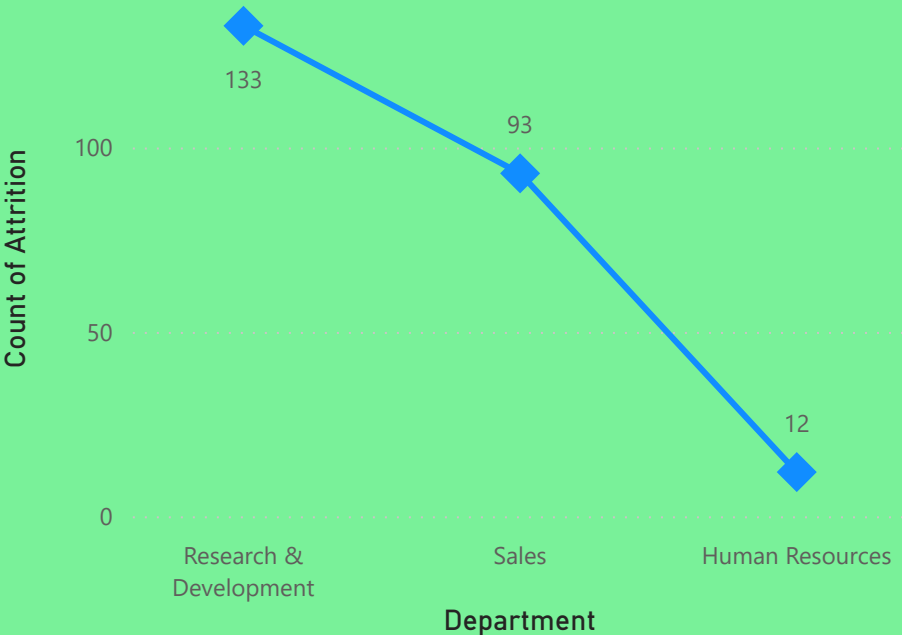
JobRole ● Healthcar... ● Human R... ● Laborat... ● Manager ● Manufact... ● Researc...



Count of Attrition by Department



Count of Attrition by Department



Count of Attrition by Department and OverTime

OverTime ● No ● Yes

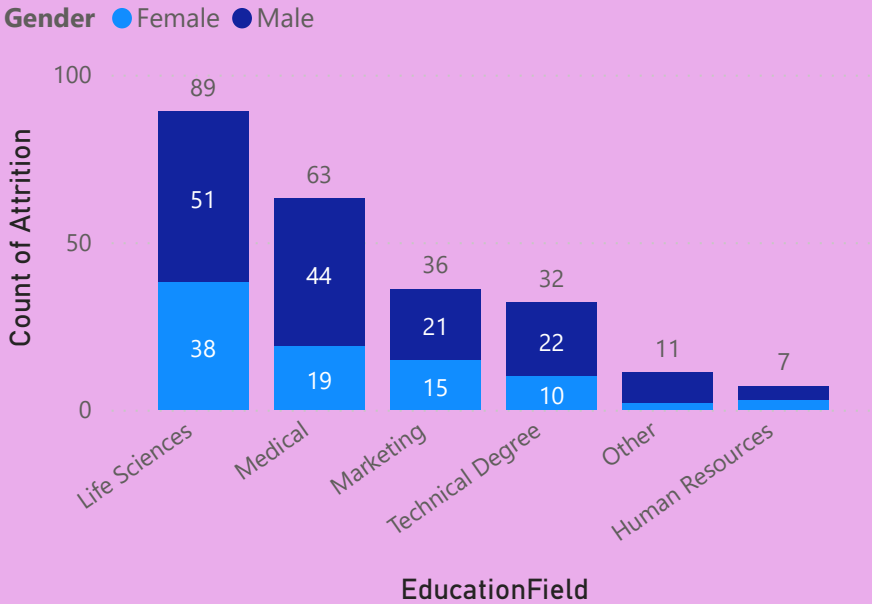


INSIGHTS:

