HR Analytics Dashboard

A Project Report

Submitted by

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Project HR Analytics Dashboard Report

Introduction: -

This report presents an overview of key human resources metrics, focusing on employee attrition, demographics, and job role distribution. In an increasingly data-driven business environment, HR analytics plays a crucial role in informing strategic decisions. The HR Analytics Dashboard provides valuable insights into employee trends, enabling effective decision-making regarding talent retention, recruitment, and resource allocation within the organization. By analyzing these metrics, the report aims to enhance understanding of workforce dynamics and support the organization in fostering a more engaged and productive workforce.

Problem Statement: -

The organization faces a high attrition rate of 16.1%, with significant turnover among employees aged 26-35, those earning up to 5K, and specific roles like Laboratory Technicians and Sales Executives. This high turnover impacts productivity, increases recruitment costs, and affects employee morale. The key problems addressed in this project include:

Solution:
Reduce attrition to below 10% by addressing key causes such as inadequate compensation, lack of career growth, and work-life balance challenges. Implement strategies like improving onboarding, revising salary structures, and offering career development opportunities.

Key Goals:

1. **Enhance retention** for early-stage employees through mentorship.

2. **Revise compensation** to remain competitive, especially for lower salary slabs.

3. **Engage vulnerable groups** with career growth programs.

4. **Improve work-life balance** to reduce dissatisfaction.

Key Metrics Overview

The dashboard presents an overall snapshot of the company's workforce, focusing on attrition and related metrics:

- **Employee Count:** 1.47K (Total number of employees in the organization)
- **Attrition Count:** 237 (Total number of employees who have left the organization)
- **Attrition Rate:** 16.1% (Percentage of employees who left the company relative to the total workforce)
- **Average Age:** 37 years (The median age of employees across the organization)
- **Average Salary:** 6.5K (Average monthly salary of employees)
- **Average Tenure:** 7 years (Average length of service of employees before attrition)

Expanded Insights

- The attrition rate of 16.1% could signal a potential issue with employee satisfaction or career development opportunities. It is higher than the industry average of 10-15%, indicating the need for immediate interventions.
- The average tenure of 7 years is encouraging, suggesting that a significant portion of employees stay long-term, but more work is needed to retain mid-level employees.

3. Attrition Analysis

3.1 Attrition by Education

- **Life Sciences:** 38%
- **Medical:** 27%
- **Marketing:** 15%
- **Technical Degree:** 14%
- **Other Fields:** 5%

Expanded Insights

- Life Sciences professionals experience the highest attrition rate (38%). This could suggest either high competition in the field, insufficient career

growth opportunities, or dissatisfaction with compensation and benefits packages.

- Attrition in Marketing (15%) and Technical fields (14%) is relatively moderate but still notable. Marketing professionals, often dealing with performance-driven roles, might face high stress, while technical employees may be lured by better-paying tech companies.

3.2 Attrition by Age

- **26-35 years:** 116 attritions (49% of total attritions)
- **18-25 years:** 44 attritions (18.5% of total attritions)
- **36-45 years:** 43 attritions (18.1% of total attritions)
- **46-55 years:** 26 attritions (11% of total attritions)
- **55+ years:** 8 attritions (3.4% of total attritions)

Expanded Insights

- The highest attrition is observed in the 26-35 age group (49%). This age group is typically career-oriented, looking for rapid advancement. Attrition in this group may point to limited growth opportunities or dissatisfaction with career progression within the organization.
- The 18-25 age group, primarily comprising entry-level employees, also shows significant attrition (18.5%). This may be due to unrealistic expectations about the workplace, lack of proper onboarding, or competitive offers from other companies.

3.3 Attrition by Gender

- **Male:** 140 attritions (59% of total attritions)
- **Female:** 79 attritions (41% of total attritions)

Expanded Insights

- Males account for the majority of attritions (59%), which aligns with a larger male workforce. However, considering gender equality initiatives, it's important to understand whether specific roles or work environments are more prone to male attrition. This could indicate job dissatisfaction, especially in roles with higher physical or travel demands.

3.4 Attrition by Salary Slab

- **Up to 5K:** 163 attritions (69%)
- **5K-10K:** 49 attritions (20.7%)
- **10K-15K:** 20 attritions (8.4%)
- **15K+:** 5 attritions (2.1%)

Expanded Insights

- Attrition is highest among employees in the lowest salary slab (up to 5K), making up 69% of the total attritions. This reflects a need for competitive salary reviews, especially for entry-level and mid-level positions where employees may feel undercompensated.
- Employees in the higher salary slabs (above 10K) have lower attrition, likely due to greater job satisfaction, better benefits, and higher incentives to stay long-term.

3.5 Attrition by Years of Service

- **0-5 years:** 59 attritions (24.9%)
- **5-10 years:** 21 attritions (8.9%)
- **10+ years:** 18 attritions (7.6%)

Expanded Insights

- The highest attrition occurs within the first 5 years of employment, with nearly 25% of attritions falling into this category. High turnover among relatively new employees could indicate a lack of engagement or alignment with company culture during the early stages of their careers.
- Employees with more than 10 years of experience show the lowest attrition, suggesting that once employees pass a certain threshold, they are more likely to remain with the company for the long term.

4. Attrition by Job Role

- **Laboratory Technician:** 62 attritions (26% of total attritions)
- **Sales Executive:** 57 attritions (24%)
- **Research Scientist:** 47 attritions (19.8%)
- **Sales Representative:** 33 attritions (13.9%)

Expanded Insights

- Roles such as Laboratory Technicians and Sales Executives experience the highest attrition rates. This could indicate job dissatisfaction, challenging working conditions, or limited advancement opportunities in these fields.
- Research Scientist roles show notable attrition (19.8%), possibly due to the competitive nature of the industry or better job offers elsewhere.

5. Recommendations

5.1 Targeted Retention Strategies

- Implement career development and mentorship programs for employees in the 26-35 age group to reduce high attrition. Offering opportunities for upskilling, promotions, and leadership training may encourage employees to stay longer.
- Introduce flexible work policies, mental health support, and job satisfaction surveys for high-stress roles like Laboratory Technicians and Sales Executives to identify pain points and improve retention.

5.2 Salary and Compensation Review

- Conduct periodic salary benchmarking exercises to ensure employees in the 5K and below salary slab are compensated fairly. Incentivizing employees with performance bonuses and retention perks can improve satisfaction and reduce turnover.

5.3 Strengthening Early Employee Engagement

- Focus on improving onboarding processes and offering continuous professional development opportunities for employees in their first 5 years of service. Enhancing communication, clear role expectations, and regular feedback sessions can prevent early-stage attrition.

5.4 Gender-Sensitive Interventions

- Evaluate whether there are systemic or role-specific issues leading to higher male attrition. Introducing gender-based initiatives or refining existing work environments can help balance retention rates.

6. Conclusion

The HR Analytics Dashboard highlights several critical areas for improvement within the organization. The attrition trends identified suggest a need for focused retention strategies across key demographics, job roles, and salary bands. By implementing the recommended interventions, the organization can reduce employee turnover, boost satisfaction, and foster a more engaged, productive workforce.

DASHBOARD: -

GitHub link : - https://github.com/Rohitgupta26/Indian-Agriculture-Analysis