

Dashboard Overview for HR Analytics

**Key Metrics & Employee
Demographics**

**Job Role & Department
Analysis**

Attrition Analysis

Summary Insight

**Performance & Satisfaction
Analysis**

Compensation Analysis

Instructor : Rupali

17-03-2025 19:22:59
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Employee Demographics with Key Metrics

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Attrition Rate

16.1%

Avg Monthly Income

6.5K

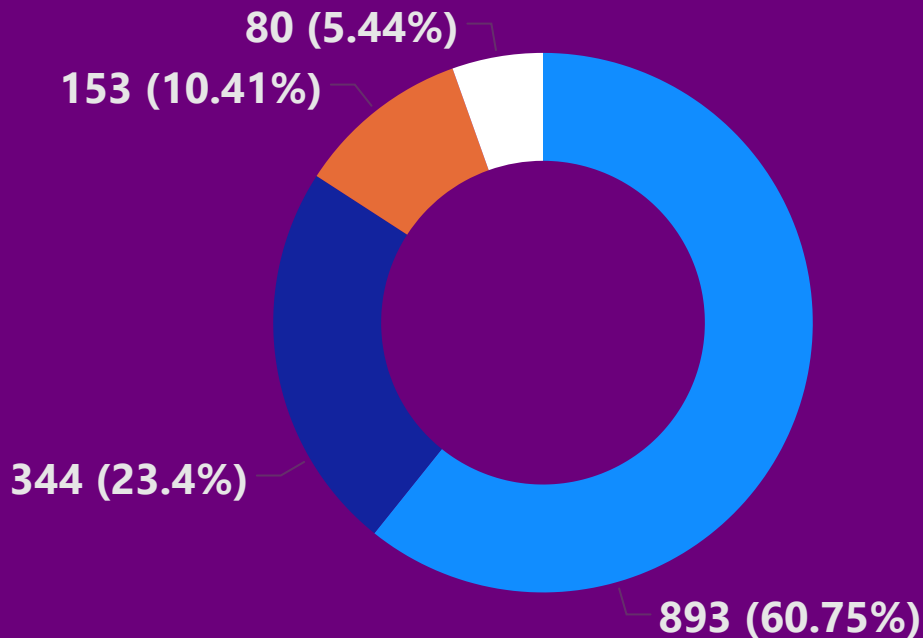
Avg Job Satisfaction

2.7

Performance Rating_Roles Based

JobRole	1	2	3	4	Total
Healthcare Representative	81	60	137	135	413
Human Resources	32	49	42	40	163
Laboratory Technician	179	154	234	252	819
Manager	66	67	83	110	326
Manufacturing Director	83	103	153	123	462
Research Director	47	48	85	68	248
Research Scientist	173	169	282	301	925
Sales Executive	216	168	281	354	1019
Sales Representative	38	65	85	73	261
Total	915	883	1382	1456	4636

