

HR Analytics Dashboard Report

1. Overview

The HR Analytics Dashboard provides key workforce metrics related to employee attrition, demographics, and department trends. It allows for a data-driven evaluation of human capital challenges and opportunities.

2. Key Metrics

- **Total Employees:** 1,470
 - **Active Employees:** 1,233
 - **Total Attrition:** 237
 - **Attrition Rate:** 16.12%
 - **Average Age:** 37 years
 - **Job Satisfaction Rating:** ★★★★★☆
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3. Employee Demographics

Gender Distribution

- Male: 882 (≈60%)
- Female: 588 (≈40%)

Age Group by Attrition

- Highest attrition: 25–34 age group (112 employees)
- Lowest attrition: Over 55 (11 employees)

Marital Status by Attrition

- Married: 673
 - Single: 470
 - Divorced: 327
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4. Education vs Attrition

- Bachelor's Degree holders represent the highest attrition (99)
- Master's Degree: 58
- Associate Degree: 44
- High School: 31
- Doctoral Degree: 5

5. Departmental Breakdown

- Sales: 56.12% attrition share
- R&D: 38.82%
- HR: 5.06%

6. Job Role & Attrition

- Top roles affected by attrition:
 - Laboratory Technician
 - Sales Executive
 - Research Scientist
- Less affected roles:
 - Manager
 - Manufacturing Director
 - Sales Representative

7. Insights & Recommendations

- **Targeted Retention Strategies** should focus on:
 - Young professionals (especially aged 25–34)
 - Employees with Bachelor's degrees
 - Sales and technical roles (Lab Technicians, Sales Executives)
- **Review Workplace Culture** for sales-heavy departments with high turnover.
- **Improve Engagement & Benefits** for younger, single employees who seem more likely to leave.