

Employee Turnover

No

Yes

Gender

Female

Male

HR DATA (System Limited)

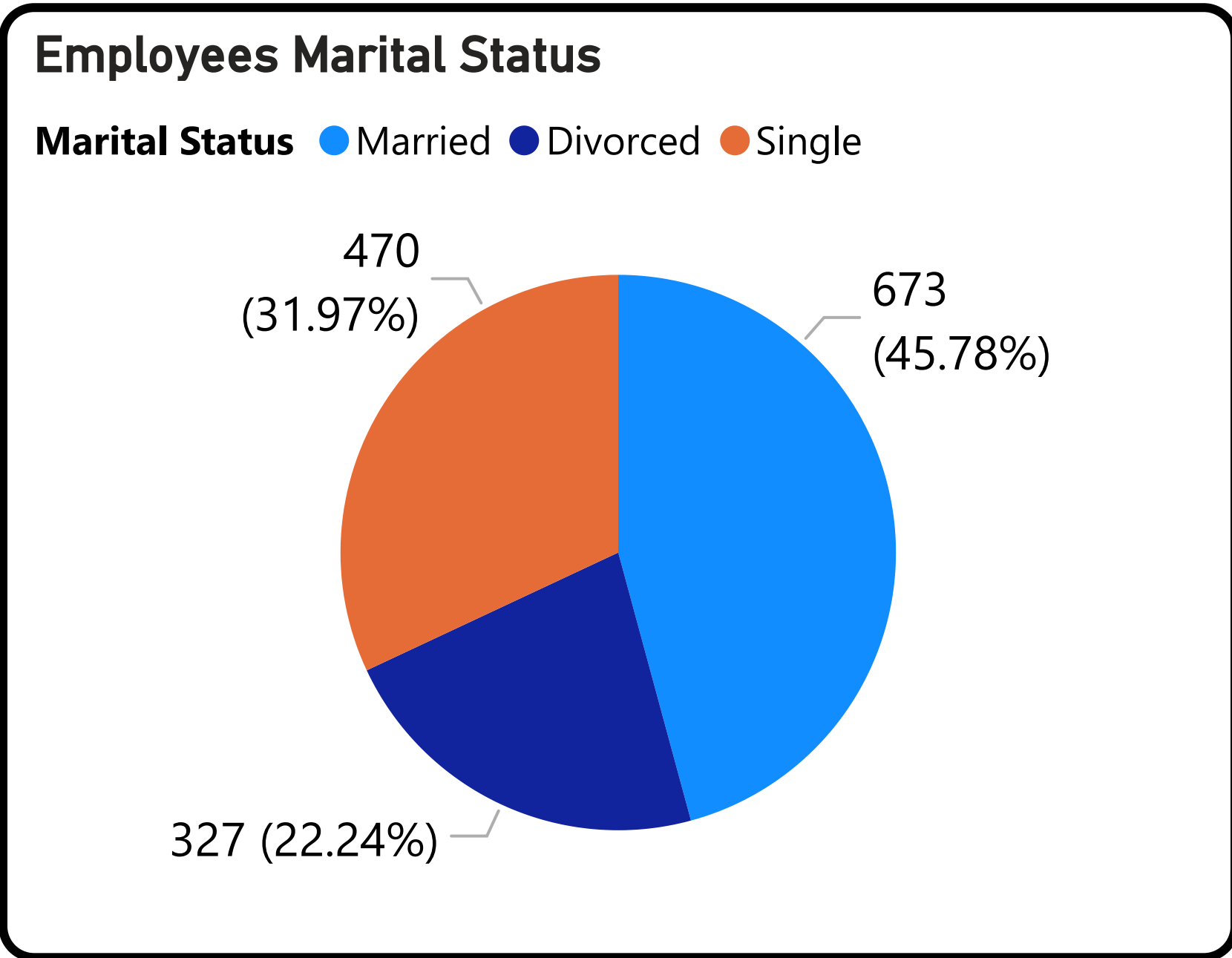
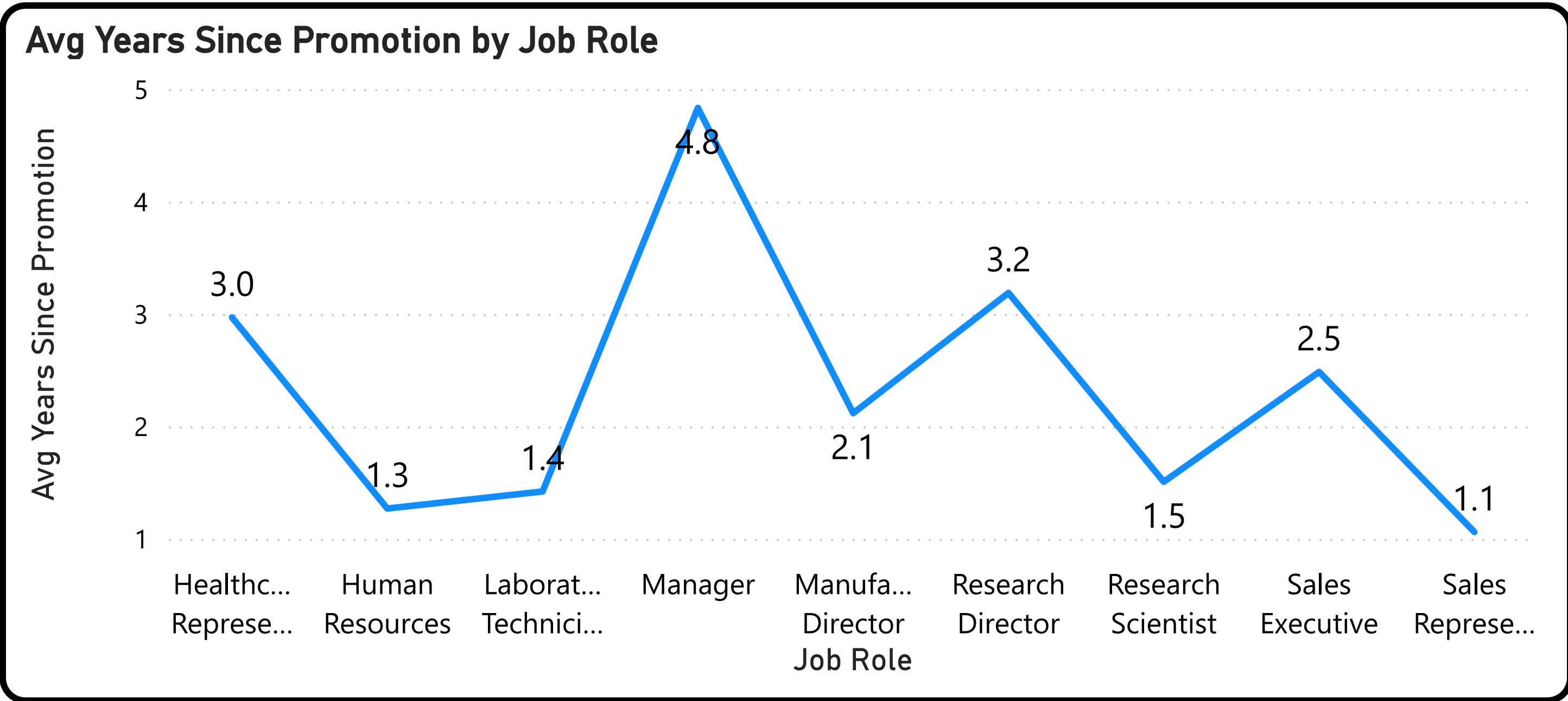
