



HR Analytics Dashboard

Employee Attrition & Performance Analysis



Total Employees

1470



Attrition Count

237



Attrition Rate

16.1%



Average Salary

\$6.50K



Avg Years

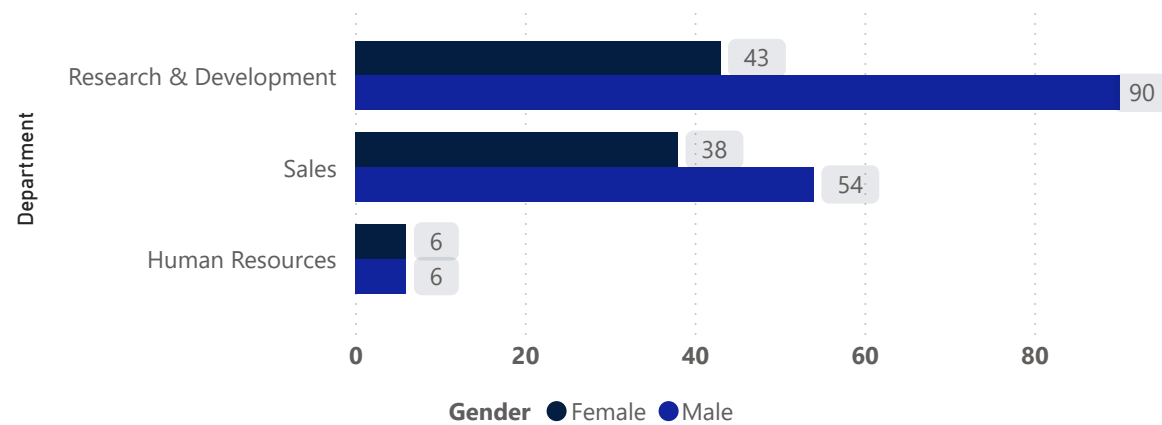
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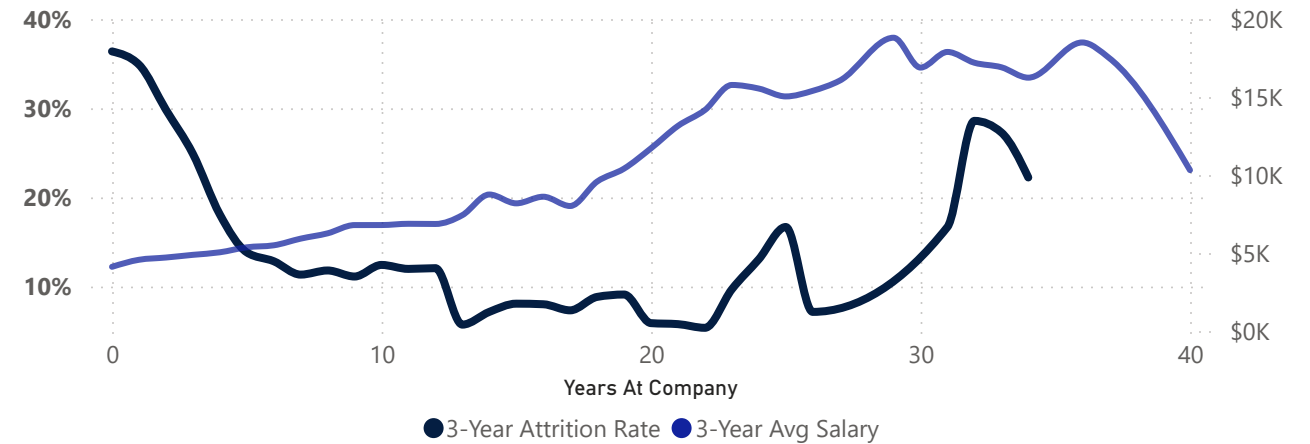
HighRiskCount

948

Which Departments Struggle with Attrition?



