

# HR Analytics Report

DEPARTMENT

All

Overtime

All

Presentation



Insights



Total Employees

1470

Employees Attrited

237

Attrition Rate

16.1%

Avg Employee Salary

6.5K

Avg Employee Age

37

Avg Years at Company

7.0

Attrition By Gender

Male

150

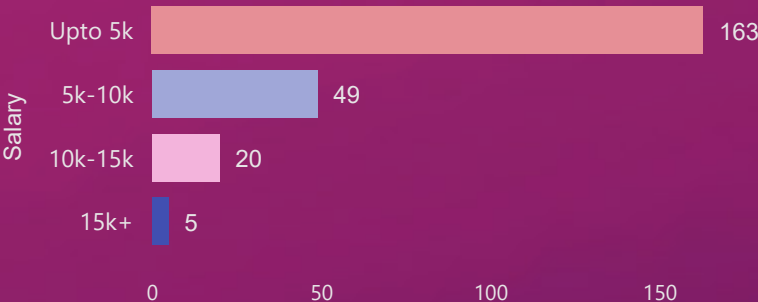
Female

87

Attrition Number VS Total Years At Company

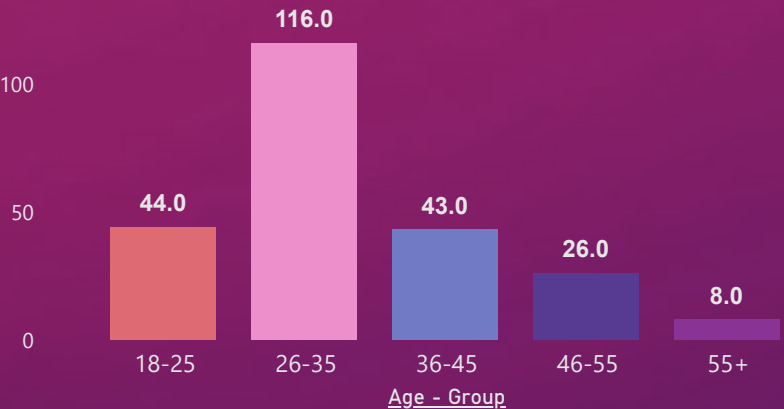


Attrition Number VS Monthly Salary

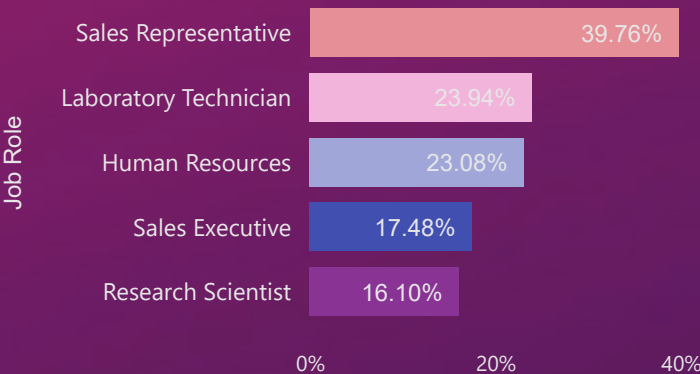


JobRole	1	2	3	4	Total
Healthcare Representative	26	19	43	43	131
Human Resources	10	16	13	13	52
Laboratory Technician	56	48	75	80	259
Manager	21	21	27	33	102
Manufacturing Director	26	32	49	38	145
Research Director	15	16	27	22	80
Research Scientist	54	53	90	95	292
Sales Executive	69	54	91	112	326
Sales Representative	12	21	27	23	83
Total	289	280	442	459	1470

