

HR DASHBOARD: ATTRITION ANALYSIS AND INSIGHTS

Summary of Analysis Insights –

The company has an overall **attrition rate of approximately 16.12 %** (237 out of 1470 total employees). The average age of the workforce is approximately 36.9 years, and the gender split is 60% Male (882 employees) and 40% Female (588 employees).

➤ Overall Health and Performance

The company's overall attrition rate is approx. 16.12 % (237 employees). This suggests a significant retention challenge. Given the high rate, an immediate focus on retention is necessary, particularly within the highest-risk groups.

➤ Identifying the Highest-Risk Employee Segments

Demographic: Employees in the **25 - 34 age band** are the highest risk group, making up nearly half of all attrition.

➤ Understanding Employee Sentiment

Yes, the average Job Satisfaction Rating 2.6 suggests that satisfaction is moderate and not strongly positive. This mid-range rating indicates an opportunity to improve the employee experience.

➤ Immediate Action and Mitigation Strategy

HR's immediate focus should be a targeted retention campaign on early-to-mid career employees in key functional areas

The main findings are:

- ❖ High Attrition Rate
- ❖ Departmental Concentration
- ❖ Job Role Risk
- ❖ Satisfaction is Moderate