3-Year Attrition Rate and 3-Year Avg Salary by Years At Company



INSIGHTS:

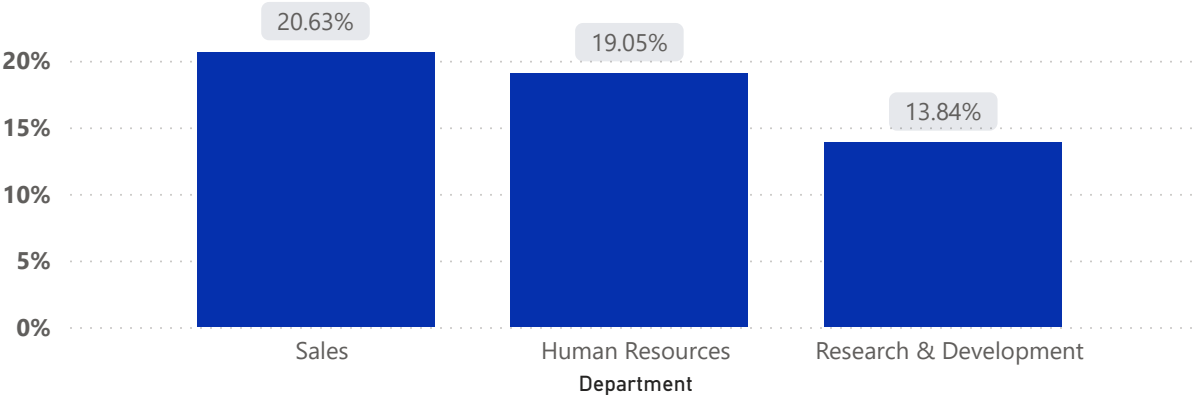
- High Sales Department Attrition:** At 16.5% (male) and 11.3% (female)
- Sales Representative Role Crisis:** 39.76% attrition rate
- Career Stage Pattern:** Early (1-2 years) and mid-career (28-33 years) attrition spikes.

RECOMMENDATIONS:

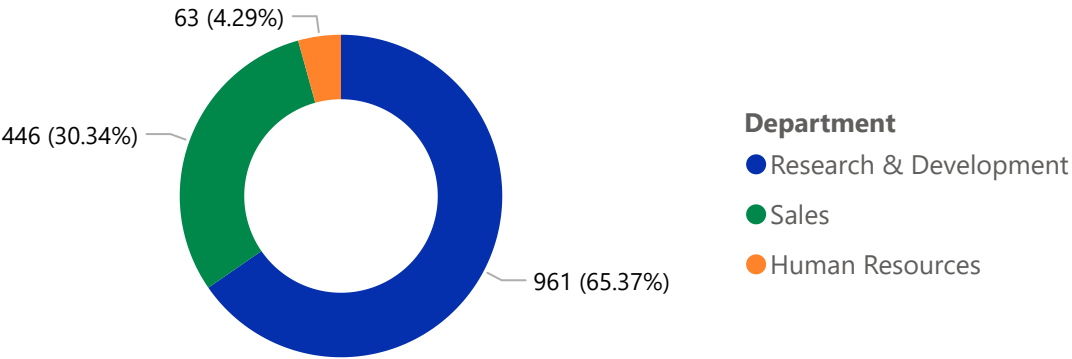
- Implement Sales-Specific Retention Program:** enhancing job satisfaction and career development opportunities.
- Enhance Year 1-2 Onboarding:** Strengthen early career support systems
- Address Gender Experience Disparities:** Create mentorship programs addressing the differing experiences between male and female employees in Sales

Department	Avg Years at Company	Total Employees	Attrition Rate
Human Resources	7.24	63	19.0%
Research & Development	6.86	961	13.8%
Sales	7.28	446	20.6%
Total	7.13	1470	16.1%

Attrition Rate by Department



Employee Distribution by Department



AttritionRate by Job Satisfaction



INSIGHTS:

- 1. **Department Attrition Correlation:** Sales department shows highest attrition rate despite being only 30% of workforce
- 2. **Job Satisfaction Paradox:** The "Very High" satisfaction category still shows 11% attrition, suggesting factors beyond job satisfaction are driving turnover.
- 3. **Inverse Satisfaction-Attrition Relationship:** The highest attrition rate (>20%) appears in the "Low" satisfaction category, confirming importance of employee satisfaction initiatives.

RECOMMENDATIONS:

- 1. **Conduct Sales Department Culture Assessment:**
- 2. **Implement Employee Experience Improvements:** Address factors beyond job satisfaction including work environment, management practices, and growth opportunities.