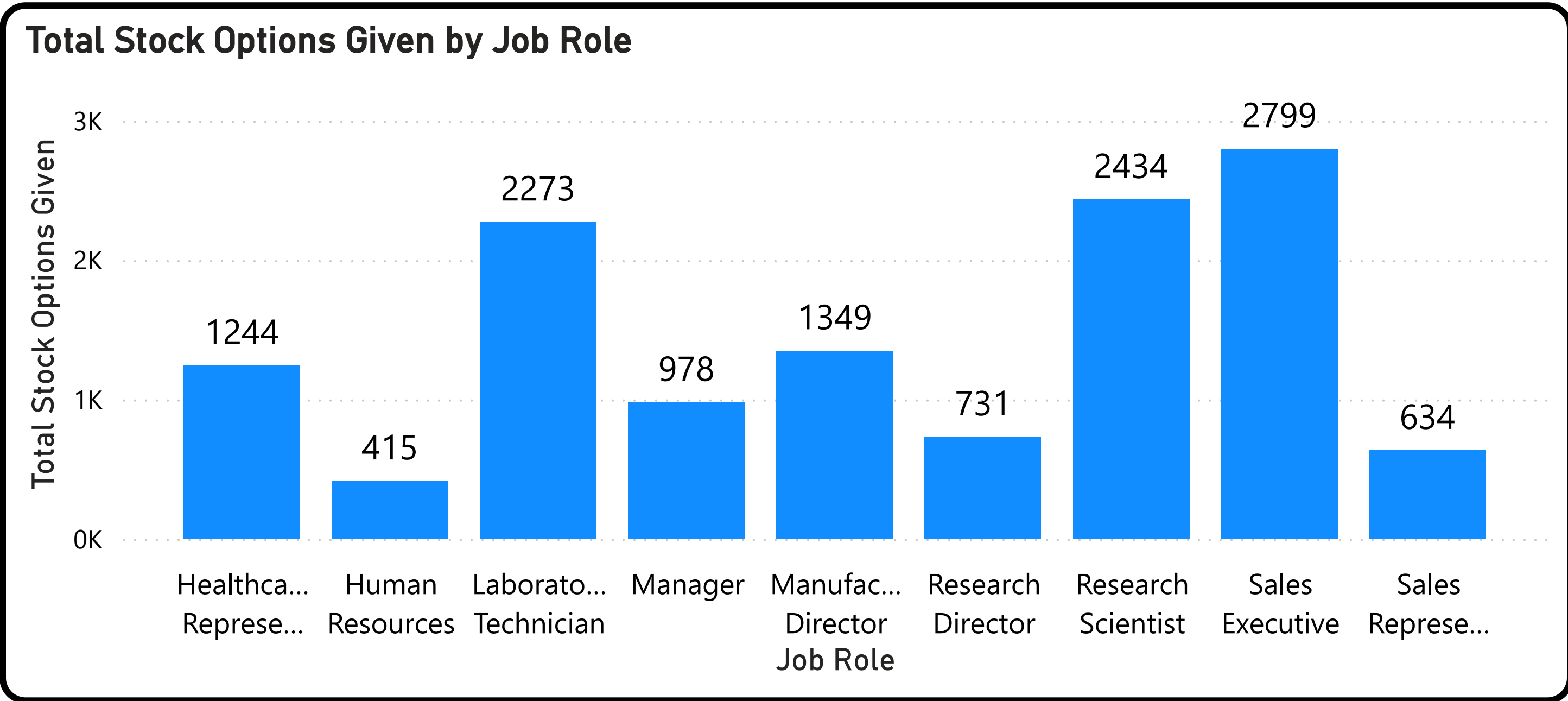
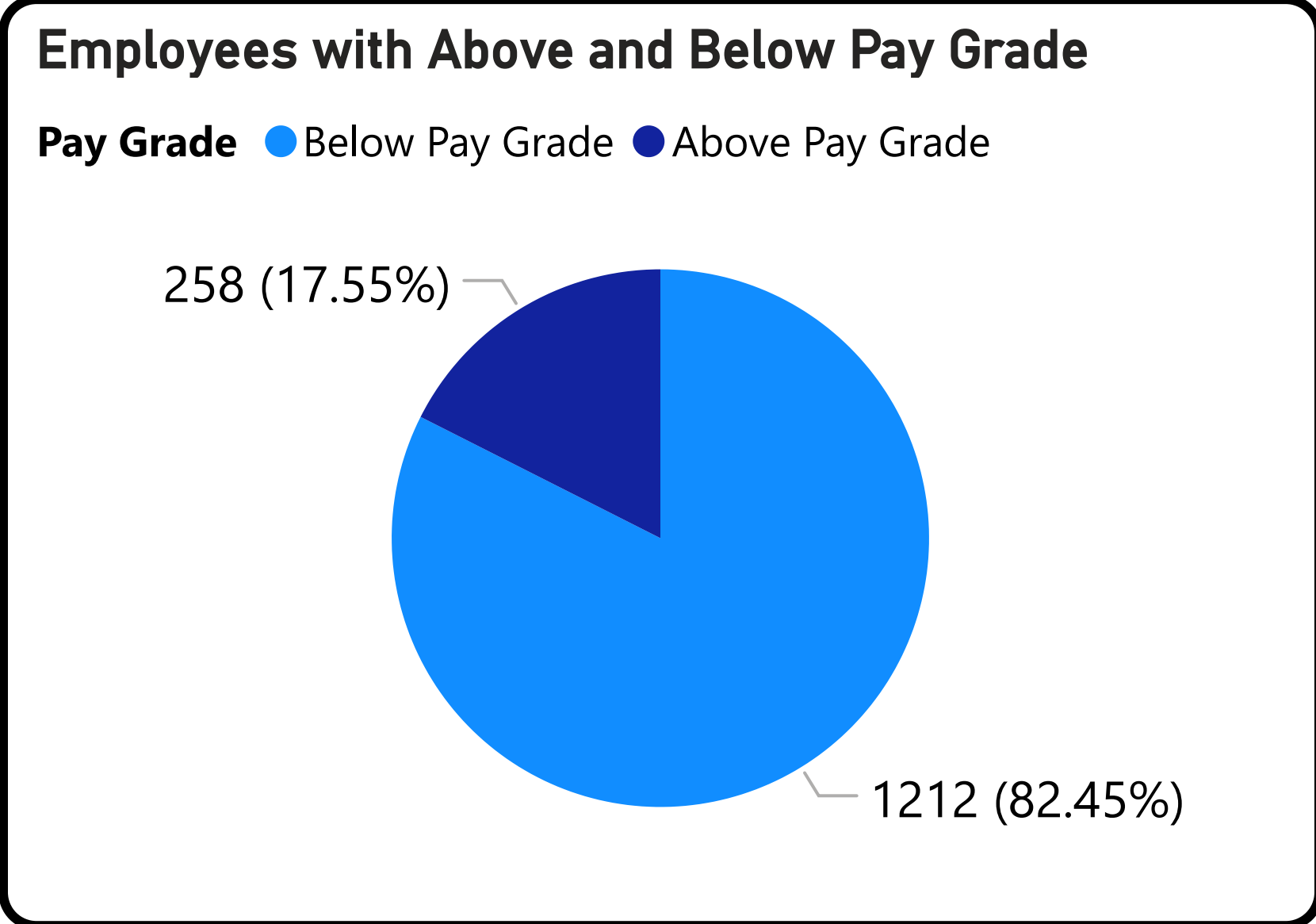
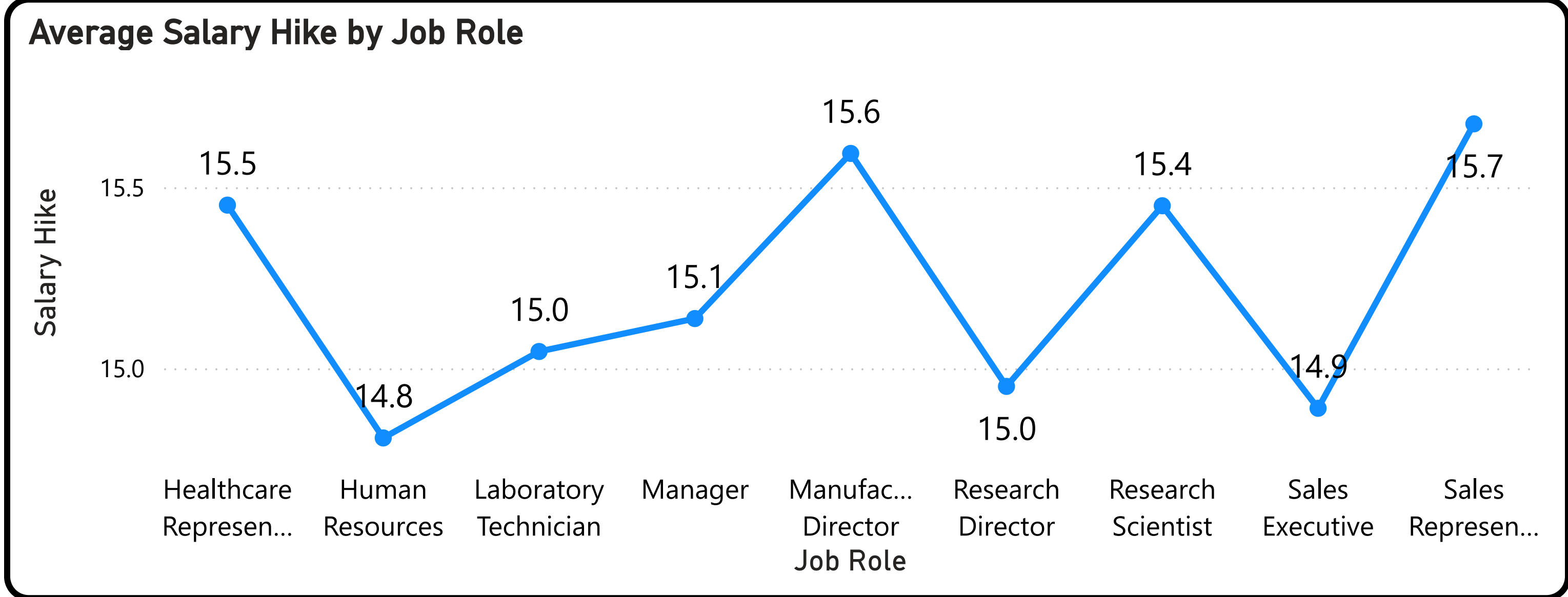
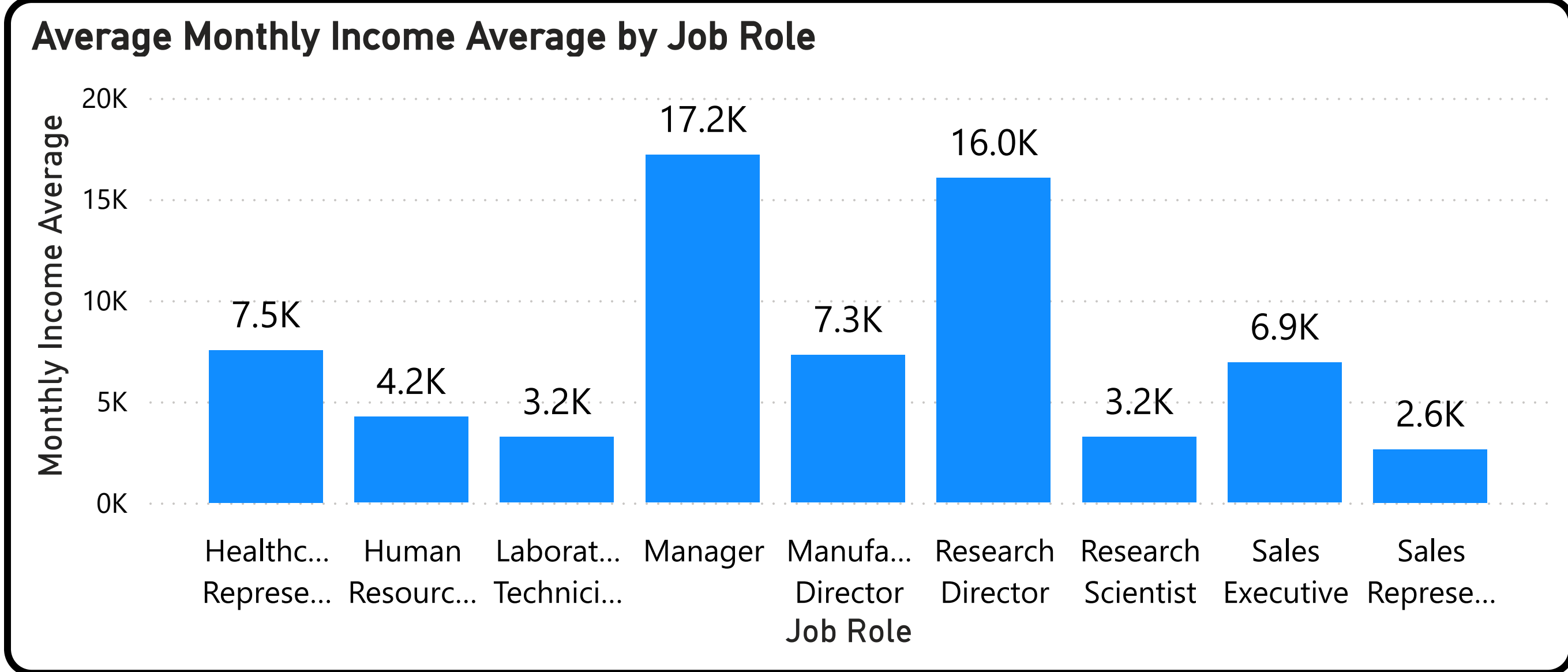