Count of Attrition by WorkLifeBalance

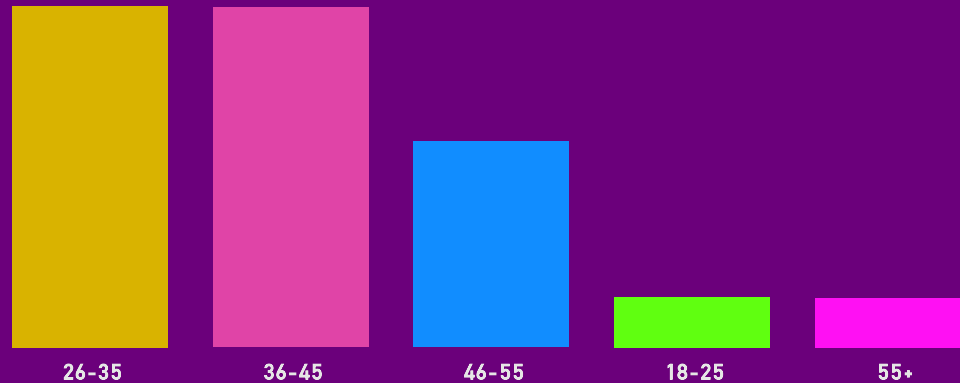


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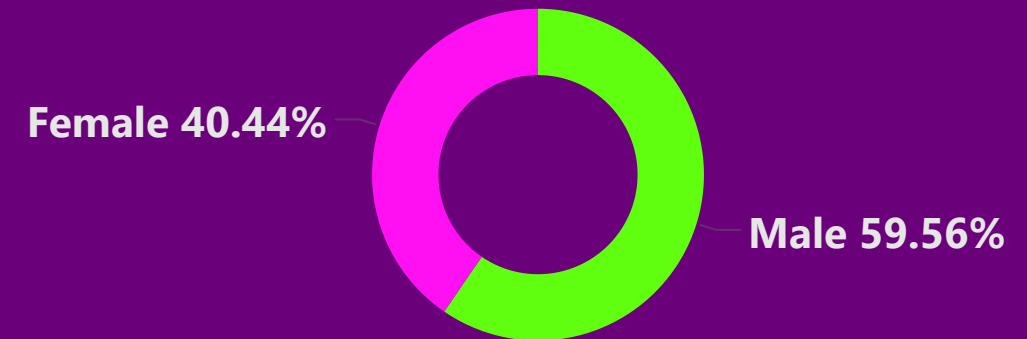
Job Role & Department Analysis

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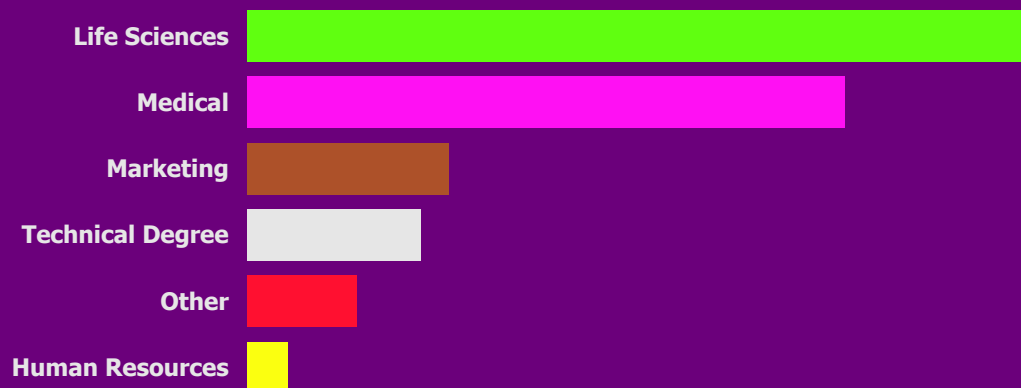
Age Distribution