Risk Distribution

Gender

All

Department

All

JobRole

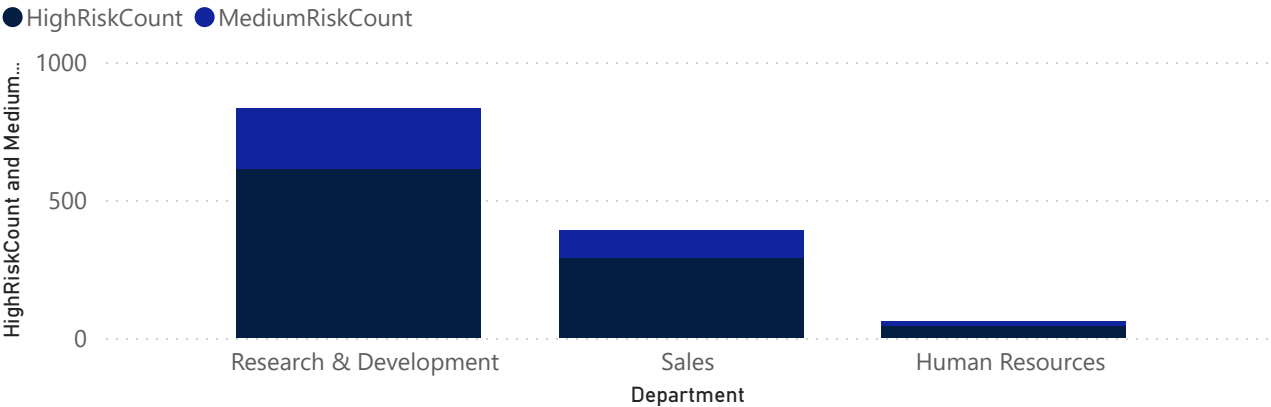
All

18

60

Age Range

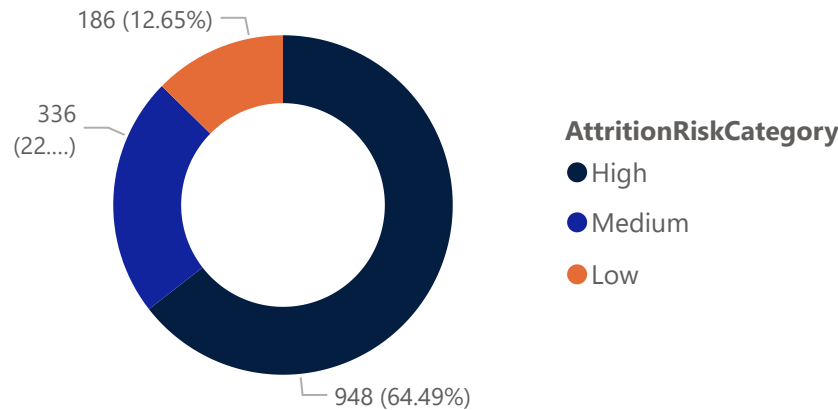
Risk Distribution by Department



Attrition Risk Heatmap: Age vs. Work-Life Balance

Age Category	1	2	3	4	Total
Mid-Career	30	136	365	57	588
Senior Professional	50	208	528	96	882
Total	80	344	893	153	1470

Employee Risk Distribution



INSIGHTS:

- 1. **High-Risk Employee Volume:** 64.49% (948 employees) are categorized as high attrition risk
- 2. **Work-Life Balance Impact:** The heatmap shows 365 mid-career professionals in risk category 3, indicating that work-life balance is a critical factor for this demographic.
- 3. **Department Risk Distribution:** Research & Development has the highest absolute number of high-risk employees, despite having lower overall attrition rates.

RECOMMENDATIONS:

- 1. **Implement Risk Mitigation Program:** Develop targeted interventions for the 948 high-risk employees, prioritizing those in critical roles and departments.
- 2. **Enhance Work-Life Balance Initiatives**
- 3. **Create Department-Specific Risk Management:** Develop distinct approaches for R&D versus Sales, recognizing their different risk profiles and workforce demographics.

Risk Distribution

Gender

All

Department

All

JobRole

All

18

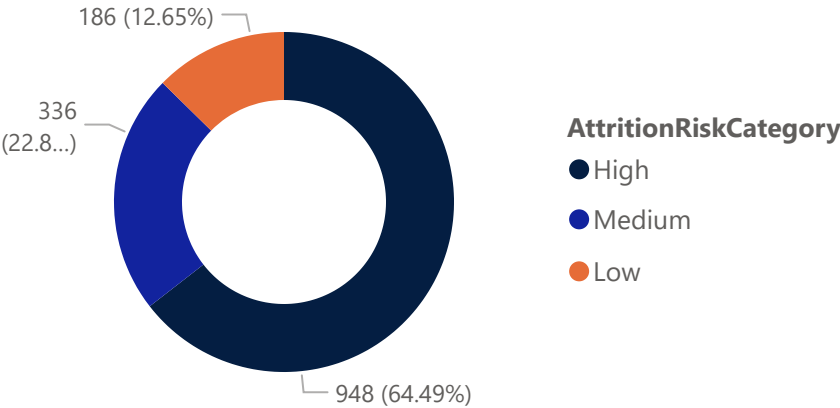
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Age Range

