HR Dashboard Project

Human Resources | Research & Develo... | Sales

Total Employees 1470

Attrition Count 237

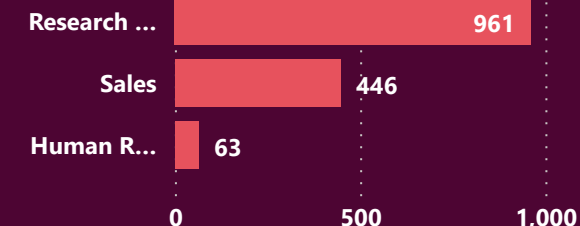**Attrition Rate** 16.1%
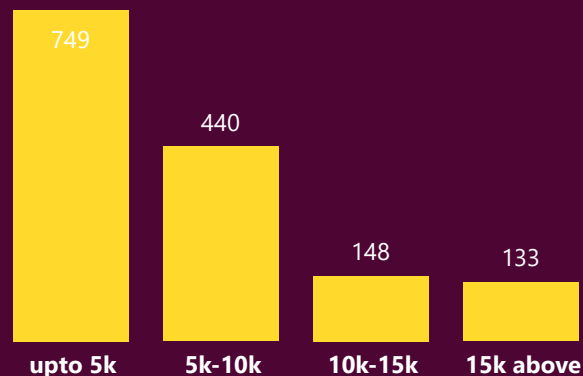
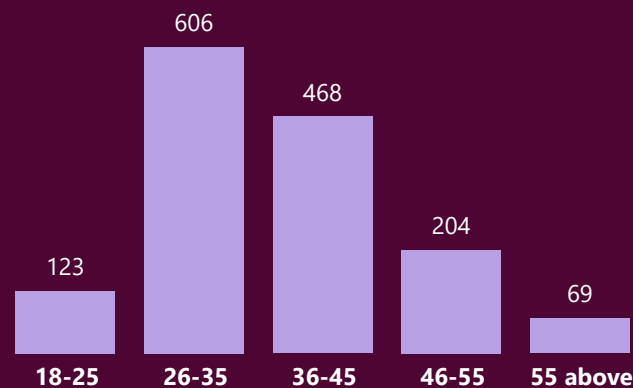**Active Employee** 1233
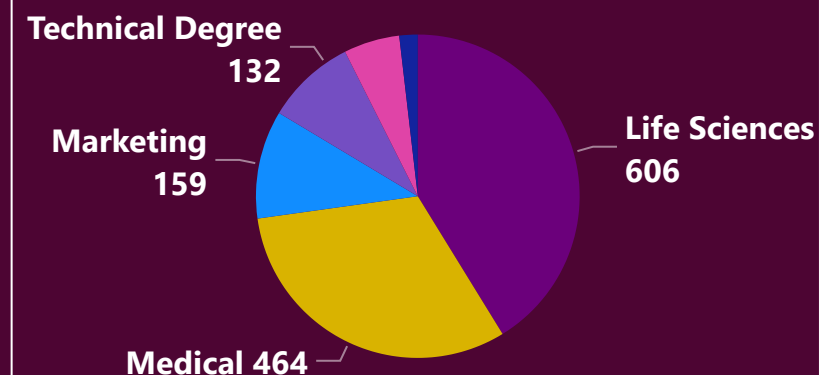
Average Salary 6.5K

Attrition by Department
- Research ... 961
- Sales 446
- Human R... 63

(0 — 500 — 1,000)

Attrition by Salary Slab
- upto 5k: 749
- 5k-10k: 440
- 10k-15k: 148
- 15k above: 133

Attrition by Age
- 18-25: 123
- 26-35: 606
- 36-45: 468
- 46-55: 204
- 55 above: 69

Attrition by Education Field
- Technical Degree 132
- Marketing 159
- Life Sciences 606
- Medical 464

Avg. Year Work
7.0

Attrition by Job Role
- Sales Executive: 326
- Research Scientist: 292
- Laboratory Technician: 259
- Manufacturing Director: 145
- Healthcare Represent...: 131
- Manager: 102
- Sales Representative: 83
- Research Director: 80
- Human Resources: 52