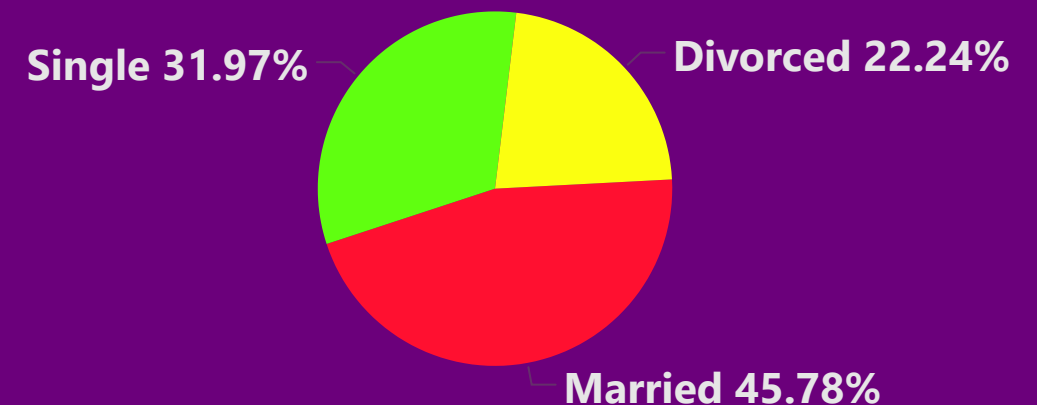
Gender Distribution



Total Employee_Education Field



Martial Status

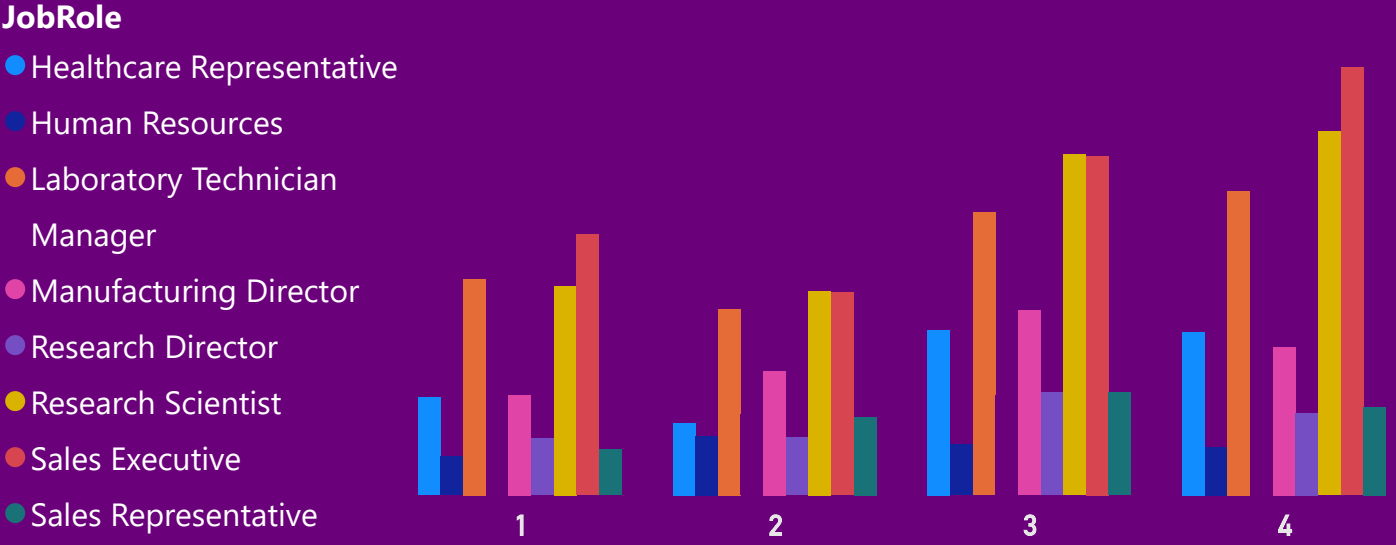


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