

HR Attrition Analysis Report

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Executive Summary

- Total Employees: 1473
- Total Attrition: 237
- Attrition Rate: 16.1%
- Average Age: 37 years
- Average Salary: \$6.5K
- Average Years Worked: 7 years

Attrition Overview

The overall attrition rate stands at 16.1%, which indicates moderate employee turnover. Retention strategies should focus on improving engagement and addressing the primary causes identified across job roles and salary bands.

Attrition by Education

- Life Sciences: 38%
- Medical: 27%
- Marketing: 15%
- Technical Degree: 14%
- Others: 5%

Employees with Life Sciences and Medical backgrounds show higher attrition, possibly due to better opportunities elsewhere.

Attrition by Age

- 26–35 years: 116
- 18–25 years: 44
- 36–45 years: 43
- 46–55 years: 26
- 55+ years: 8

Younger employees (26–35) contribute most to attrition, indicating the need for improved career growth programs.

Attrition by Salary Slab

- Up to 5K: 163
 - 5K–10K: 49
 - 10K–15K: 20
 - 15K+: 5
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- Attrition is highest among lower salary groups, suggesting a link between compensation and retention.

Attrition by Job Role

Top roles with highest attrition:

- Laboratory Technician – 62
 - Sales Executive – 57
 - Research Scientist – 47
 - Sales Representative – 33
 - Human Resources – 12
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- Sales and technical roles require attention due to higher turnover.

Gender and Department Analysis

- Male Attrition: 150
 - Female Attrition: 87
 - Departments: Human Resources, Research & Development, Sales
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- The Sales and R&D departments experience the most attrition, driven by job stress and external opportunities.

Key Findings

Majority attrition from 26–35 age group.

Employees in Life Sciences and Medical education categories show high turnover.

Lower salary range employees leave most frequently.

Sales and Lab Technician roles require focused retention strategies.

Recommendations

1. Introduce structured career growth plans for younger employees.
2. Revise compensation for lower salary bands.
3. Conduct regular engagement and satisfaction surveys.
4. Provide leadership training and mentorship for Sales & Technical teams.
5. Improve work-life balance and reward recognition programs.

Conclusion

- The HR Attrition Dashboard provides critical insights into workforce turnover trends. By addressing compensation, engagement, and career growth, the organization can significantly reduce attrition and improve employee satisfaction.
- The analysis reveals that **employee attrition is concentrated among younger staff (26–35 years)**, primarily in **Sales and Laboratory roles**, and among those earning **below \$5K monthly**. These groups face higher external opportunities and limited internal growth, leading to disengagement. Employees with **Life Sciences and Medical backgrounds** also show higher turnover, indicating competitive demand in the market.