(0 — 100 — 200 — 300)
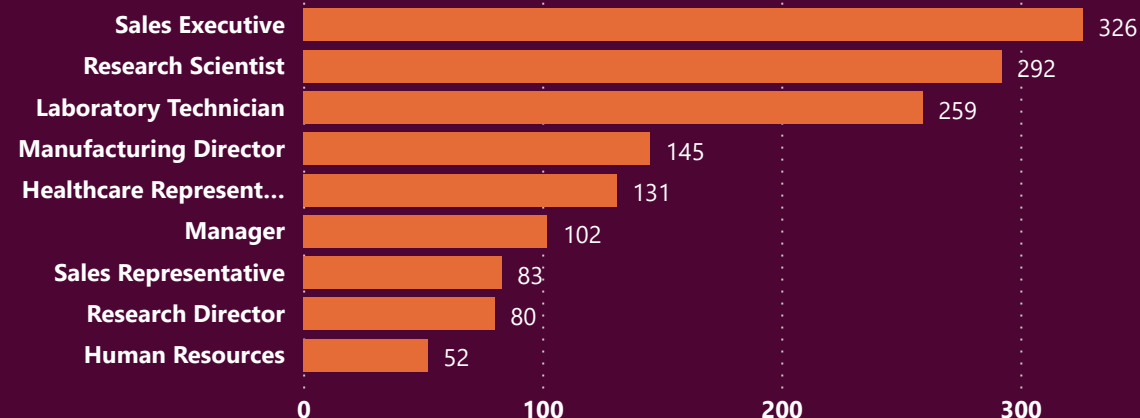
Attrition by Gender
- Female 40%
- Male 60%
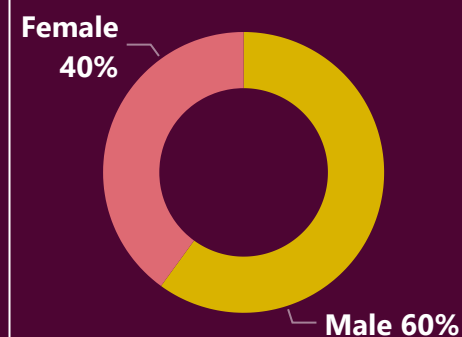
Attrition by Tenure in Company
- 418 (28.44%)
- 79 (5.37%)
- 96 (6.53%)
- 852 (57.96%)

Tenure in Company
- 0-6
- 13-18
- 19-25
- 26-31
- 32-40
- 7-12
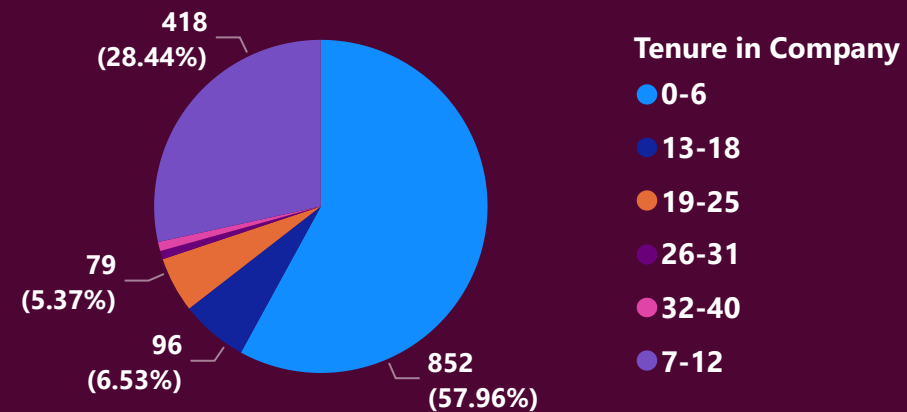
Job Satisfaction Analysis 1

JobRole	1	2	3	4	Total
Sales Representative	7	10	9	7	33
Sales Executive	16	9	18	14	57
Research Scientist	13	10	15	9	47
Research Director	0	1	1	0	2
Manufacturing Director	2	2	4	2	10
Manager	1	2	1	1	5
Laboratory Technician	20	8	21	13	62
Human Resources	5	2	3	2	12
Healthcare Representative	2	2	1	4	9
Total	66	46	73	52	237

