

Problem Statement

NovaGen Biotech Ltd. is a mid-sized pharmaceutical research and development company with over 1,500 employees across its operations in India. The organization has experienced significant employee turnover in recent years, particularly in R&D and Sales departments, leading to increased costs in recruitment, training, and reduced productivity.

Problem Statement

The HR team at NovaGen Biotech Ltd. is facing a critical challenge of high employee attrition, especially among young professionals and technical roles. The management suspects that dissatisfaction related to job roles, educational mismatch, and work-life balance could be contributing factors. However, they lack a structured and data-driven method to analyze the root causes of attrition and demographic trends.

Project Objective

To address this challenge, an interactive HR Analytics Dashboard has been proposed and developed. The objective of this dashboard is to visualize and analyze employee demographics, attrition trends by department, age, marital status, education, and job role, and to uncover key patterns that can guide strategic HR decisions.

Expected Outcomes

- Identify departments and roles with highest attrition.
- Analyze employee satisfaction and attrition by education, age group, and marital status.
- Help HR design targeted employee engagement, training, and retention strategies.
- Support data-backed planning for talent acquisition and workforce development.