**HR Analytics Dashboard Analysis Report**

**Executive Summary**

This report provides an analysis of the key HR metrics as depicted in the HR Analytics Dashboard for Learning Skill Foundation. The dashboard presents data on employee headcount, attrition rates, job satisfaction, and demographic distributions, providing insights into the current state of the workforce.

**1. Employee Headcount**

- Total Employees: 1470

- Active Employees: 1233

**2. Attrition Analysis**

- Total Attrition: 237 employees

- Attrition Rate: 16.12%

**Department-wise Attrition:**

- R&D: 446 employees (approximately 30%)

- Sales: 63 employees

- HR: 961 employees

**Education Field-wise Attrition:**

- Attrition is distributed relatively evenly across various education fields.

**Gender and Age Group-wise Attrition:**

**Under 25:**

- Male: 18

- Female: 20

**25-34:**

- Male: 43

- Female: 69 (61.6% Female attrition)

**- 35-44:**

- Male: 14

- Female: 39 (72.55% Female attrition)

**3. Demographic Distribution**

- Average Age of Employees: 37 years

**4. Job Satisfaction**

Job satisfaction is rated on a scale of 1 to 5 for various job roles:

- Sales Representative: Total 83 (Majority rating 1)

- Sales Executive: Total 134 (Varied ratings)

- Research Scientist: Total 83 (Mostly satisfied)

- Research Director: Total 83

- Manufacturing Director: Total 81

- Manager: Total 259

- Laboratory Technician: Total 202

- Human Resources: Total 131

**5. Education Field Distribution**

Employees are categorized under several education fields including:

- Human Resources

- Medical

- Life Sciences

- Marketing

- Technical Field

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**Key Insights**

1. **High Attrition Rate:** The overall attrition rate is relatively high at 16.12%. This indicates potential issues with employee satisfaction, engagement, or external job market conditions.

2. **Department-wise Distribution**: The HR department has a significantly higher number of employees compared to other departments. This could imply an imbalance in department sizes or varying roles and responsibilities.

3. **Gender and Age Group Disparity:** There is a noticeable higher attrition rate among females in the 25-34 and 35-44 age groups. This could suggest gender-specific issues or life-stage-related factors affecting retention.

4. **Job Satisfaction:** While some roles such as Research Scientist show higher satisfaction, others like Sales Representatives have a majority rating of 1, indicating dissatisfaction. Addressing job satisfaction in specific roles could improve overall employee morale and retention.

5. **Education Field Consistency**: Attrition rates across different education fields appear to be consistent, indicating that educational background is not a major differentiator in attrition.

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**Recommendations**

1. **Conduct Employee Surveys**: Gather more in-depth feedback from employees, particularly in high-attrition departments and demographics, to understand the underlying causes.

2. **Focus on Female Retention**: Implement initiatives and support systems targeting female employees, especially in the age groups 25-34 and 35-44, to reduce the high attrition rates.

3. **Improve Job Satisfaction**: Develop targeted strategies to improve job satisfaction for roles with low ratings, such as Sales Representatives. This could include role-specific training, better support systems, or career development opportunities.

4. **Balanced Department Sizes:** Assess the workload and distribution of responsibilities across departments to ensure a balanced workforce and prevent burnout.

5**. Enhanced Career Development Programs**: Implement or improve career development programs that can address attrition and improve satisfaction across all education fields and departments.

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This report highlights critical areas that need attention and provides actionable recommendations to improve overall HR metrics. By addressing these key insights, Learning Skill Foundation can enhance employee satisfaction, reduce attrition, and create a more balanced and effective workforce.