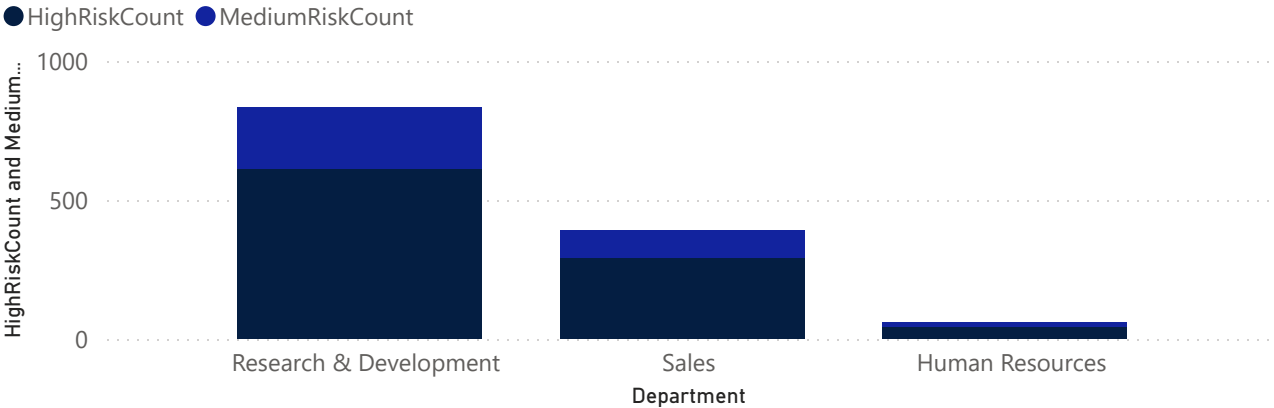
Attrition Risk Heatmap: Age vs. Work-Life Balance

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Employee Risk Distribution



Risk Distribution by Department



Job Role Insights

Key Metrics by Job Role

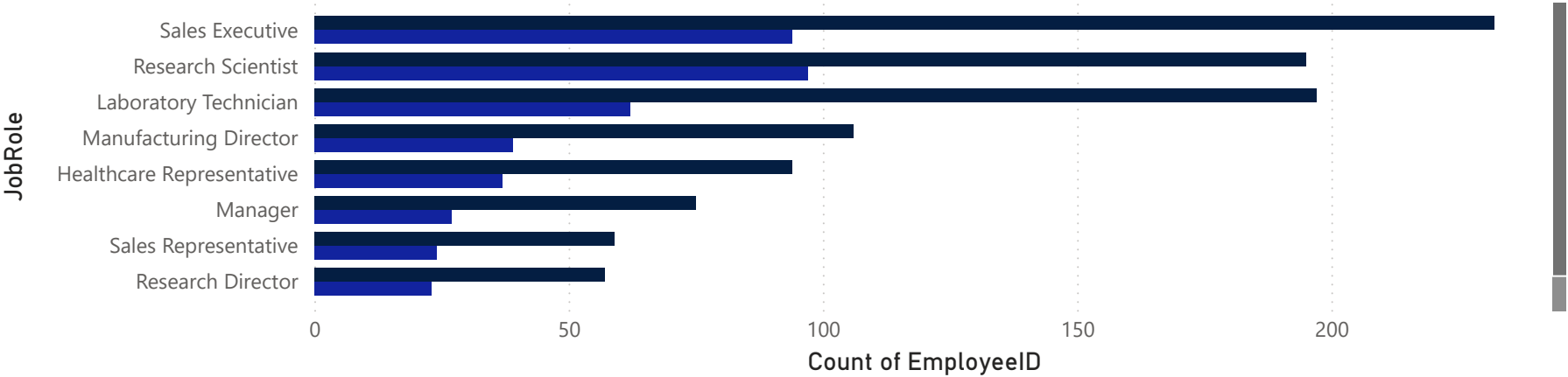
JobRole	Avg Salary	Avg Years At Company	Avg Work _Life Balance	AttritionRate
Healthcare Representative	\$7,529	8.37	2.70	6.87%
Human Resources	\$4,236	5.33	2.92	23.08%
Laboratory Technician	\$3,237	5.02	2.72	23.94%
Manager	\$17,182	14.43	2.77	4.90%
Manufacturing Director	\$7,295	7.60	2.77	6.90%
Research Director	\$16,034	10.94	2.86	2.50%
Research Scientist	\$3,240	5.11	2.68	16.10%
Sales Executive	\$6,924	7.50	2.80	17.48%
Sales Representative	\$2,626	2.92	2.89	39.76%
Total	\$6,503	7.01	2.76	16.12%