Age_Range	1	2	3	4	Total
18-25	10	10	13	11	44
26-35	35	21	35	25	116
36-45	16	8	13	6	43
46-55	3	5	9	6	23
55 above	2	2	3	4	11
Total	66	46	73	52	237

WorkLifeBalance	1	2	3	4	Total
1	8	4	8	5	25
2	13	8	18	19	58
3	39	26	43	19	127
4	6	8	4	9	27
Total	66	46	73	52	237

Department	1	2	3	4	Total
Human Resources	5	2	3	2	12
Research & Development	38	24	43	28	133
Sales	23	20	27	22	92
Total	66	46	73	52	237

RelationshipSatisfaction	1	2	3	4	Total
1	16	15	16	10	57
2	15	8	11	11	45
3	22	13	19	17	71
4	13	10	27	14	64
Total	66	46	73	52	237

Job Satisfaction Analysis 2

Salary_Slab	1	2	3	4	Total
10k-15k	6	2	5	7	20
15k above	1	2	1	1	5
5k-10k	13	9	15	12	49
upto 5k	46	33	52	32	163
Total	66	46	73	52	237

EducationField	1	2	3	4	Total
Human Resources	4	1	1	1	7
Life Sciences	26	16	29	18	89
Marketing	7	9	11	8	35
Medical	18	14	17	14	63
Other	1	2	4	4	11
Technical Degree	10	4	11	7	32
Total	66	46	73	52	237

TrainingTimes	1	2	3	4	Total
0	2	2	8	3	15
1	3	0	3	3	9
2	29	26	28	15	98
3	16	13	20	20	69
4	7	3	9	7	26
5	6	2	4	2	14
6	3	0	1	2	6
Total	66	46	73	52	237

Age_Range	1	2	3	4	Total
18-25	10	10	13	11	44
26-35	35	21	35	25	116
36-45	16	8	13	6	43
46-55	3	5	9	6	23
55 above	2	2	3	4	11
Total	66	46	73	52	237

RelationshipSatisfaction	1	2	3	4	Total
1	16	15	16	10	57
2	15	8	11	11	45
3	22	13	19	17	71
4	13	10	27	14	64
Total	66	46	73	52	237

Performance Analysis

JobRole	Average PerformanceRating
Healthcare Representative	3.15
Human Resources	3.13
Laboratory Technician	3.16
Manager	3.20
Manufacturing Director	3.19
Research Director	3.10
Research Scientist	3.17
Sales Executive	3.13
Sales Representative	3.14
Total	3.15

Average PerformanceRating by Age
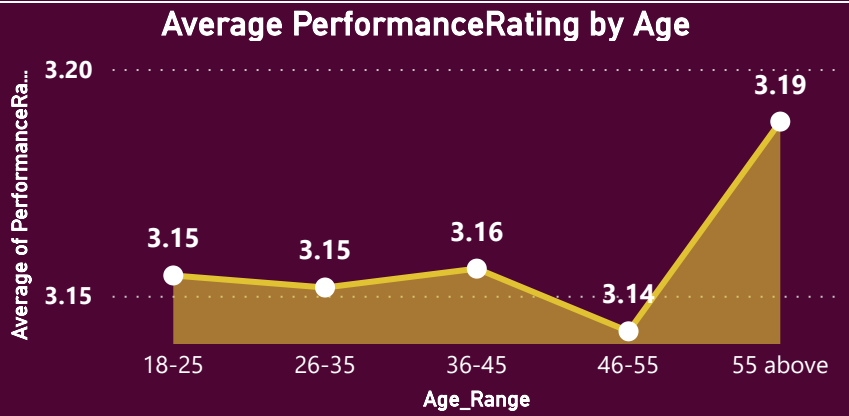
Average PerformanceRating by Salary

Salary_Slab	Average of PerformanceRating
5k-10k	3.14
10k-15k	3.16
15k above	3.16
upto 5k	3.16
Total	3.15