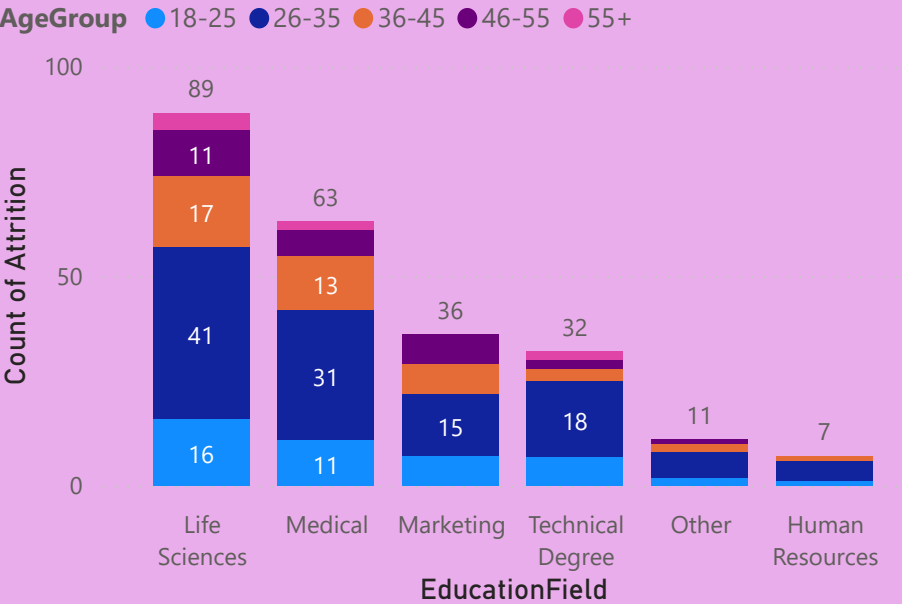
- 1) Employees who works in Research and Development department have higher Attrition 133 around 55.88% in which 90 are Male and 43 are Female.
- 2) Employees who works in Research and Development department and come under age group of 26-35 have higher Attrition 67.
- 3) Employees who works in Research and Development department and has Laboratory Technician job role have higher Attrition.
- 4) Employees who works in Research and Development department have higher Attrition 133 and doing overtime have higher Attrition in which 74 are doing overtime and 59 are not doing overtime.

HR ANALYTICS DASHBOARD AS PER EDUCATION FIELD

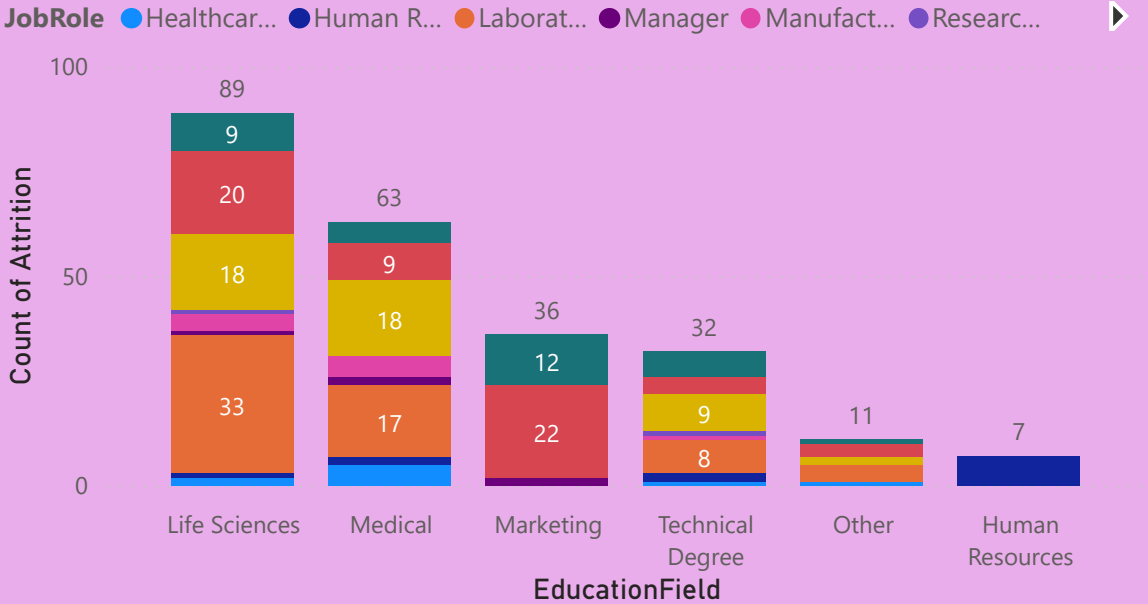
Count of Attrition by EducationField and Gender