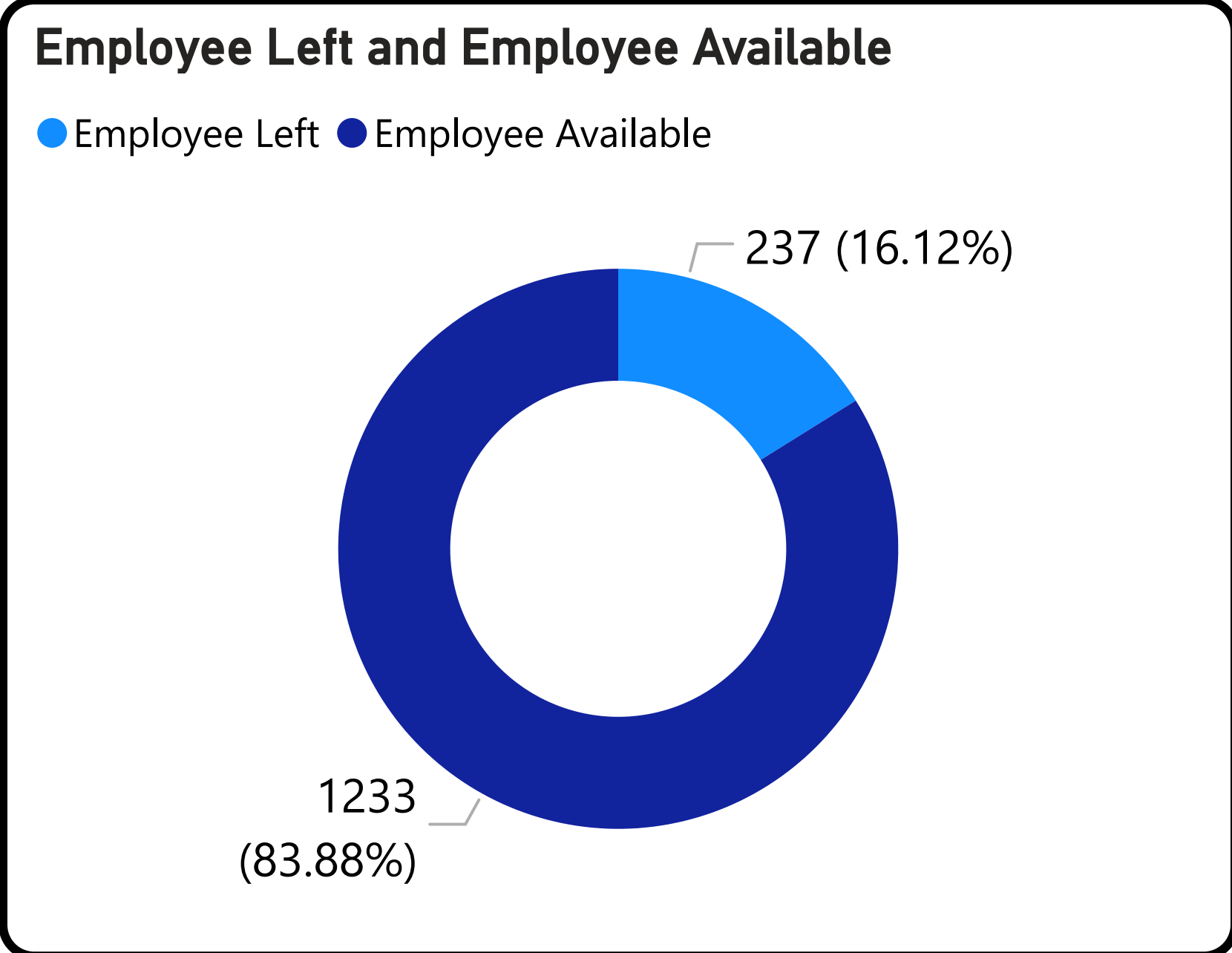
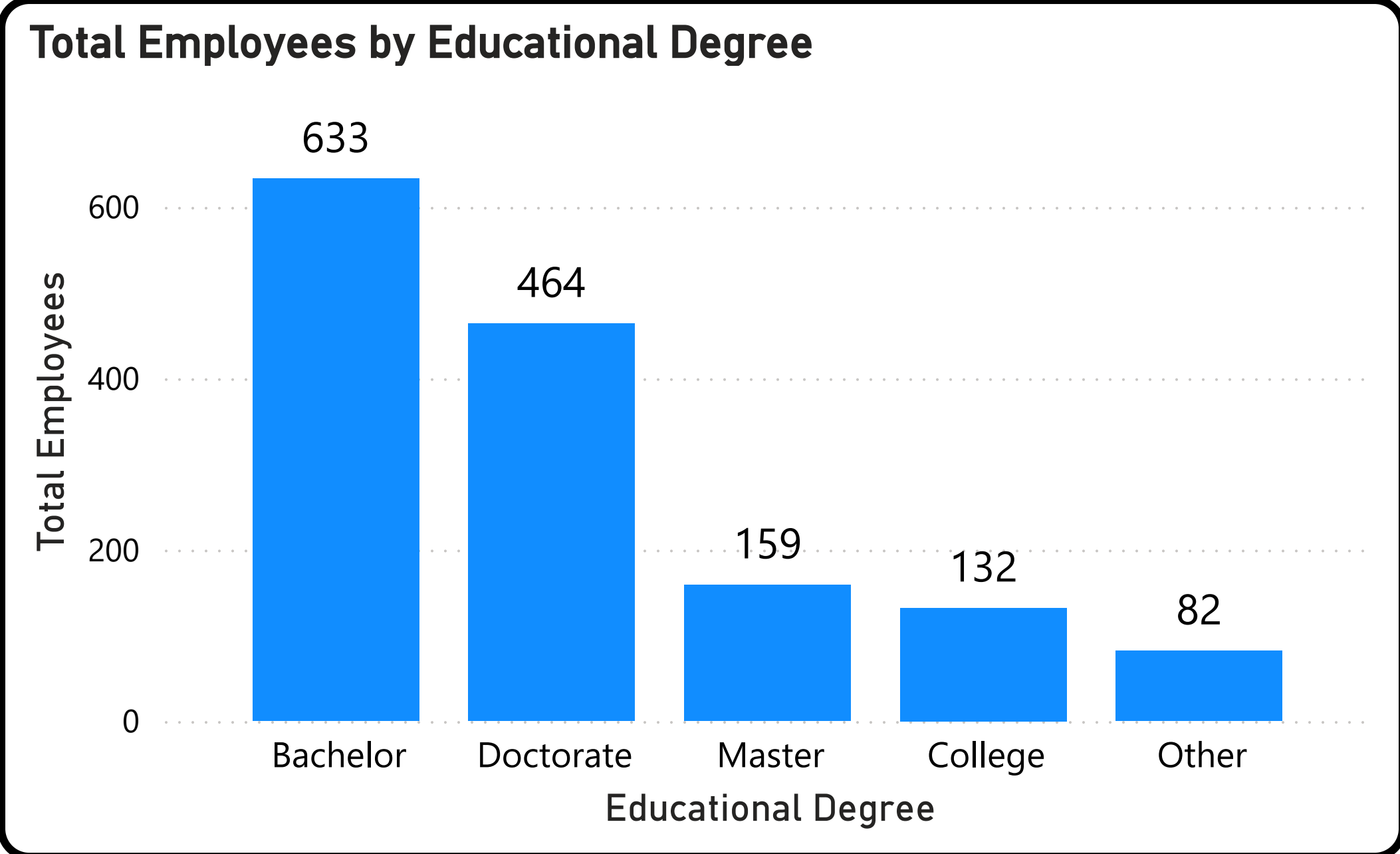
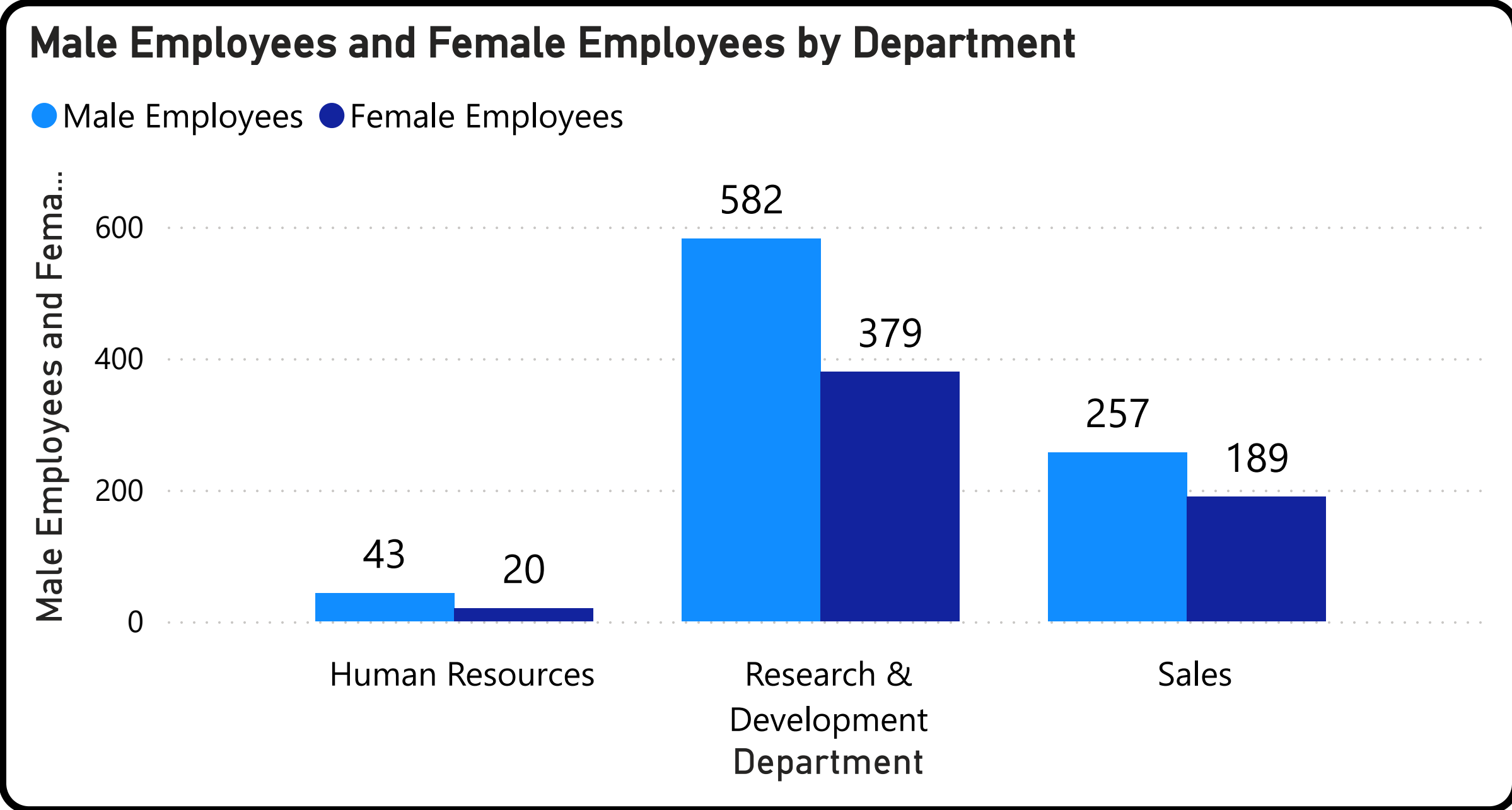
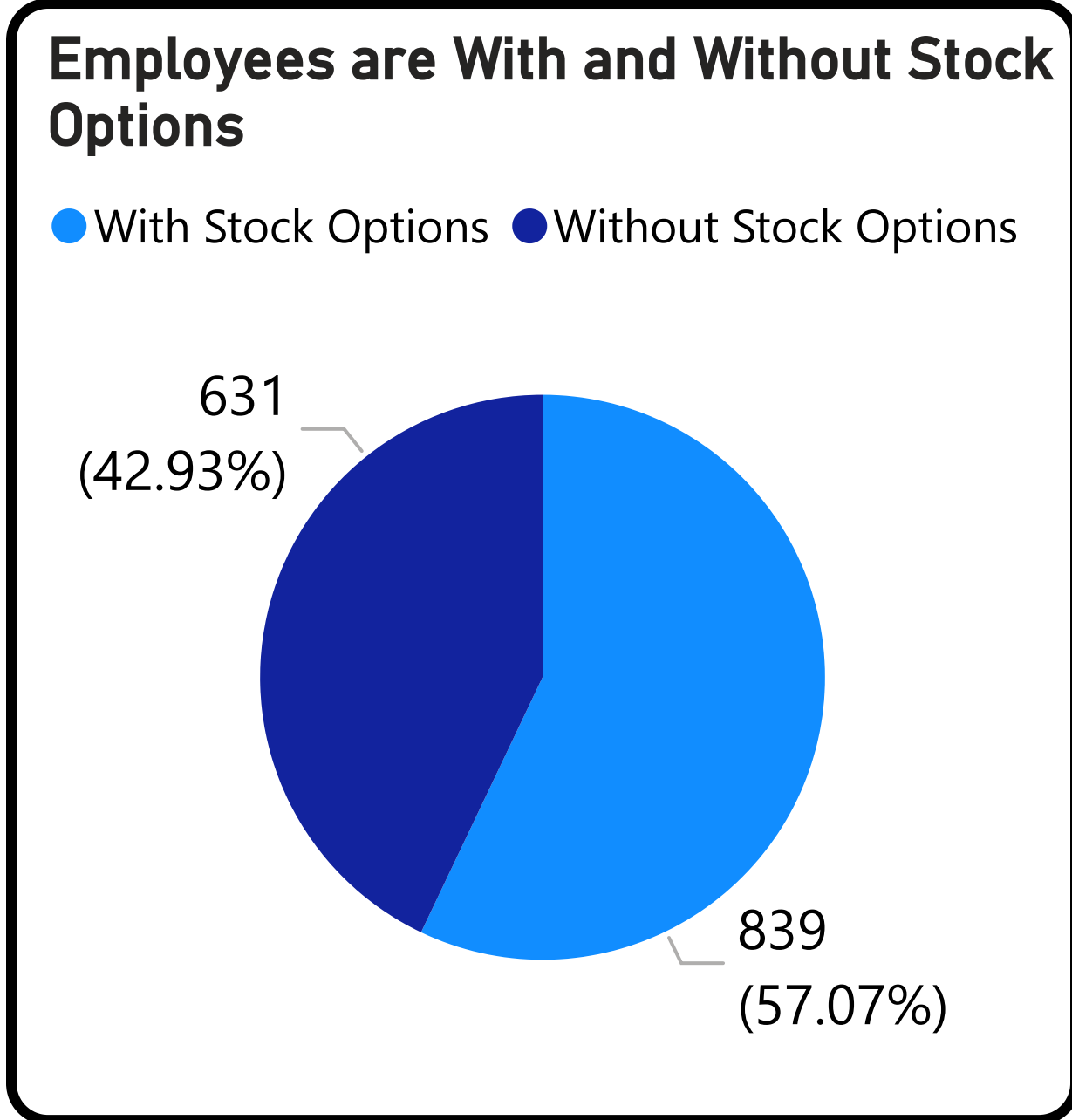
Summary