Average PerformanceRating by Education

Average PerformanceRating by StockOptionLevel

Average PerformanceRating by Department

Average PerformanceRating by JobInvolvement

Average PerformanceRating by Training Time
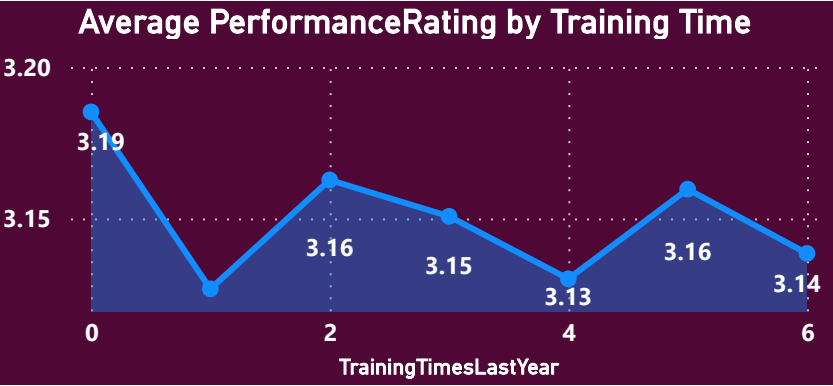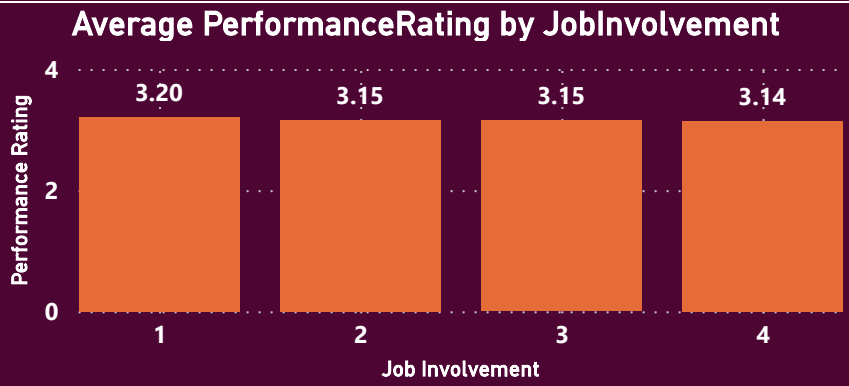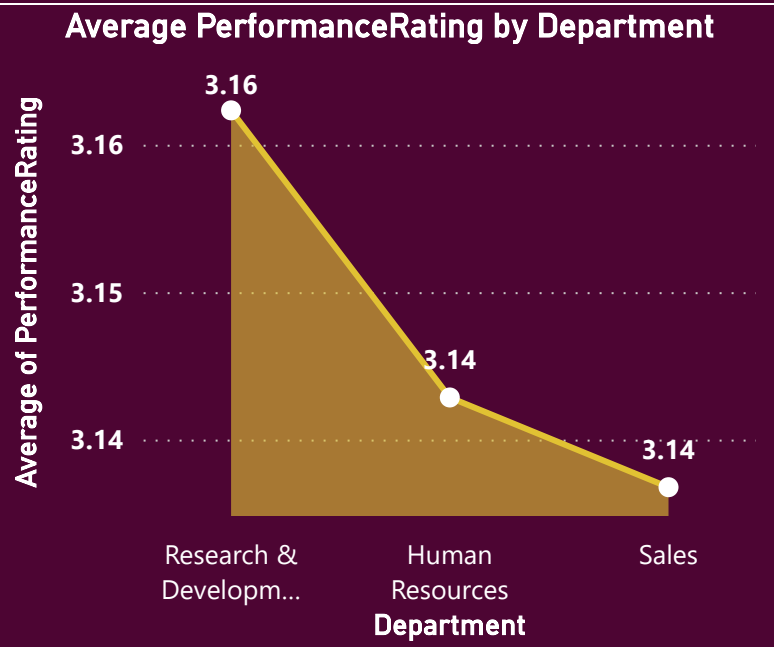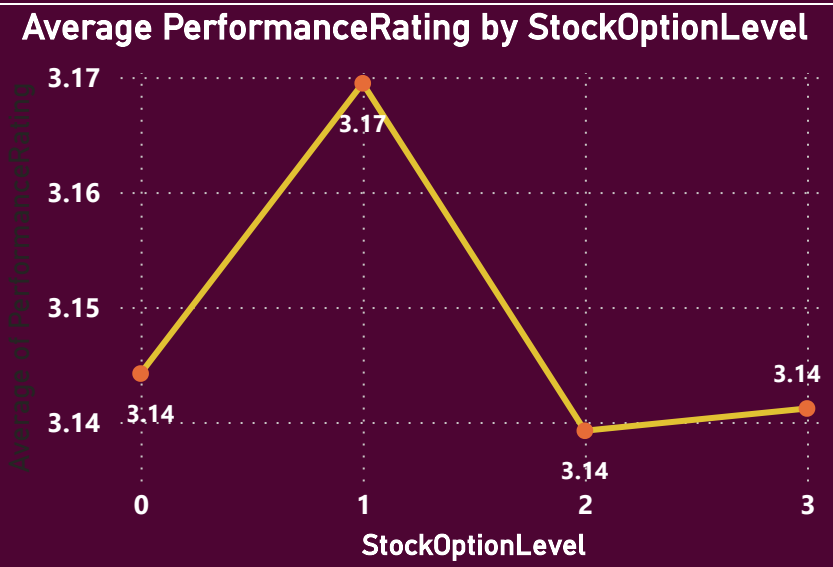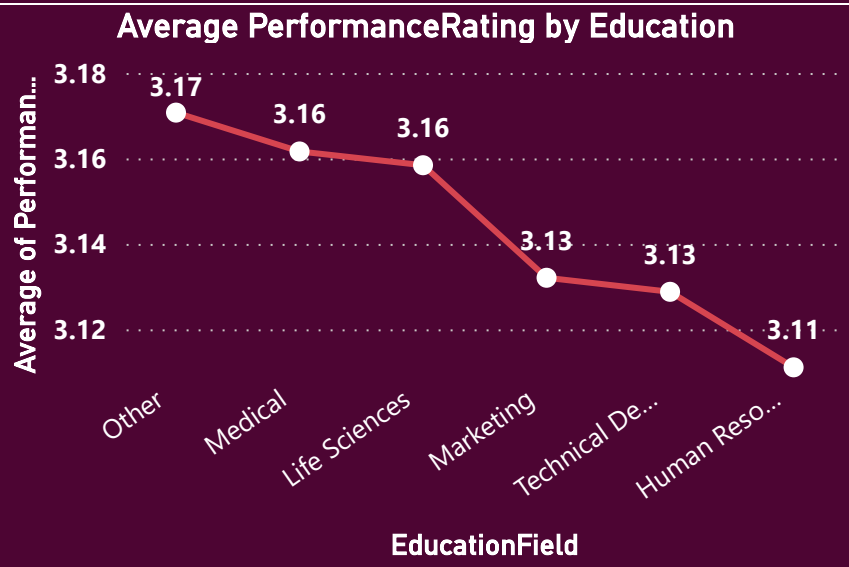
Salary Analysis Dashboard

