1. Executive Summary (Key Metrics)

The organization currently manages a workforce of **1,470 employees**. The overall health of the workforce can be summarized by several critical high-level metrics:

- **Total Attrition:** 237 employees have left the organization.

- **Attrition Rate:** Standing at **16.1%**, which serves as a vital benchmark for HR to determine if turnover is within industry standards or requires immediate intervention.

- **Workforce Profile:** The average employee is **37 years old**, earns an average salary of **$6.5K**, and has a tenure of **7 years** with the company.

- **Gender Split in Attrition:** Of those who left, **150 were Male** and **87 were Female**.

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2. Attrition by Demographics & Education

Analyzing *who* is leaving provides insight into cultural or recruitment misalignments:

- **Education Background:** Employees with a background in **Life Sciences (41%)** and **Medical (32%)** represent the vast majority of attrition. This suggests that specialized technical talent may be harder to retain or is being headhunted more aggressively.

- **Age Factor:** There is a massive spike in attrition among the **26-35 age group (116 people)**. This is a critical career-building phase; high turnover here suggests that "Rising Stars" or mid-level talent do not see long-term growth opportunities or are seeking better work-life balance elsewhere.

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3. Financial & Tenure Drivers

The data highlights a strong correlation between compensation, tenure, and the decision to leave:

- **Salary Slab Impact:** Attrition is highest among those earning **Upto 5k (163 employees)**. As salary increases, attrition drops significantly (only 5 people left in the 15k+ bracket). This indicates that **lower-income roles are highly volatile** and likely sensitive to market rate fluctuations.

- **The "Tenure Peak":** The *Attrition by Years at Company* chart shows a sharp peak around the **2-year mark (59 employees)**.

  - **Insight:** This is the "danger zone." If an employee stays past 3 years, the likelihood of them leaving drops significantly until the 5 and 10-year marks, which likely correspond with natural career pivots.

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4. Role-Based Performance & Job Satisfaction

The dashboard breaks down attrition by specific job functions and job satisfaction levels (rated 1 to 4):

- **High-Risk Roles: * Laboratory Technicians (62)** and **Sales Executives (57)** have the highest count of departures.

  - Notably, 20 Laboratory Technicians left despite a satisfaction rating of '1', suggesting high burnout or dissatisfaction in that specific role.

- **Research Directors:** This role shows the highest stability, with only 2 departures total, indicating high engagement or significant "golden handcuffs" (retention benefits) for senior leadership.

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5. Strategic Recommendations

Based on the data, HR should focus on the following three pillars:

1. **Mid-Career Retention Program:** Target the 26-35 age group with clear "Path to Promotion" programs to prevent them from seeking growth at competitors.

2. **The "2-Year" Intervention:** Implement stay interviews or "anniversary bonuses" around the 18-month to 24-month mark to address the high turnover peak seen at 2 years of tenure.

3. **Compensation Review for Entry-Level:** Evaluate the market competitiveness of the "Upto 5k" salary slab. The cost of replacing 163 employees likely exceeds the cost of a modest salary adjustment or performance-based incentive.