Salary Details

Review Details

Personal Details

Employee Status



Employee Personal Details

Employee...

- ☐ No
- ☐ Yes

MaritalStatus

- ☐ Divorced
- ☐ Married
- ☐ Single

Educational Degree

- ☐ Bachelor
- ☐ College
- ☐ Doctorate
- ☐ Master
- ☐ Other

EducationField

- ☐ Human Resources
- ☐ Life Sciences
- ☐ Marketing
- ☐ Medical
- ☐ Other
- ☐ Technical Degree

Department

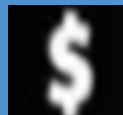
- ☐ Human Resources
- ☐ Research & Development
- ☐ Sales

EmployeeID

Clear Filter



Main Overview



Salary Details



Review Details



Employee Status

673

Married

327

Divorced

470

Single

588

Total Female

882

Total Male

9.19

Distance from home

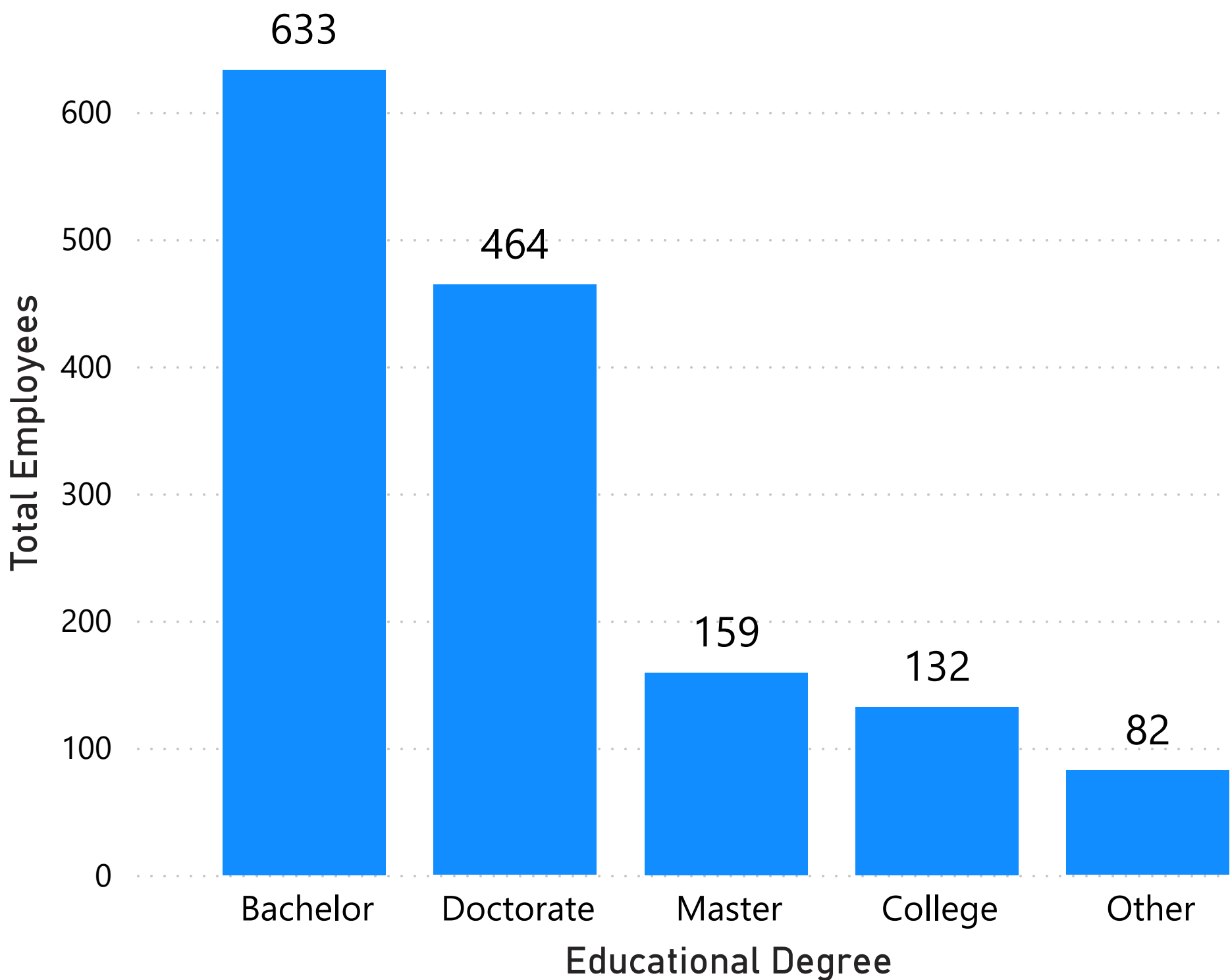
36.00

Median Age

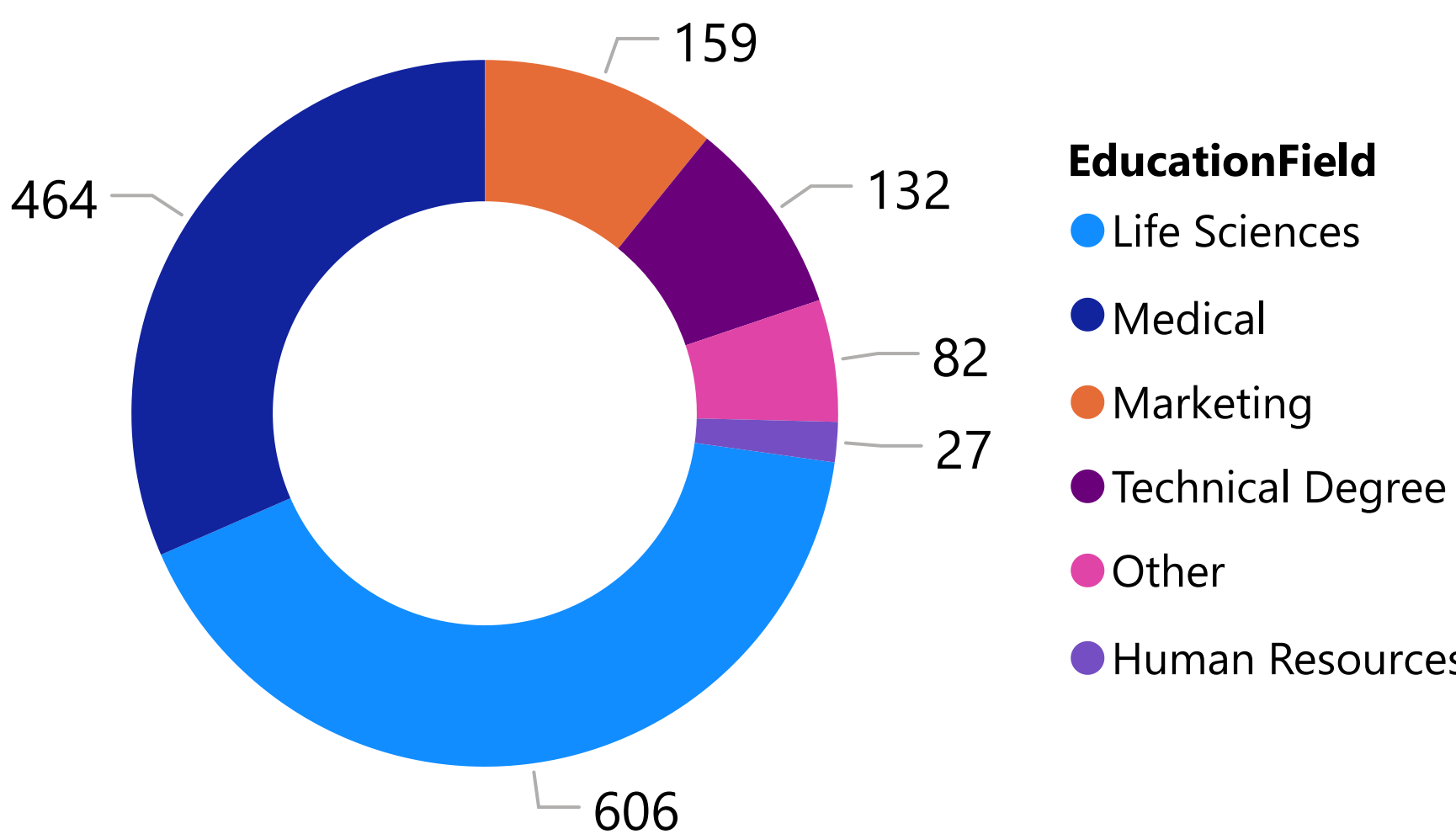
1470

Total Employees

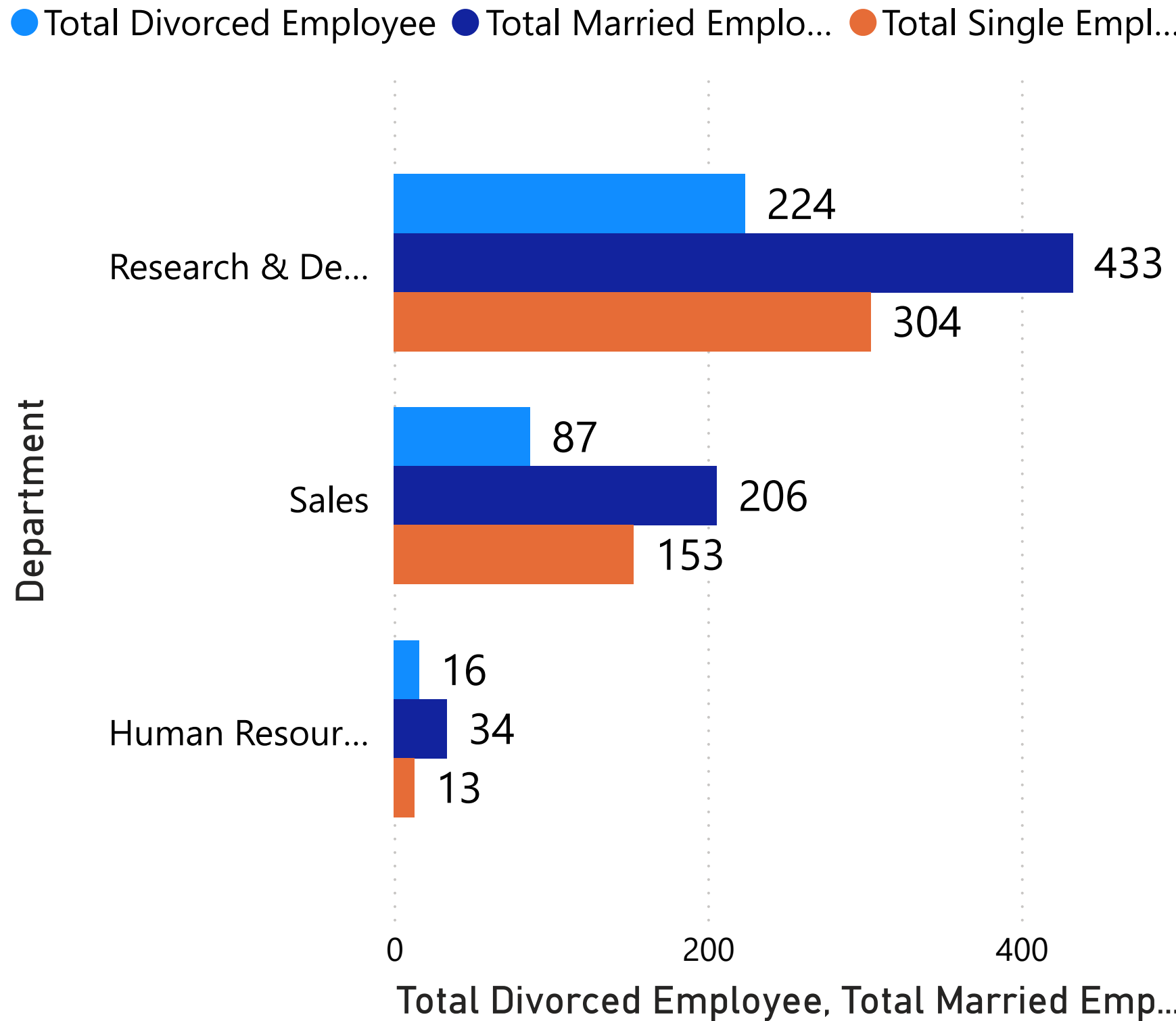
Total Employees by Educational Degree



Total Employees by EducationField



Marital Status of Employees by Department



Employee Turnover EmployeeID Gender Age Educational Degree EducationField Department DistanceFromHome MaritalStatus

No	103	Male	46	Doctorate	Medical	Human Resources	5	Divorced
Yes	133	Male	37	Bachelor	Human Resources	Human Resources	6	Divorced
No	140	Female	59	Bachelor	Human Resources	Human Resources	2	Married
No	148	Female	54	Bachelor	Human Resources	Human Resources	26	Single
No	177	Female	26	Bachelor	Life Sciences	Human Resources	25	Married
No	184	Male	30	Bachelor	Human Resources	Human Resources	9	Married
No	321	Male	59	Doctorate	Medical	Human Resources	6	Married
No	424	Male	31	Bachelor	Human Resources	Human Resources	2	Married
No	470	Male	42	College	Technical Degree	Human Resources	2	Divorced
Yes	566	Male	19	College	Technical Degree	Human Resources	2	Single
Yes	590	Female	34	Bachelor	Human Resources	Human Resources	23	Divorced
Yes	608	Female	26	Bachelor	Life Sciences	Human Resources	17	Divorced