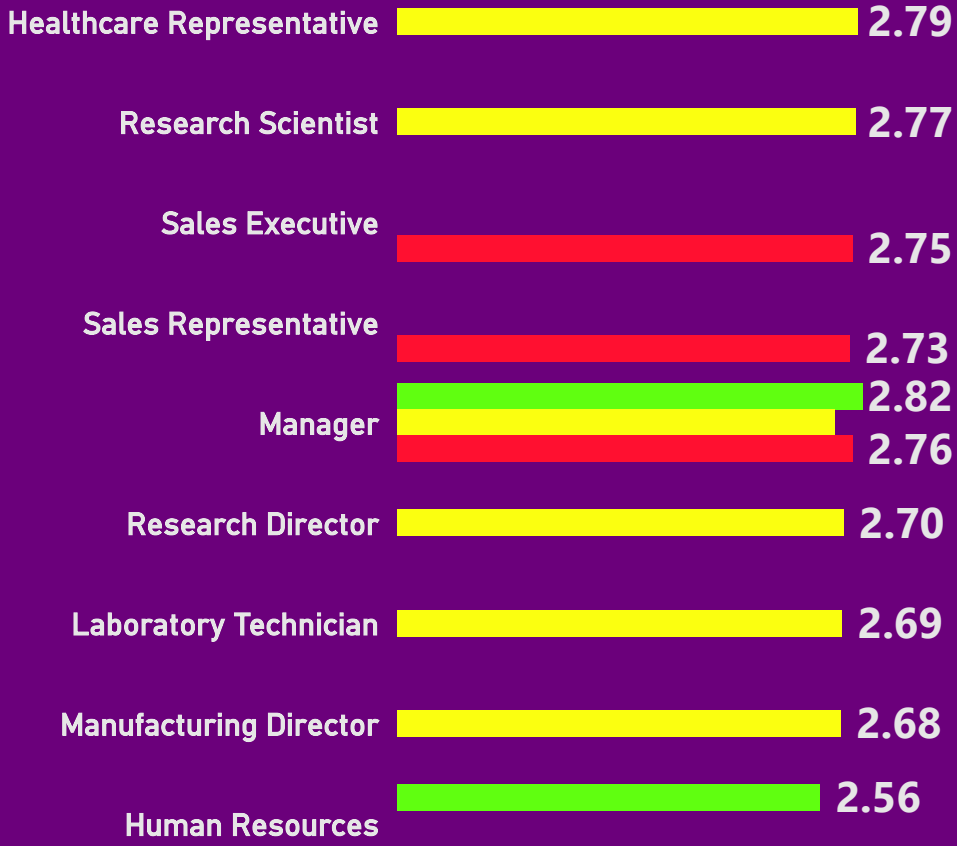
Performance & Satisfaction Analysis

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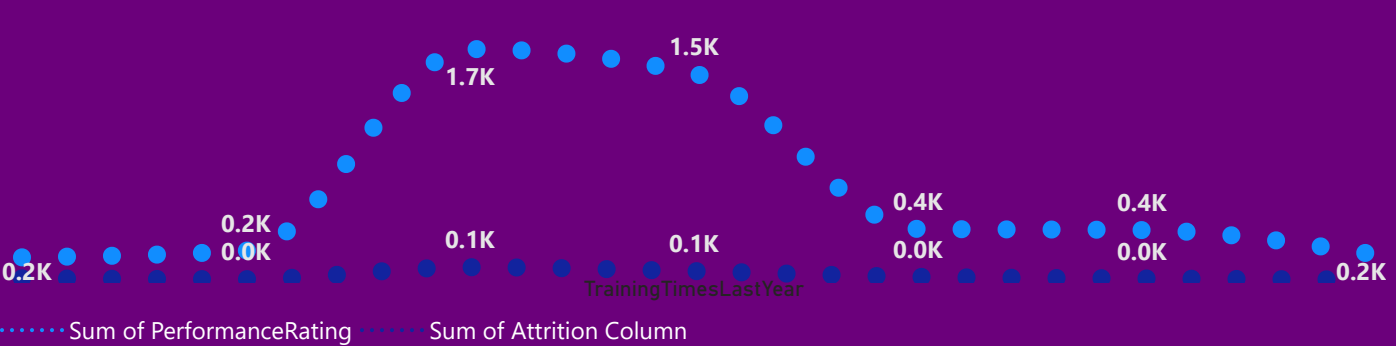
Performance Rating