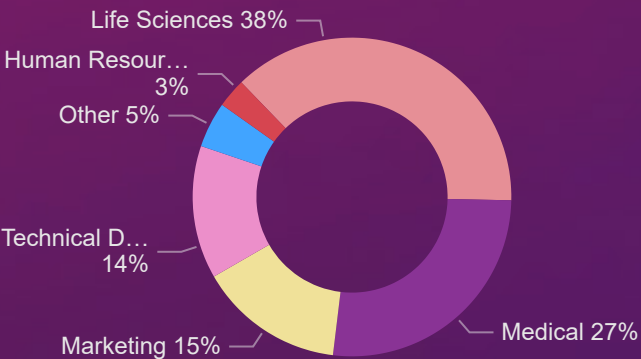
Attrition Number VS Age Group



Attrition Percentage VS Job Role



Attrition Percentage VS Education Field



# Ratings as per Job Roles

## Total Employees

237

## Attrition Status

Yes

## Attrition By Gender

Male	Female
150	87

## Avg Employee Salary

4.8K

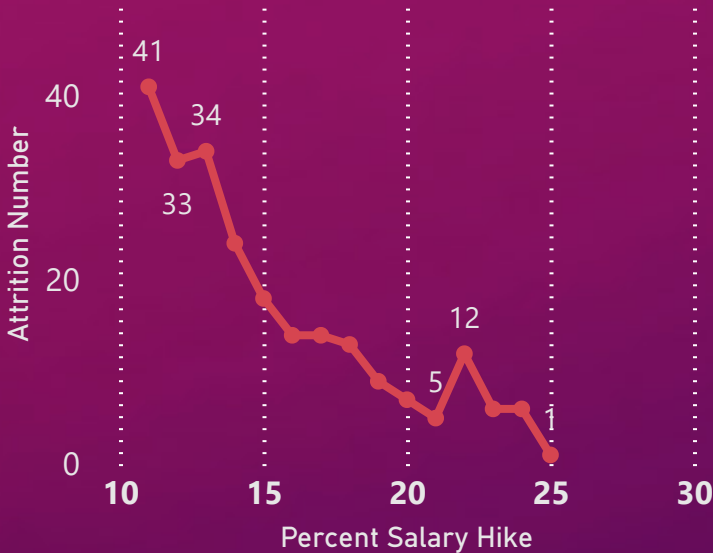
## Environment Rating as per Job Role

JobRole	1.00	2.00	3.00	4.00	Total
Healthcare Representative	4	2	1	2	9
Human Resources	4	3	2	3	12
Laboratory Technician	22	8	18	14	62
Manager	3	1		1	5
Manufacturing Director	2	2	4	2	10
Research Director		1		1	2
Research Scientist	14	4	15	14	47
Sales Executive	18	13	12	14	57
Sales Representative	5	9	10	9	33
Total	72	43	62	60	237

## Relationship Status as per Job Role

JobRole	1.00	2.00	3.00	4.00	Total
Healthcare Representative	4	1		4	9
Human Resources	1	1	6	4	12
Laboratory Technician	13	11	22	16	62
Manager	1			4	5
Manufacturing Director	4	3		3	10
Research Director				2	2
Research Scientist	16	11	12	8	47
Sales Executive	14	9	20	14	57
Sales Representative	4	9	11	9	33
Total	57	45	71	64	237

## Attrition Number by Salary Hike



## Work-life Balance as per Job Role

JobRole	1.00	2.00	3.00	4.00	Total
Healthcare Representative	1	2	5	1	9
Human Resources		2	9	1	12
Laboratory Technician	14	15	27	6	62
Manager		1	3	1	5
Manufacturing Director	1	2	6	1	10
Research Director			2		2
Research Scientist	3	12	27	5	47
Sales Executive	6	18	29	4	57
Sales Representative		6	19	8	33
Total	25	58	127	27	237

## Job Involvement as per Job Role

JobRole	1.00	2.00	3.00	4.00	Total
Healthcare Representative	1	1	7		9
Human Resources	1	5	5	1	12
Laboratory Technician	6	19	35	2	62
Manager	2		3		5
Manufacturing Director	1	3	5	1	10
Research Director			2		2
Research Scientist	4	17	24	2	47
Sales Executive	8	16	28	5	57
Sales Representative	5	10	16	2	33
Total	28	71	125	13	237