Employee Review Details

1470

Total Employees

Clear



Main Overview



Salary Details



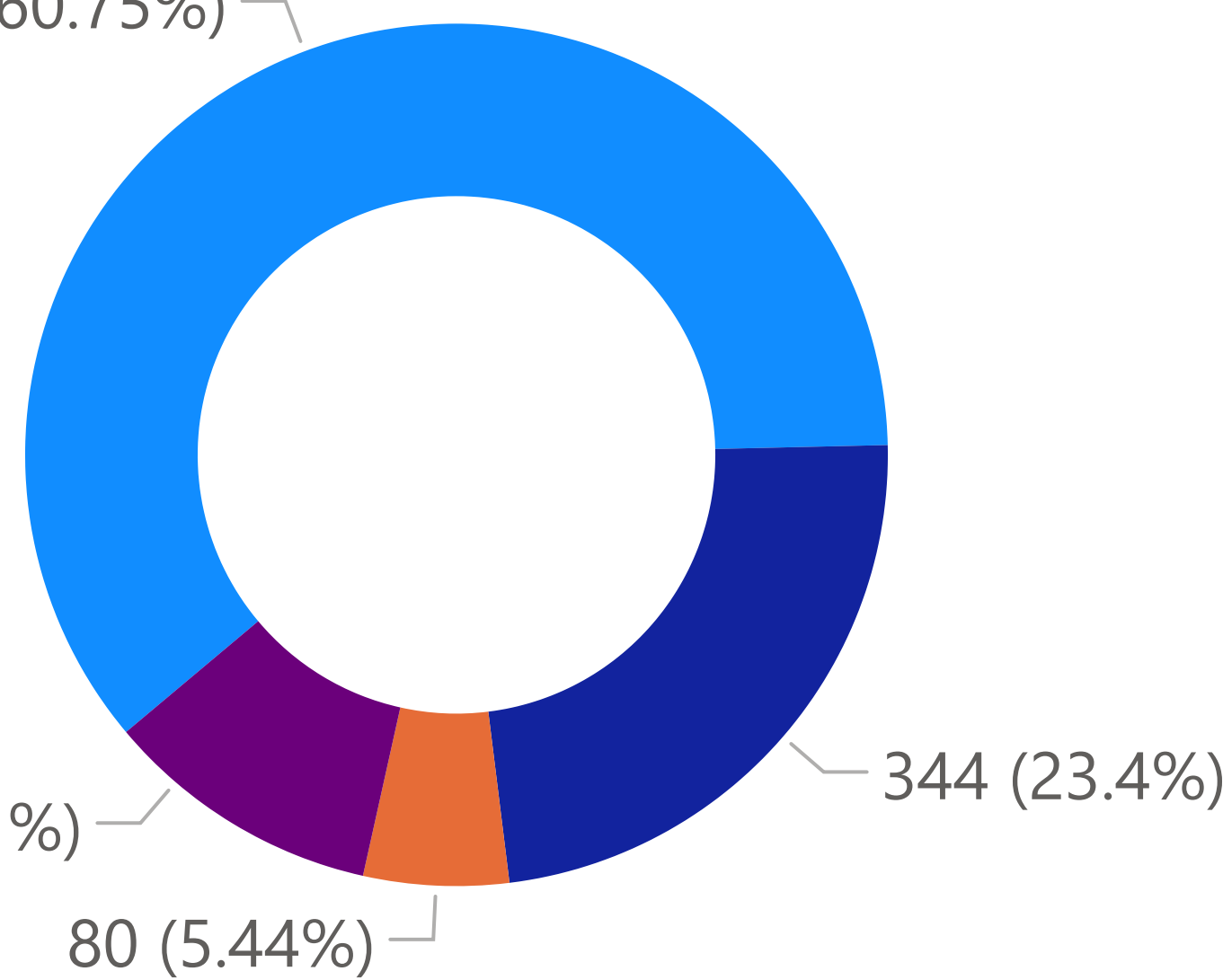
Employee Status



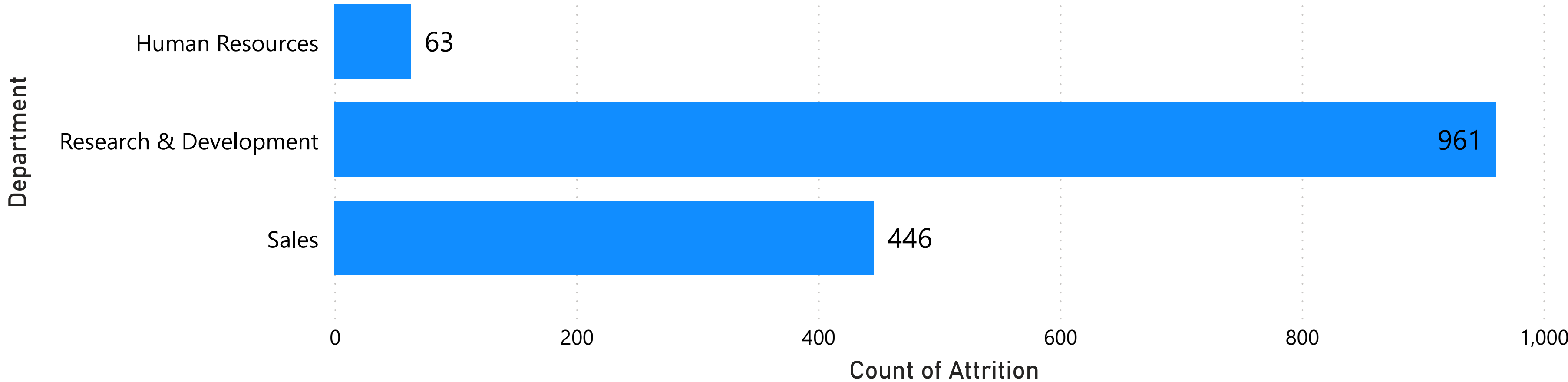
Personal Details

Total Employees by Work Life Balance

Work Life Balance



Attrition and Retention by Department



Performance Rating

- ☐ Excellent
- ☐ Good

Job Satisfaction

- ☐ Not Satisfied
- ☐ Satisfied
- ☐ Somewhat Satisfied
- ☐ Very Satisfied

WorkLife Balance

- ☐ Balanced
- ☐ Needs Improvement
- ☐ Poor Balanced
- ☐ Well Balanced

Relationship Satisfaction

- ☐ Not Satisfied
- ☐ Satisfied
- ☐ Somewhat Satisfied
- ☐ Very Satisfied

Environment Satisfaction

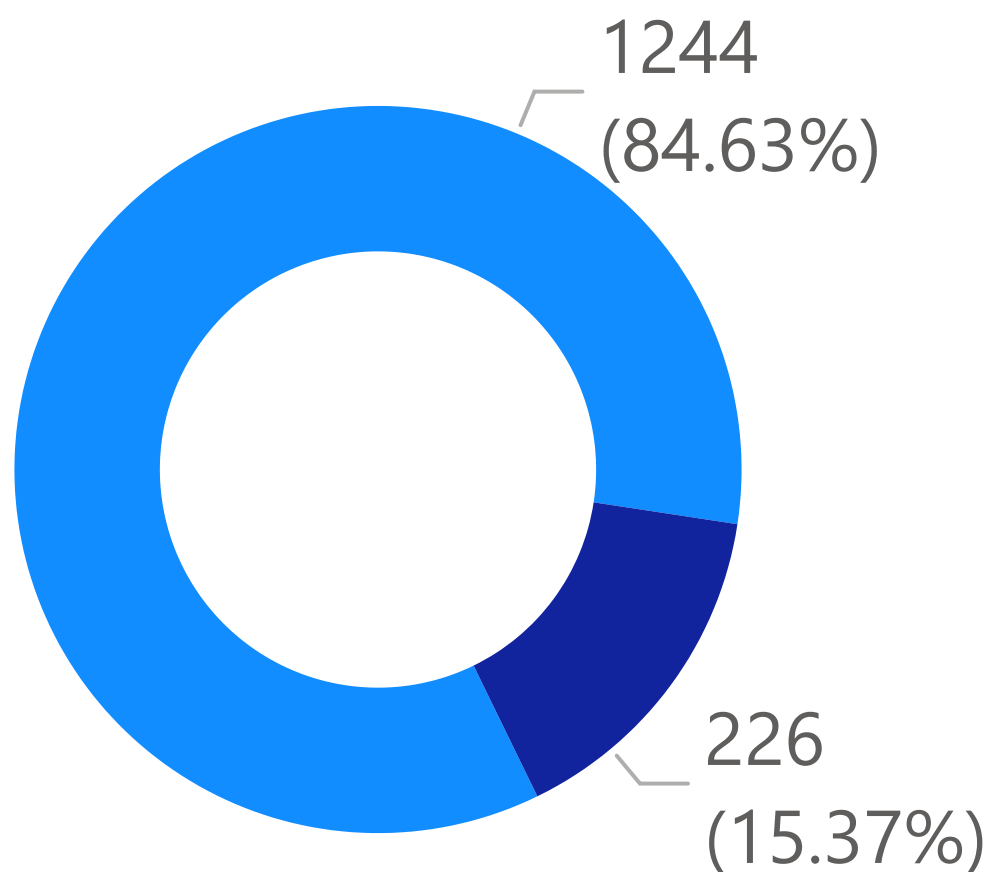
- ☐ Average
- ☐ Bad
- ☐ Excellent
- ☐ Good