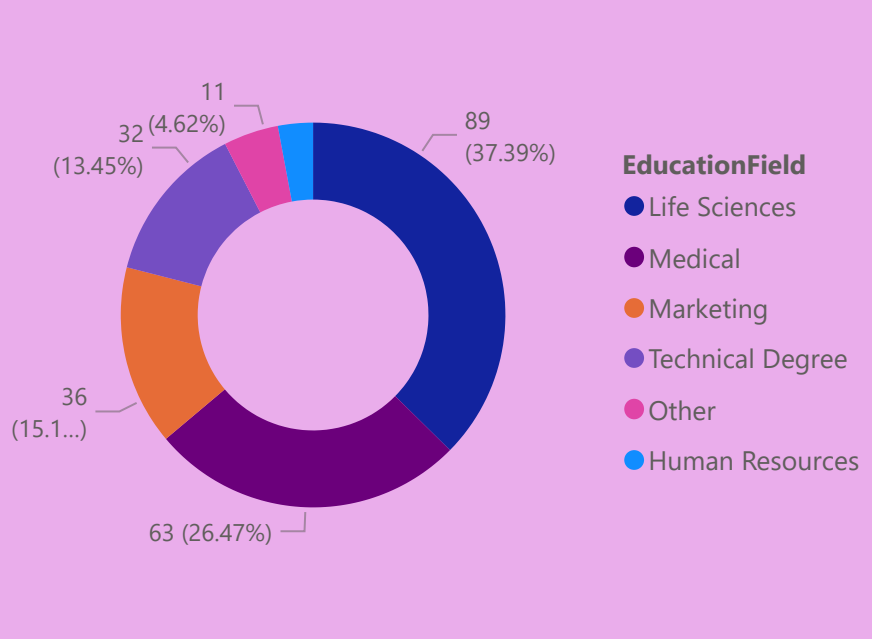
Count of Attrition by EducationField and AgeGroup



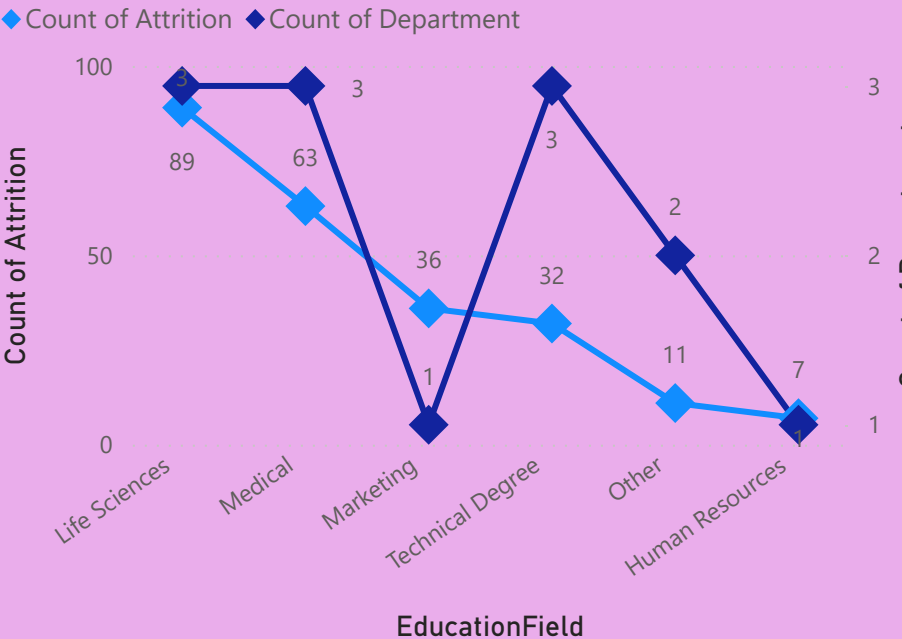
Count of Attrition by EducationField and JobRole