Job Satisfaction by Role

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

Overtime by Job Role

OverTime ● No ● Yes



Impact of Work-Life Balance

Gender

All

Department

All

JobRole

All

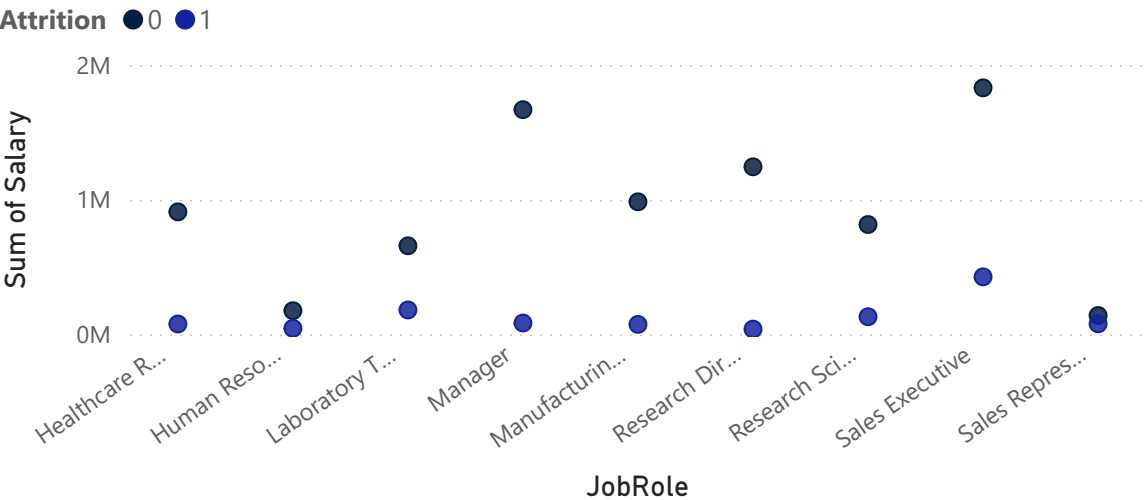
Age

18

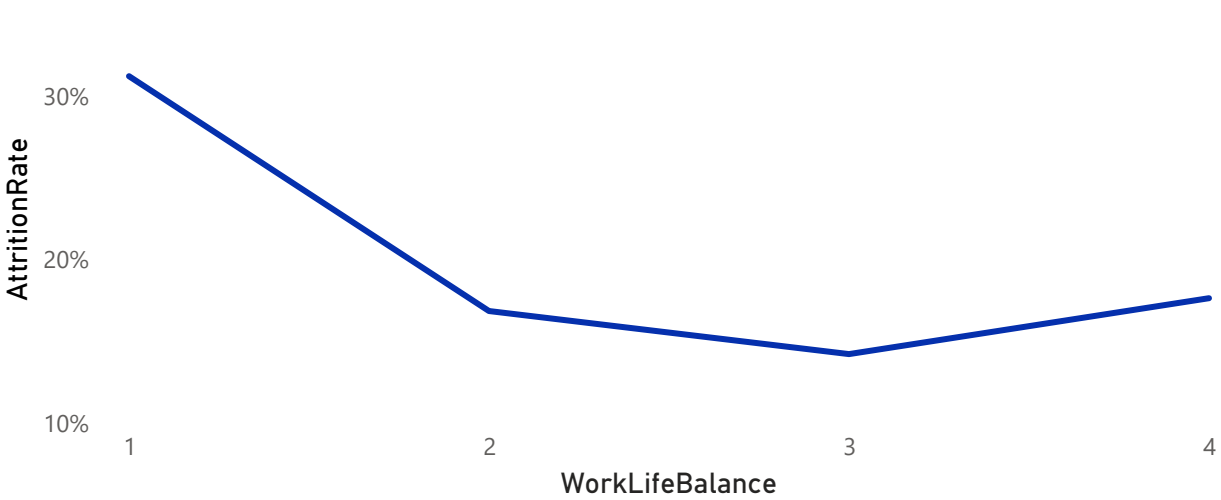
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Age Range

Compensation vs. Attrition by Role



Work-Life Balance Impact on Attrition



Impact of Time Since Last Promotion