Employee

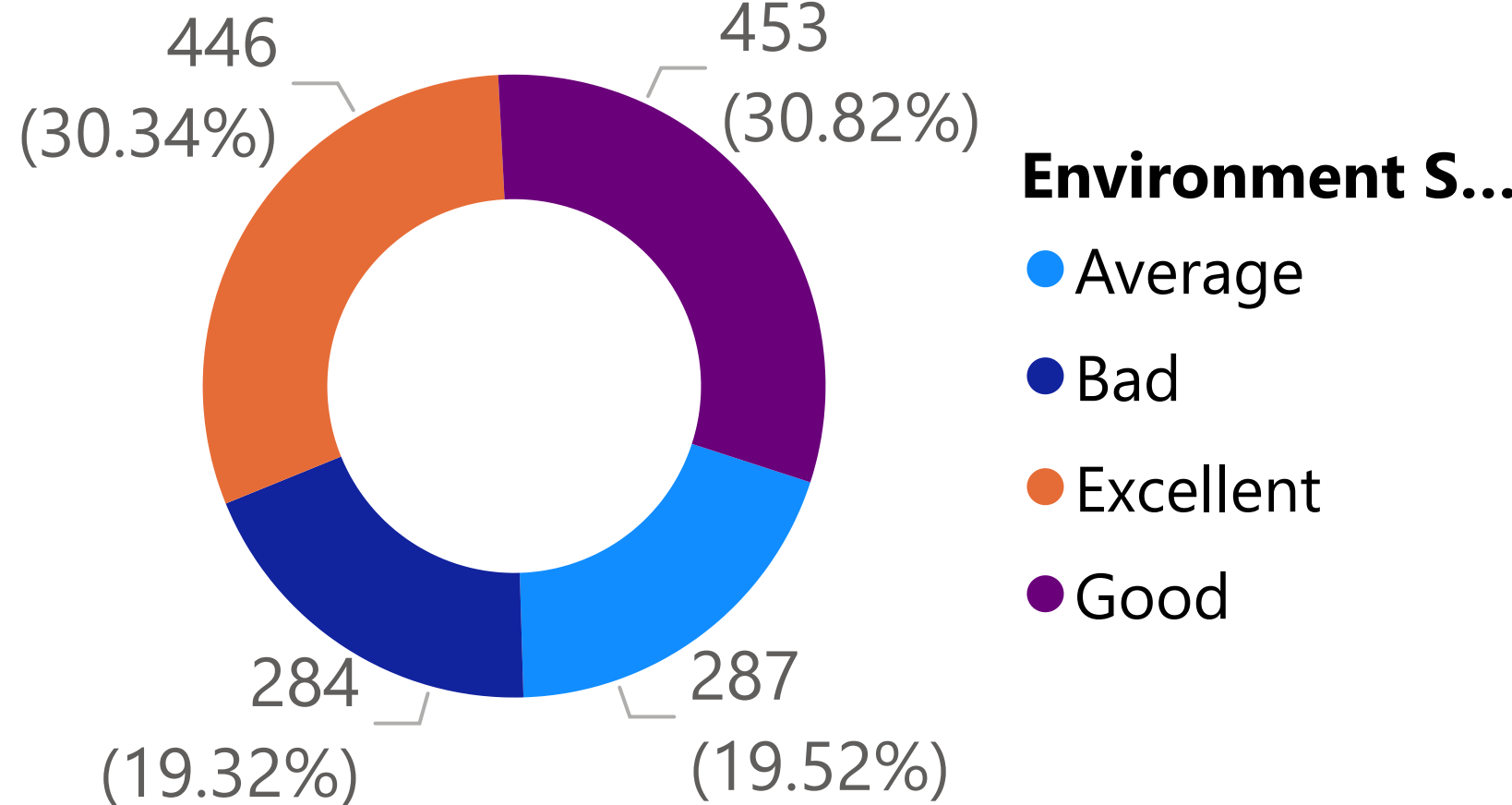


Total Employees by Performance Rating

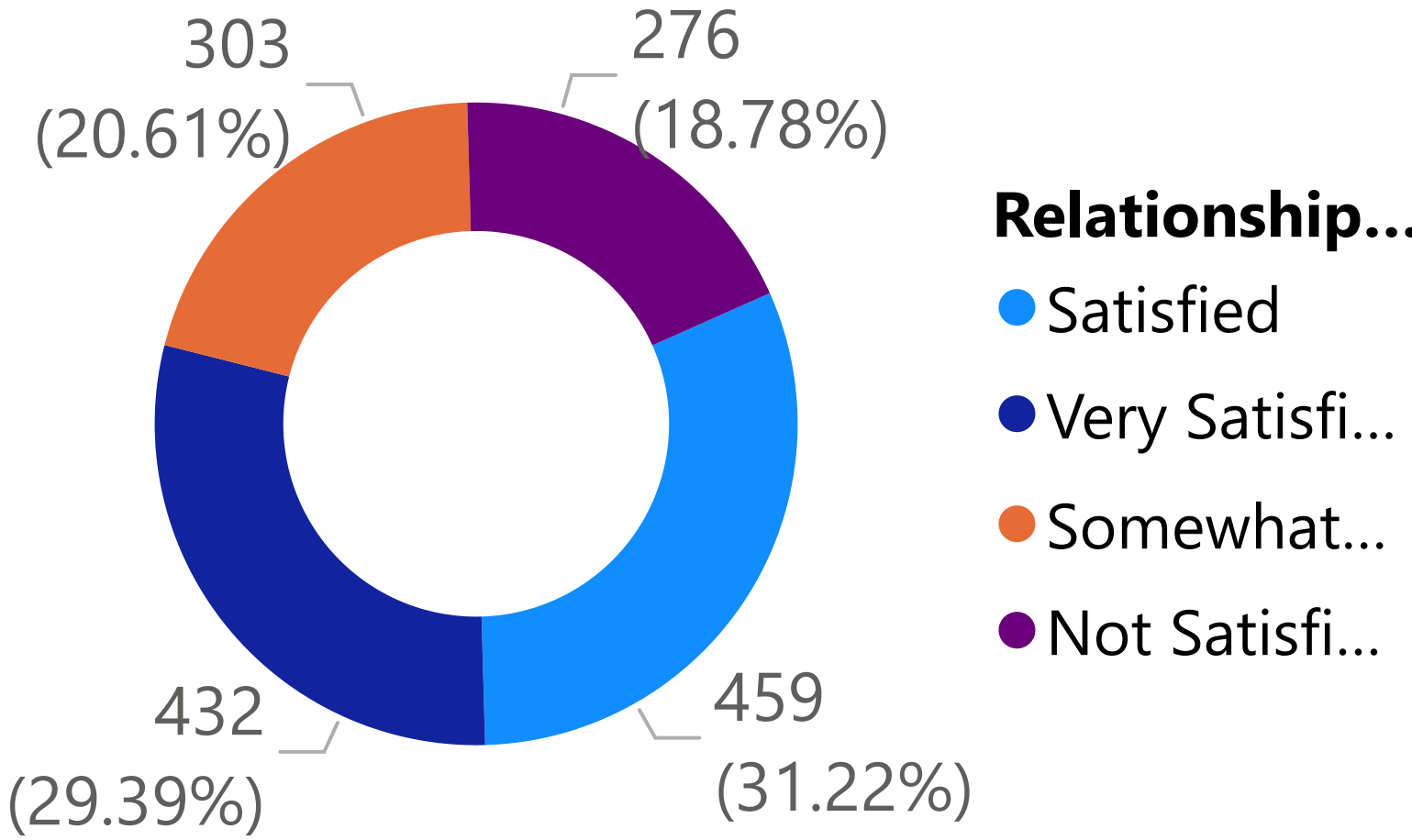
Performance Rating



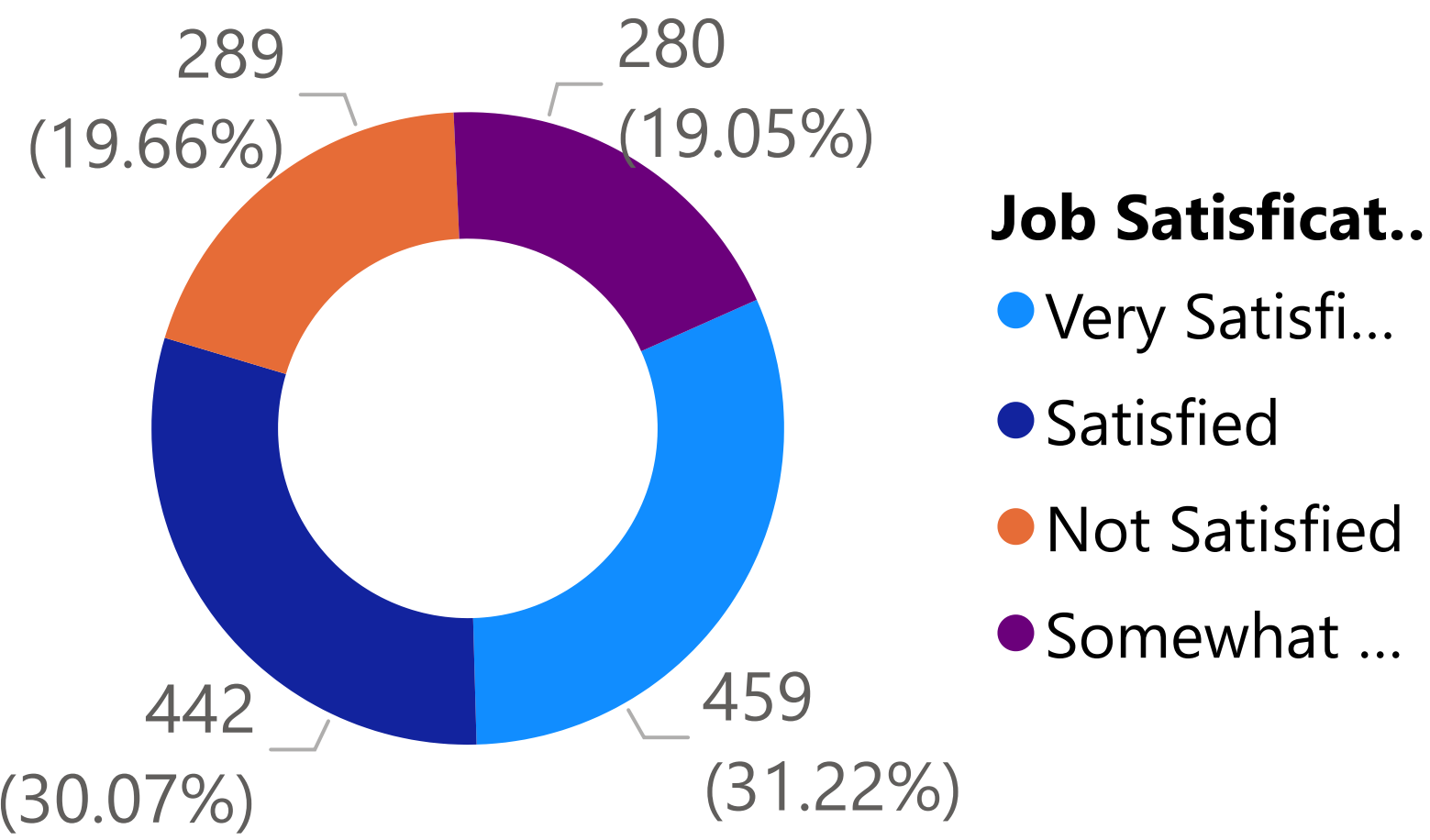
Total Employees by Environment Satisfaction



Total Employees by Relationship Satisfaction



Total Employees by Job Satisfaction



Employee Turnover

- ☐ No
- ☐ Yes

Department

- ☐ Human Resources
- ☐ Research & Development
- ☐ Sales

Attrition	Emp ID	Department	Environment Satis	Job Satisfaction	Performance Rating	Status	Relationship Satisfaction	WorkLife Balance
No	103	Human Resources	Average	Somewhat Satisfied	Excellent		Very Satisfied	Balanced
No	140	Human Resources	Good	Very Satisfied	Excellent		Very Satisfied	Balanced
No	148	Human Resources	Excellent	Very Satisfied	Good		Satisfied	Balanced
No	177	Human Resources	Good	Satisfied	Excellent		Very Satisfied	Balanced
No	184	Human Resources	Good	Very Satisfied	Good		Very Satisfied	Poor Balanced
No	321	Human Resources	Average	Satisfied	Good		Very Satisfied	Needs Improve
No	424	Human Resources	Bad	Not Satisfied	Good		Very Satisfied	Balanced

Employee Salary Details

EmployeeID

1470

Total Employees

Department

Job Level

Job Role

Clear Filter



Main Overview



Review Details



Personal Details



Employee Status

Attrition

- ☐ No
☐ Yes

Gender

- ☐ Female
☐ Male

Department

- ☐ Human Resources
☐ Research & Development
☐ Sales

JobRole

- ☐ Healthcare Representative
☐ Human Resources
☐ Laboratory Technician
☐ Manager
☐ Manufacturing Director
☐ Research Director
☐ Research Scientist
☐ Sales Executive
☐ Sales Representative