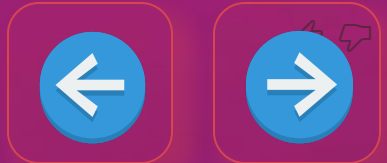
## INSIGHTS DRAWN FROM THE REPORT

The key reasons that have caused employees to leave the company are as follows :--

- Employees that have to work overtime has left the company the most ,their attrition number and rate are both quite high.
- Employees with job as Sales Representative has a higher rate of leaving the company but number-wise most of the employees that left the company have job as Laboratory Technician and Sales Executive.
- The Lab Technicians and Sales Executives that left the company were not satisfied with Environment of company and Relationship with others as they have rated quite low in both of these rating sections.
- Employees that left the company have mostly worked only for less than 1 year in company and are of age between 18 to 25.
- Another key factor is salary, most of the employees that left the company have salary per month under 5k (on average 4.8k),which suggests that employees with low salary are not satisfied with their salary.
- Also Employees that have to travel frequently for company also tends to leave the company more.

Key influencers Top segments

What influences Attrition to be Yes Yes ?



When... ....the likelihood of Attrition being Yes increases by

OverTime is Yes

2.93x

JobRole is Sales Representative

2.70x

YearsAtCompany is 1 or less

2.70x

AgeGroup is 18-25

2.50x

MaritalStatus is Single

2.18x

SalarySlab is Upto 5k

2.12x

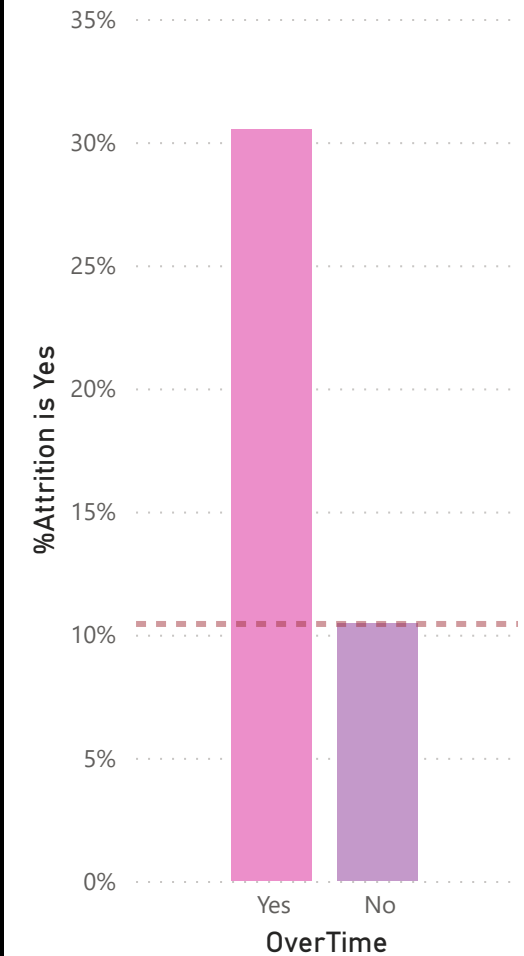
BusinessTravel is Travel\_Frequently

1.77x

JobRole is Laboratory Technician

1.66x

← Attrition is more likely to be Yes when OverTime is Yes than otherwise (on average).



☐ Only show values that are influencers



## Insights drawn from the Report

The one major concern that can be encountered by the high attrition of this company is about the safety of Women in the company

- So from the Tree Decomposition Chart below we can deduce that out of the 237 employees that left the company 87 are females which is around 15% of total female employees and 36% of total number of employees that left the company.
- Now ,the reason why female are leaving the company is that mostly females who left the company had to do overtime and are single, which suggests that females don't feel safe around the location of company and also within the company as females have rated both environment and relationship with others as quite low ,so company might need to take these into consideration also.
- Also, females from Sales department and with Sales Executive and Sales Representative jobs have left the company the most, and mostly have salary less than 5k. So company need to improve the environment and salary of Sales Department in order to reduce the attrition number.

