

# EMPLOYEE ATTRITION ANALYSIS

department\_name

All

STATUS\_YEAR

2006

2015

BUSINESS\_UNIT

☐ HEADOFFICE

☐ STORES

2.99

Attrition-Rate %

10.43

Average-Tenure

97.01

Retention-Rate %

1K

Voluntary...

215

InVoluntary...

50K

New-Hires

gender\_full

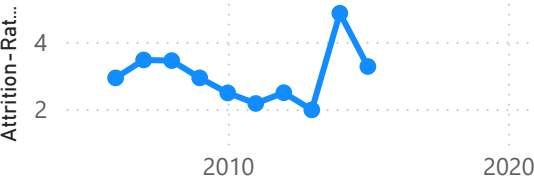
Female

Male

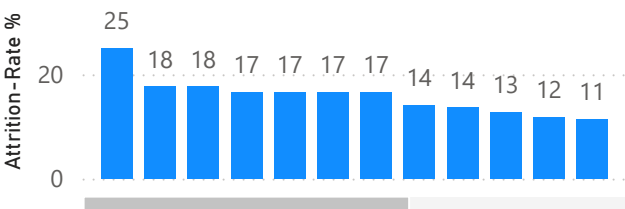
Avg Length of Service by  
Dept



Attrition-Rate over Time



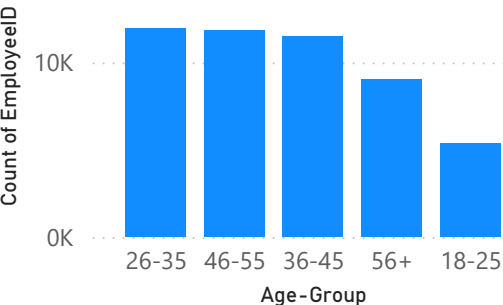
Attrition-Rate across Department



Employee Termreason

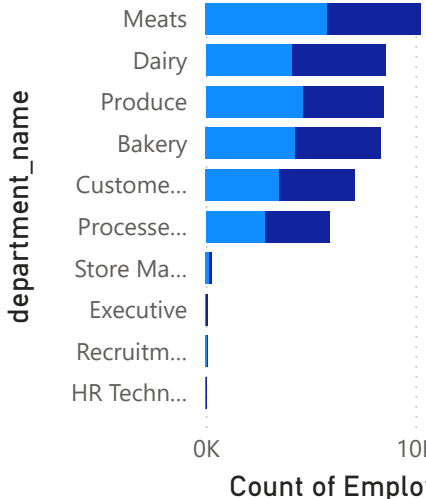


Age-Group Distribution across emp

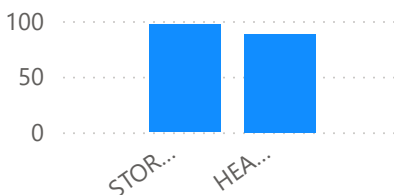


Gender Distribution across  
Organisation

gender... ● Female ● Male

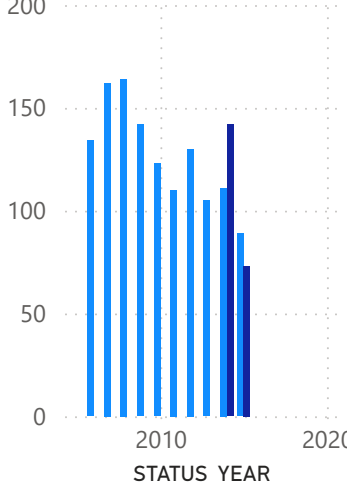


Retention-Rate across  
BUSINESS\_UNIT

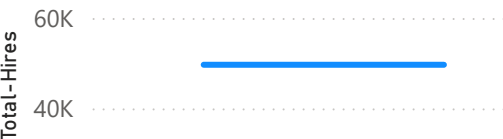


Yearly Voluntary  
Termination &  
Involuntary Terminati...

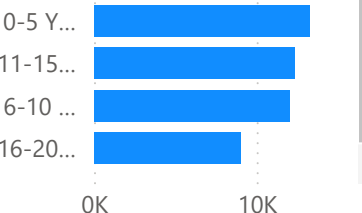
● Voluntary-T... ● InVoluntar...



Hiring Trends by Year



Employee Distribution by  
Tenure



## EXECUTIVE SUMMARY AND RECOMMENDATIONS

2.99

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New-Hires

*This dashboard answers:*

1. What is the overall attrition rate and retention rate?
2. Which departments and age groups have the highest attrition?
3. How does tenure impact attrition?
4. What trends are visible over time?

### KEY INSIGHTS

- **Highest attrition rate by %:** *IT – 25.0%*
- **Early-Tenure Risk:** *Employees with 0–5 yrs of service account for 59.5% of all voluntary resignations.*
- **Store business** units show lower retention than Head Office
- **Age group 26–35** shows the highest share of attrition among all age groups
- **Yearly trend:** Attrition rate has fluctuated over time, with notable peaks in certain years

### RECOMMENDATIONS

- **Strengthen** onboarding & engagement for 0–5 year employees to reduce early exits
- **Investigate departments** with small headcounts but high rates (e.g., **IT**) individually before making policy changes
- **Develop career growth** initiatives and training programs for **26–35** year employees to improve retention
- Continue **quarterly monitoring of attrition** by department, tenure, and age to track changes and spot patterns

**Dataset:** Employee attrition records with demographic, tenure, and termination details, covering ~50K employees over multiple years (cleaned & transformed for analysis).