Pay Grade

- ☐ Above Pay Grade
☐ Below Pay Grade

Job Level Status

- ☐ Associate
☐ Director
☐ Junior
☐ Manager
☐ Senior

Total Employees Daily Rate By Month

25952388	17,654.69	32978	2244
Total	Average	Maximum	Minimum

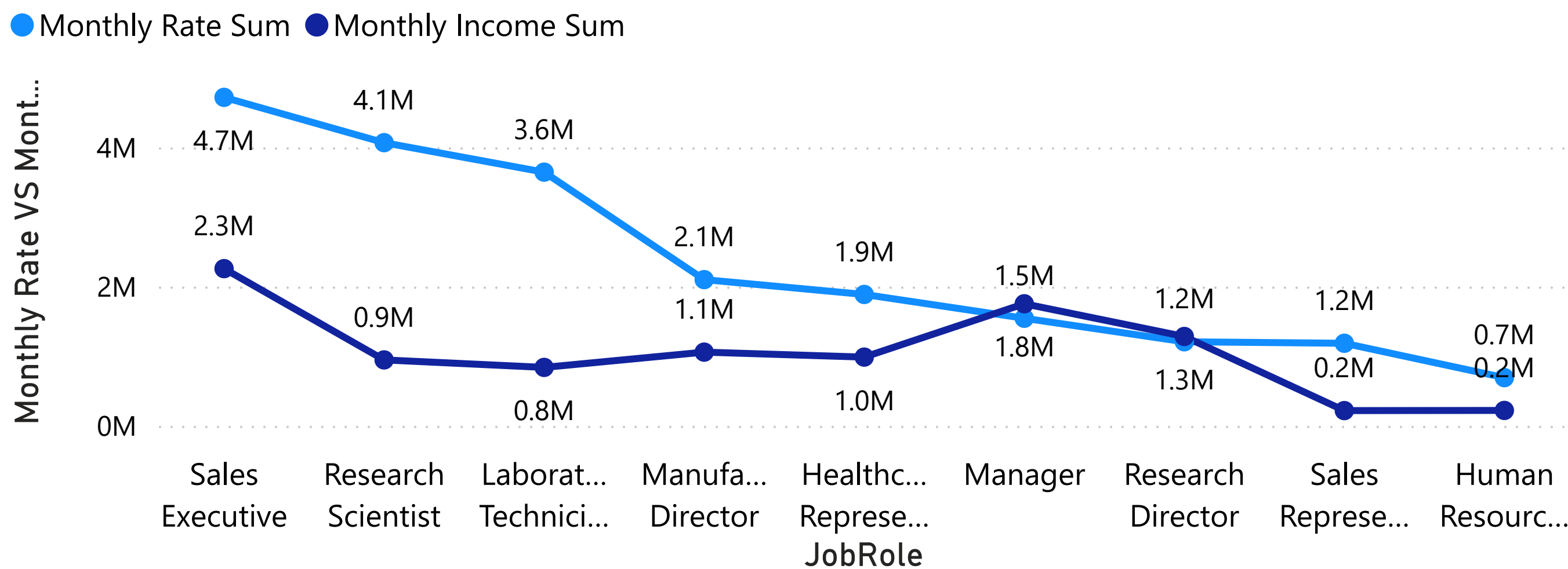
Total Employees Hourly Rate By Month

17047360	11,596.84	17600	5280
Total	Average	Maximum	Minimum

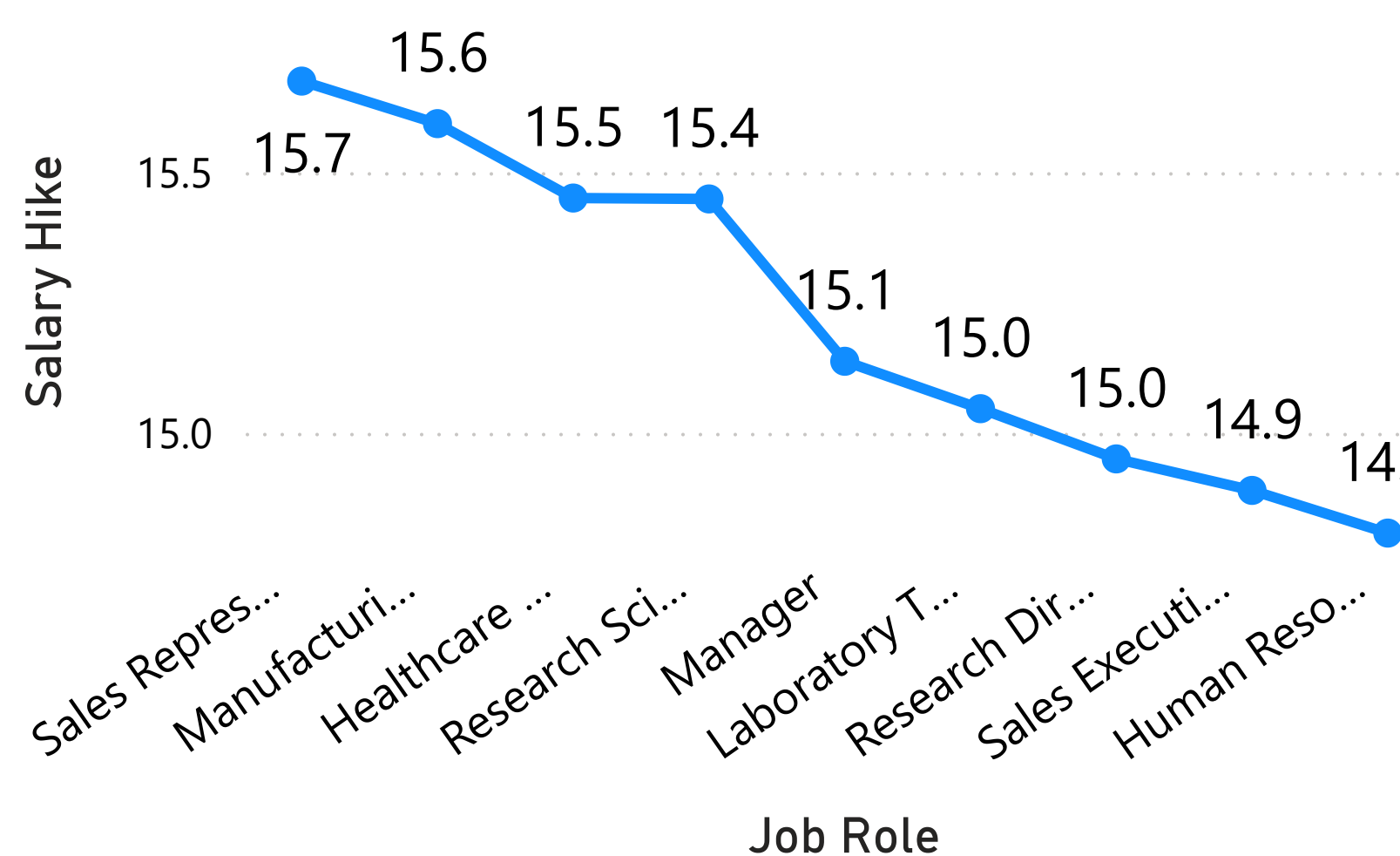
Total Employees Monthly Income

9559309	6,502.93	19999	1009
Total	Average	Maximum	Minimum

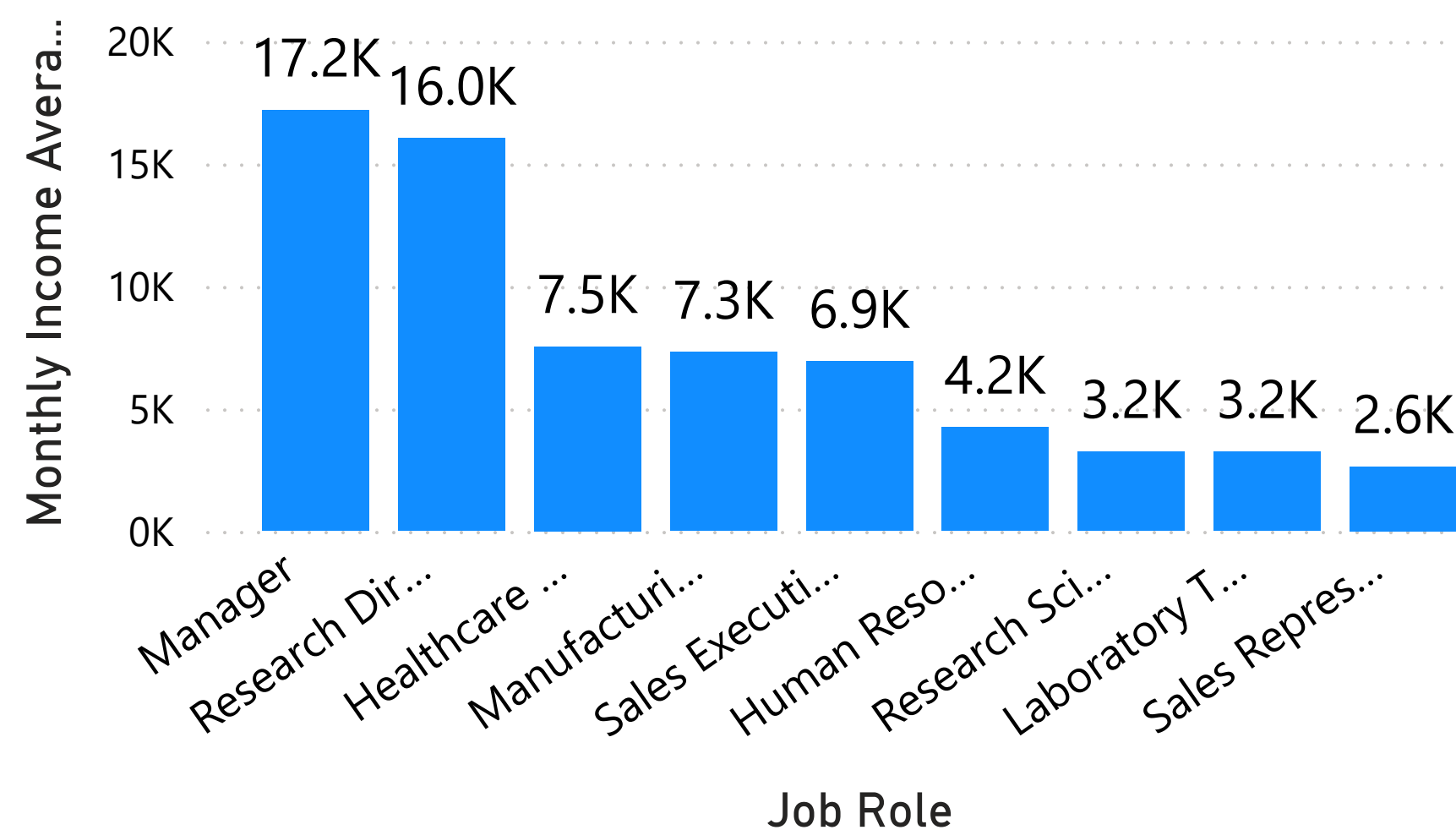
Total Monthly Rate vs Total Monthly Income by Department, Job Role, Job Level



Salary Hike by Job Role



Monthly Income Average by Job Role



Salary Hike of Employees

15.21	25	11
Average	Maximum	Minimum

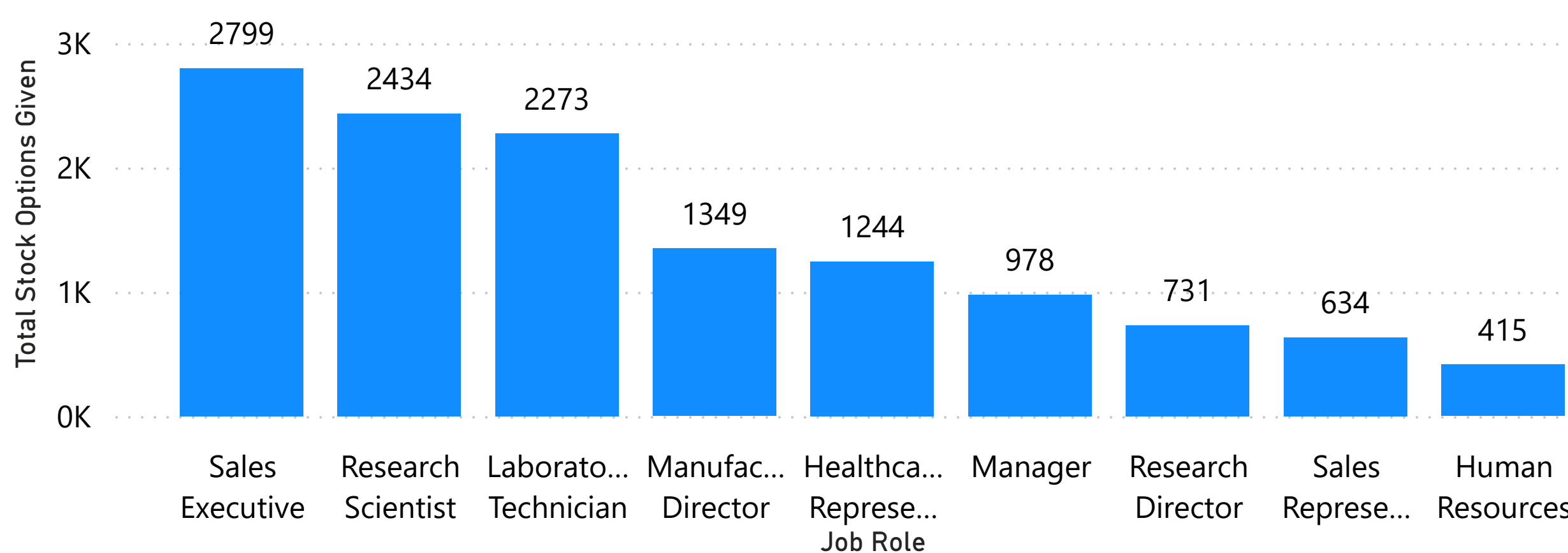
Total Employees Monthly Rate

21040262	14,313.10	26999	2094
Total	Average	Maximum	Minimum

Stocks Options

839	631	1.39	12857
Employees with Stocks	Employees without Stocks	Avg Stock Per Employee	Total Stocks Given To Employees

Total Stock Options Given by Job Role



Attrition	Emp ID	Department	JobRole	Job Level	Gender	HourlyRate	DailyRate	MonthlyIncome	MonthlyRate	SalaryHike	StockOption
Yes	1	Sales	Sales Executive	Associate	Female	94	1102	5993	19479	11	0
Yes	4	Research & Development	Laboratory Technician	Junior	Male	92	1373	2090	2396	15	0
Yes	19	Research & Development	Laboratory Technician	Junior	Male	50	103	2028	12947	14	0
Yes	27	Sales	Sales Representative	Junior	Male	82	1218	3407	6986	23	0
Yes	31	Research & Development	Research Scientist	Junior	Male	83	699	2960	17102	11	0
Yes	33	Research & Development	Research Scientist	Junior	Female	72	1125	3919	4681	22	0

Employment Status and Workforce Overview

EmployeeID

Department

Job Level

Job Role

Clear



Main Overview



Salary Details



Personal Details



Review Details

1470

Total Employees

1233

Employee Available

237

Employee Left

16.12%

Emp left Rate

83.88%

Emp Available Rate

40

Max Tenure

7.01

Avg Tenure

Department

- ☐ Human Resources
- ☐ Research & Development
- ☐ Sales

JobRole

- ☐ Healthcare Representative
- ☐ Human Resources
- ☐ Laboratory Technician
- ☐ Manager
- ☐ Manufacturing Director
- ☐ Research Director
- ☐ Research Scientist
- ☐ Sales Executive
- ☐ Sales Representative