Average Monthly Salary by JobRole

- Manager: 17.2K
- Research Director: 16.0K
- Healthcare Repr…: 7.5K
- Manufacturing …: 7.3K
- Sales Executive: 6.9K
- Human Resources: 4.2K
- Research Scientist: 3.2K
- Laboratory Tech…: 3.2K
- Sales Represent…: 2.6K
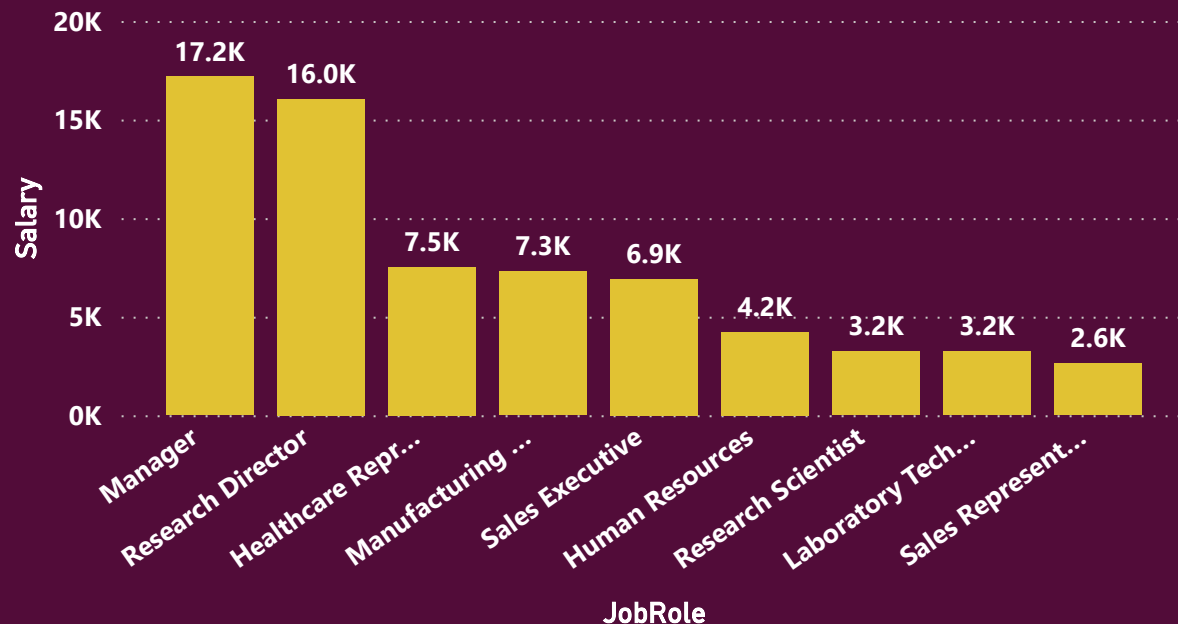
Average Monthly Salary by Education

- 7.35K (18.65%)
- 7.24K (18.38%)
- 6.51K (16.53%)
- 6.46K (16.41%)
- 6.07K (15.41%)
- 5.76K (14.62%)

Education Field
- Marketing
- Human Resources
- Medical
- Life Sciences
- Other
- Technical Degree
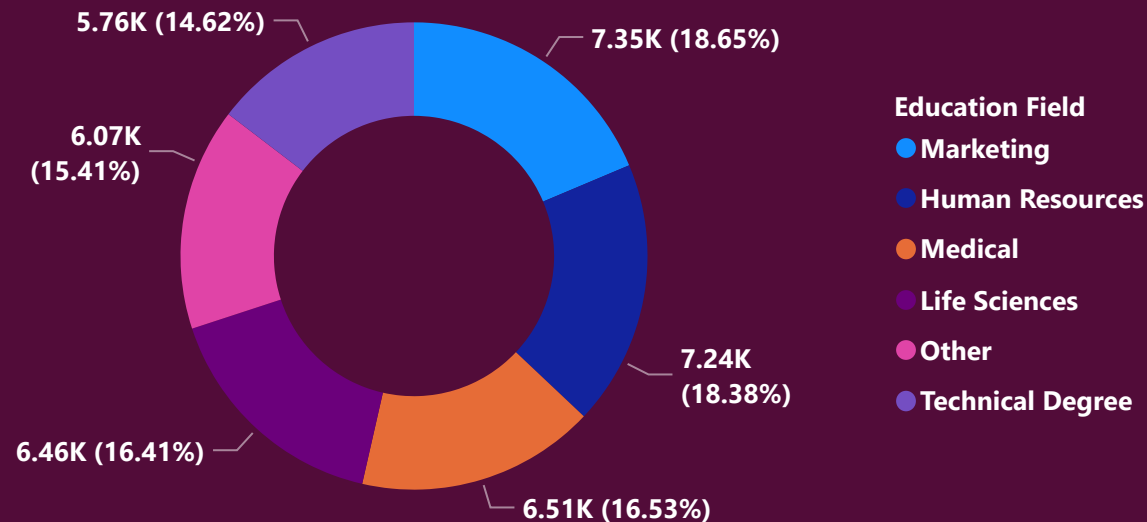
Average Monthly Salary by Department

- Sales: 7.0K
- Human Resources: 6.7K
- Research & Development: 6.3K

Average Monthly Salary by Job Level

- 1: 2.8K
- 2: 5.5K
- 3: 9.8K
- 4: 15.5K
- 5: 19.2K