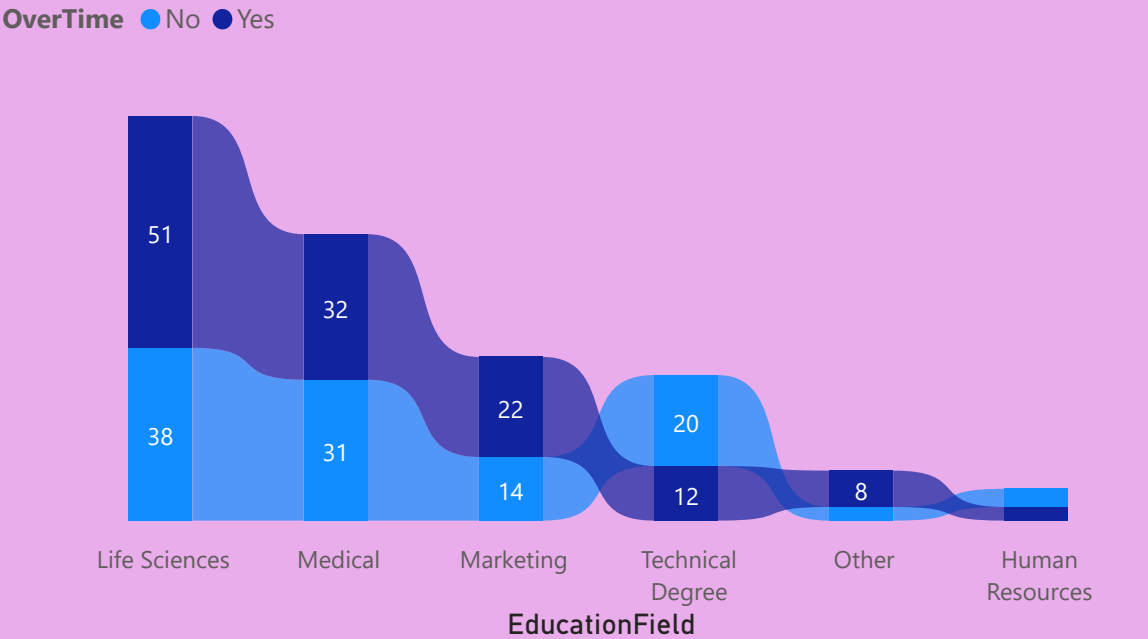
Count of Attrition by EducationField



Count of Attrition and Count of Department by EducationField



Count of Attrition by EducationField and OverTime



INSIGHTS:

- 1) Employees from Life Science Education Field have higher Attrition 89 around 37.39% in which 51 are Male and 38 are Female.
- 2) Employees from Life Science Education Field and come under age group of 26-35 have higher Attrition 41.
- 3) Employees from Life Science Education Field and has Laboratory Technician job role have higher Attrition.
- 4) Employees from Life Science Education Field have higher Attrition 89 and doing overtime have higher Attrition in which 89 are doing overtime and 59 are not doing overtime.