Job Level

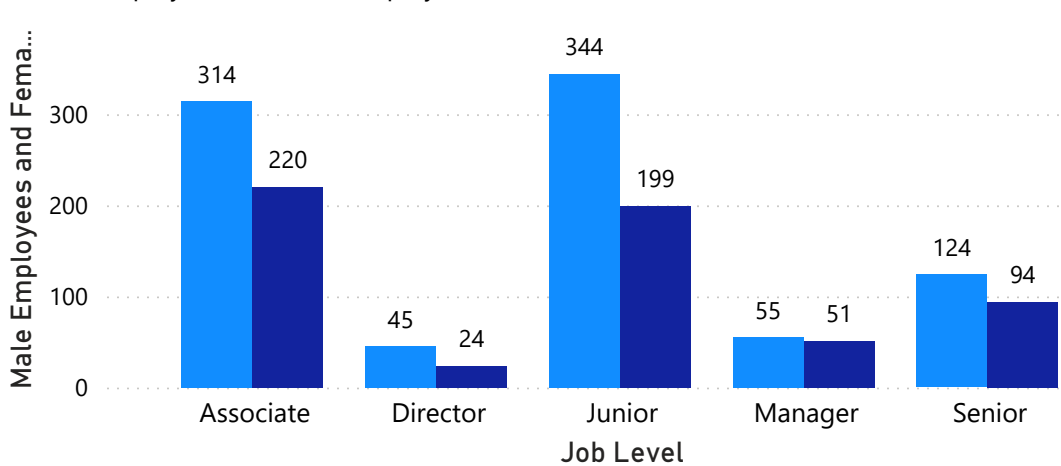
- ☐ Associate
- ☐ Director
- ☐ Junior
- ☐ Manager
- ☐ Senior

Employee Turnover

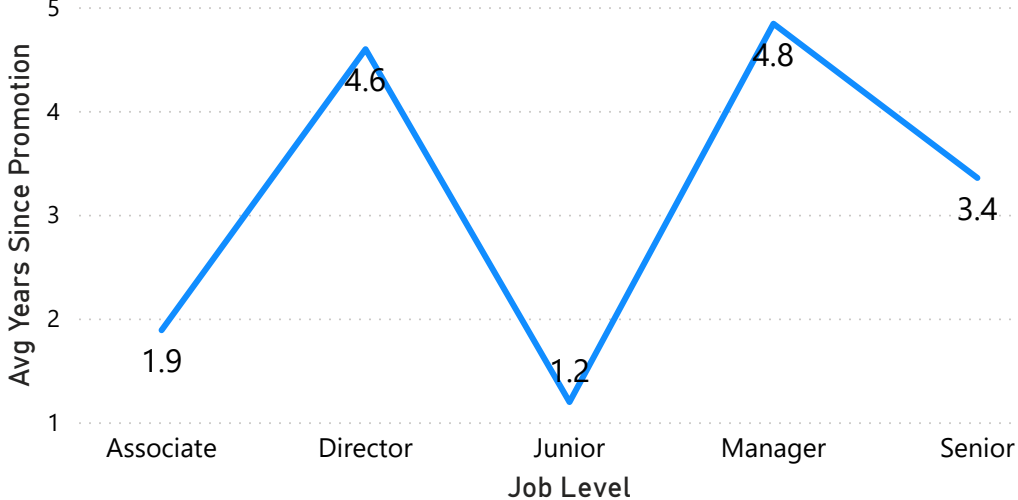
- ☐ No
- ☐ Yes

Male Employees and Female Employees by Job Level

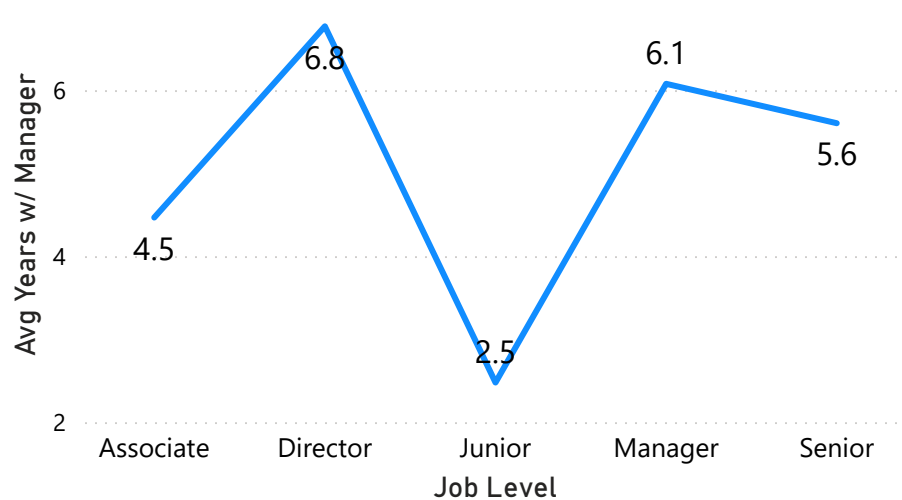
Male Employees Female Employees



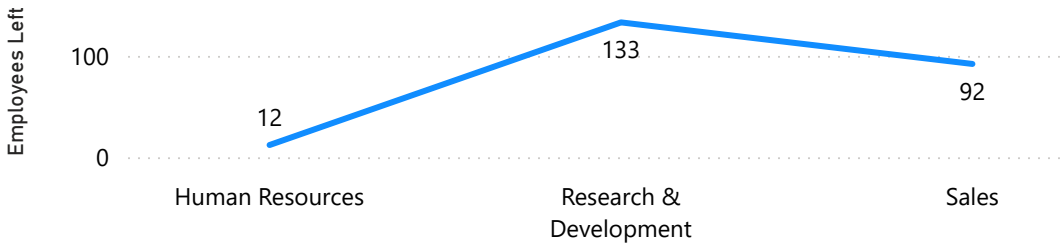
Avg Years Since Promotion by Job Level



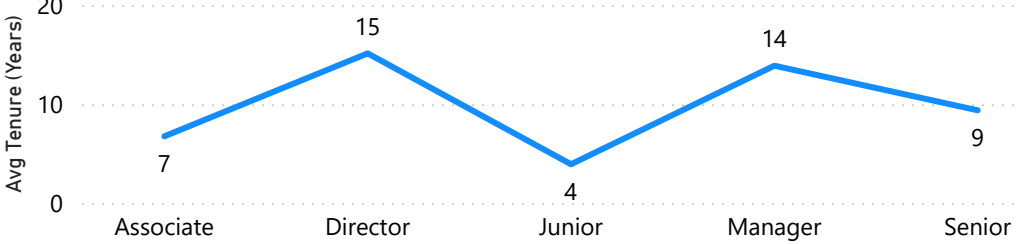
Avg Years w/ Manager by Job Level



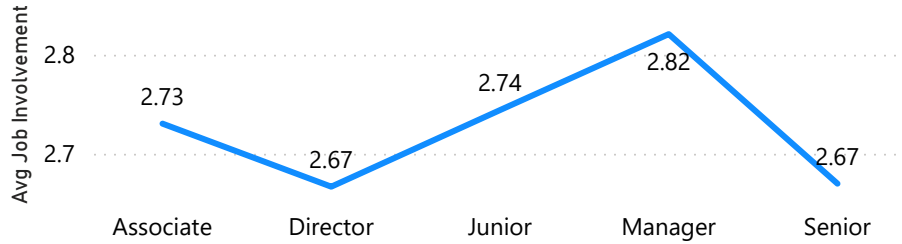
Employees Left by Department



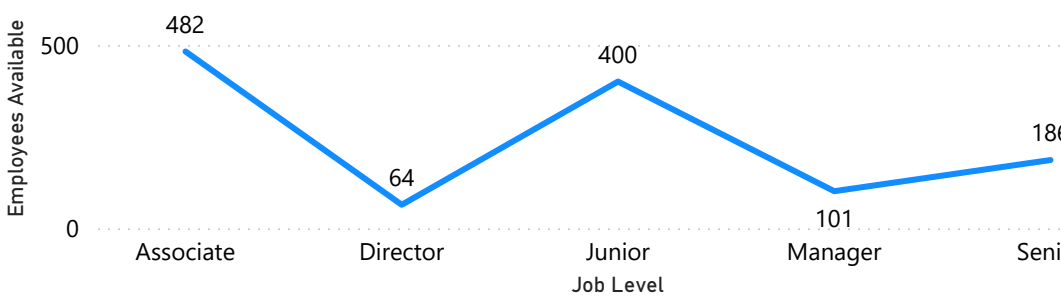
Avg Tenure (Years) by Job Level



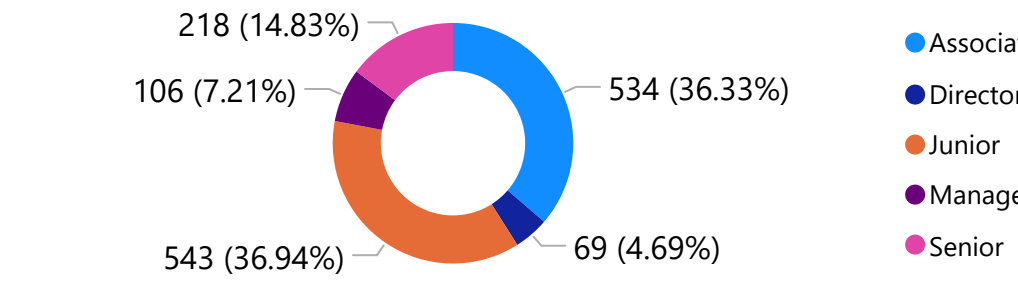
Avg Job Involvement by Job Level



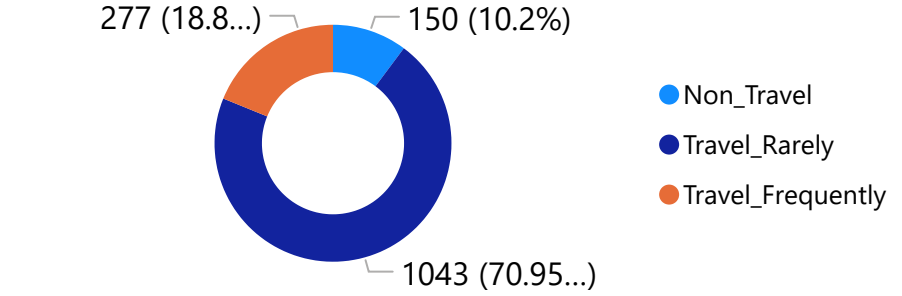
Employees Available by Job Level



Total Employees by Job Level



Business Travel Details of Employees



Emp Turnover	EmpID	Gender	Department	JobRole	JobLevel	BusinessTravel	YearsAtCompany	YearsInCurrentRole	YearsSinceLastPromotion	YearsWithCurrMa
No	2	Male	Research & Development	Research Scientist	2	Travel_Frequently	10	7	1	
No	5	Female	Research & Development	Research Scientist	1	Travel_Frequently	8	7	3	
No	7	Male	Research & Development	Laboratory Technician	1	Travel_Rarely	2	2	2	
No	8	Male	Research & Development	Laboratory Technician	1	Travel_Frequently	7	7	3	

HR Data (System Limited) Overall Summary

Workforce Overview

- >**Total Employees:** 1470
- >**Employees Available (Retention):** 1233 (83.88%)
- >**Employees Left (Attrition):** 237 (16.12%)
- >**Average Tenure:** 7 Years
- >**Maximum Tenure:** 40 Years

Demographics

- >**Gender:** 60% Male (882), 40% Female (588)
- >**Education:** Mostly Bachelor (633) and Doctorate (464) degrees
- >**Marital Status:** Married employees are the largest group (673), followed by Single (470) and Divorced (327)

Salary and Benefits

- >**Average Monthly Income:** 6.5K
- >**Highest Avg Monthly Income:** Managers (17.2K), Research Directors (16.0K)
- >**Lowest Avg Monthly Income:** Sales Representatives (2.6K)
- >**Stock Options:** 57% of employees have stock options; highest allocations in Sales Executives and Research Scientists

Career Progression & Engagement

- >**Promotion:** Average years since last promotion: Director (4.8 years), Manager (3.8 years), Junior (1.2 years)
- >**Tenure by Job Level:** Directors have the longest tenure (15 years on avg), Juniors the lowest (4 years)
- >**Work-Life Balance:** 60% report balance, but 23% need improvement
- >**Job Involvement:** Managers and Seniors show slightly higher engagement than other levels

Attrition & Turnover

- >**Total Attrition:** 237 employees (16.12%)
- By Department:**
 - >**Research & Development** 133 (highest attrition)
 - >**Sales** 92
 - >**Human Resources** 12 (lowest attrition)

By Job Level: Attrition is highest at Junior (64 left) and Associate (52 left) levels (meaning early-career employees are more likely to leave)

Recommendations

- 1: Retention Strategy for R&D and Sales:** High attrition in these areas; consider career growth programs and engagement initiatives.
- 2: Salary Adjustment for Lower Roles:** Sales Representatives and Lab Technicians earn the least; revisiting pay scales could reduce turnover.
- 3: Focus on Junior & Associate Level Employees:** Early attrition is a red flag; mentorship and career progression paths may improve retention.
- 4: Promotions & Career Growth:** Long promotion cycles for Directors/Managers may cause dissatisfaction; evaluate promotion policies.
- 5: Work-Life Balance Programs:** Expand flexible policies, as 23% report poor/needs-improvement balance.



Main Overview