**📋 HR Analytics Dashboard Report**

**🧾 Executive Summary**

This HR Analytics dashboard provides a comprehensive overview of the workforce, attrition trends, satisfaction levels, and demographic distribution within the organization. With a total workforce of 1,470 employees, the attrition rate is 16.12%, and the average employee age is 37, highlighting workforce stability with key areas for improvement in retention and satisfaction.

**🔑 Key Insights**

**Overall Attrition**

Attrition Count: 237 out of 1,470 employees

Attrition Rate: 16.12%

Active Employees: 1,233

**📌 Action**: Monitor attrition trends regularly and identify causes to maintain a stable workforce.

**Department-Wise Attrition**

Sales department has the highest attrition rate at 56.12%, followed by R&D (38.82%), while HR (5.06%) remains stable.

**📌 Action**: Investigate workload, compensation, and employee satisfaction in Sales to reduce turnover.

**Attrition by Education Field**

Life Sciences, Medical, and Marketing have the highest attrition counts, with 89, 63, and 35 respectively.

**📌 Action**: Review career progression paths and job satisfaction in these fields to improve retention.

**Age Group Analysis**

Majority of employees fall between 24–36 years, with the peak count at age 30 (213 employees).

**📌 Action**: Provide growth opportunities and training for this core age group to improve loyalty.

**Attrition by Gender & Age**

Male attrition (150) is higher than female attrition (87).

The highest attrition is seen in the 25–34 age group, especially among males (18.14%).

**📌 Action**: Offer retention programs targeted at younger male employees and mid-career professionals.

**Job Satisfaction Ratings**

Most employees rated job satisfaction between 3 to 4, but 289 employees rated it 1, indicating dissatisfaction pockets.

High dissatisfaction was noted in roles like Laboratory, Manufacturing, and Sales.

**📌 Action**: Conduct targeted engagement surveys and provide improvements in team dynamics, leadership, and support in these roles.

**✅ Final Recommendations**

1. Focus on Sales Department: Introduce retention bonuses, recognition programs, and workload management.
2. Support Core Age Group (24–36): Launch learning & development initiatives and mentoring programs.
3. Enhance Job Satisfaction: Act on feedback from employees rating satisfaction as 1–2.
4. Balance Gender Attrition: Explore flexibility and support systems to reduce male attrition.
5. Education-Based Interventions: Customize career paths and benefits for high-attrition education groups.