Insights as per Dashboard

The "HR Analytics Dashboard" provides valuable insights into attrition within the company:=

**1. Attrition Rate Overview:**

* Attrition Rate: 16.2%
* Average Age of Employees Who Left: 37
* Average Salary of Employees Who Left: ₹6,500

**2. Gender Distribution:**

* Male: 889 employees
* Female: 591 employees

**3. Attrition by Education Field:**

* Life Sciences: 37% of attrition
* Medical: 26% of attrition
* Marketing: 15% of attrition
* The dashboard reveals the education fields with the highest attrition rates, enabling targeted strategies for these areas.

**4. Attrition by Age:**

* Age Group: 26-35

The dashboard identifies the age group with the highest attrition, which can inform efforts to retain employees in this demographic.

These insights from the HR Analytics Dashboard allow the organization to take informed actions to address attrition and enhance employee retention:

* **Attrition Rate Analysis:** The dashboard highlights the attrition rate, helping the organization understand the turnover rate and its impact on the workforce.
* **Age and Attrition:** By identifying the average age of employees leaving and the most affected age group, the organization can tailor retention strategies based on generational preferences and needs.
* **Gender Insights:** Understanding the gender distribution of attrition helps in creating gender-specific retention initiatives and maintaining a diverse workforce.
* **Salary and Attrition:** The average salary of employees leaving can indicate whether compensation plays a role in attrition, guiding decisions about compensation and benefits.
* **Education-Field Analysis:** Insights into attrition by the education field allow targeted efforts to address issues in specific departments or roles.

Overall, these insights empower the organization's HR department to design effective strategies for reducing attrition, enhancing employee satisfaction, and optimizing workforce management for long-term success.