Attrition Analysis Report

Introduction

Employee attrition poses significant challenges for organizations, affecting productivity and increasing operational costs. This project analyzes historical employee data to identify key factors influencing attrition and provides actionable insights to help organizations enhance retention strategies.

Dashboard Insights

Key Metrics

- **Attrition Rate:** At **16.1%**, the attrition rate indicates a moderate turnover that requires attention.
- **Demographics:** The average age of employees leaving is **37 years**, with the **26 to 35** age group showing the highest attrition, suggesting a potential vulnerability among younger employees.
- **Job Role Impact:** Laboratory Technicians (62), Sales Executives (57), and Research Scientists (47) have the highest attrition rates, indicating specific roles that may need targeted retention initiatives.
- **Education Trends:** Attrition by education reveals that **37.5%** of exits are from the Life Sciences field, while

26.5% are from the Medical field, highlighting areas for focused engagement efforts.

- **Departmental Insights:** The Human Resources department has 12 attritions from 63 employees, while Research and Development faces 133 attritions out of 961 employees, necessitating department-specific retention strategies.

Recommendations

- **Focus on High-Turnover Roles:** Implement targeted interventions for Laboratory Technicians and roles in Research and Development.
- **Engagement Programs for Younger Employees:** Develop initiatives aimed at increasing job satisfaction and retention among employees aged 26 to 35.
- **Education and Development Opportunities:** Offer training and career advancement opportunities to employees in the Life Sciences and Medical fields to enhance engagement and retention.

Conclusion

By leveraging these insights, organizations can make informed decisions to improve employee retention and reduce attrition, ultimately fostering a more stable and productive workforce.