Job Satisfaction_Dept_Job Role



Training Impact



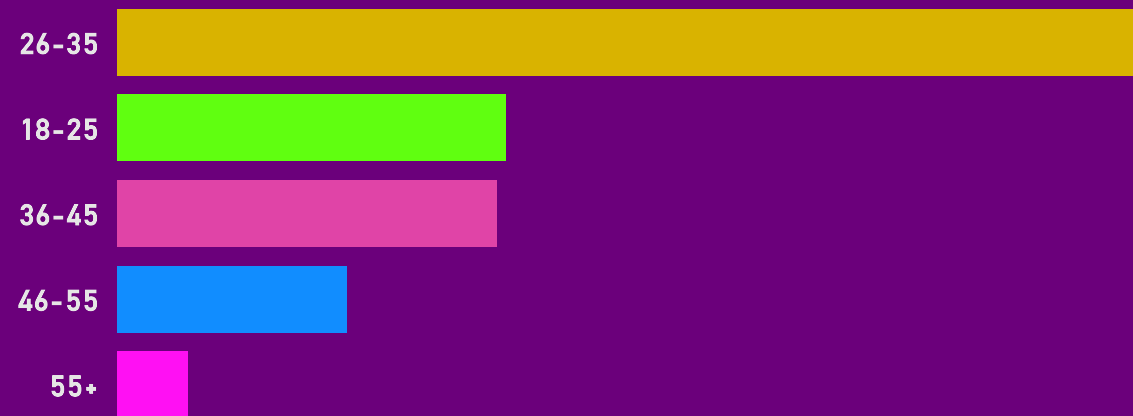
Department ● Human Resources ● Research & Dev... ● Sales

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Attrition Analysis

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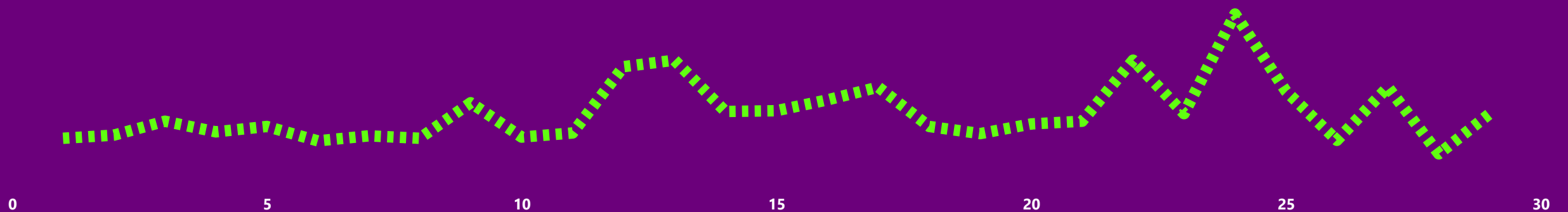
Attrition Column by AgeGroup



Attrition by Job Level



Distance of Home_Attrition Rates



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Compensation Analysis

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Distrubution of Emp_Sal Slab



Mnthly Income_Edu Level



SalaryHike by Department and JobRole

- JobRole**
- Healthcare Representative
 - Human Resources
 - Laboratory Technician
 - Manager
 - Manufacturing Director
 - Research Director
 - Research Scientist
 - Sales Executive



Research & Development



Sales



Human Resources

Summary Insights :

Attrition by Department & Job Role

Highest Attrition by Department:

- **Sales:** 20.67%
- **Human Resources:** 19.05%
- **Research & Development:** 13.75%

Highest Attrition by Job Role:

- **Sales Representative:** 39.29%
- **Laboratory Technician:** 23.75%
- **Human Resources:** 23.08%
- **Lowest Attrition:** Research Director (2.5%) & Manager (4.9%)

Demographic Trends

Attrition by Age Group:

- **Highest Attrition:** 18-25 years (**35.77%**)
- **Lowest Attrition:** 36-45 years (**9.13%**)
- **Moderate Attrition:** Employees 55+ (**17.02%**)

Attrition by Gender:

- **Females :** 14.72%
- **Males :** 16.99%

Key Insights :

The highest attrition is seen in **Sales**, especially among **Sales Representatives**.

Younger employees (18-25) are more likely to leave, indicating a possible retention challenge.

Salary has little impact on job satisfaction and Performance, suggesting other workplace factors play a larger role in retention.

Recommendations : Investigate the reasons behind high attrition in Sales roles.
Implement retention strategies for younger employees.

Main Sheet