

# Comprehensive HR Analytics Report: Insights on Employee Attrition and Workforce Trends

**Objective:** - To utilize HR analytics to identify and address key drivers of employee attrition, optimize workforce strategies, and enhance organizational performance by analysing trends in demographics, job roles, tenure, and compensation.

## Project Insights: -

### Key Metrics:

1. **Total Employees: 1,470**
2. **Average Income: ₹6.50K**
3. **Gender Breakdown:**
  - **Male: 882**
  - **Female: 588**
4. **Total Attrition: 237**
5. **Attrition Rate: 16%**
6. **Average Age of Employees: 37 years**
7. **Average Years at Company: 7 years**

### Attrition Insights:

1. **Attrition by Education Field:**
  - **Medical: 38%**
  - **Life Sciences: 27%**
  - **Marketing: 15%**
  - **Technical Degree: 14%**
  - **Others: 5%**
2. **Attrition by Age Group:**
  - **26-35 years: Most attrition (102 cases)**
  - **18-25 years: 26 cases**
  - **36-45 years: 30 cases**
  - **Attrition reduces significantly for older age groups.**
3. **Attrition by Salary Slab:**
  - **Up to ₹5K: 102 cases (highest attrition slab)**
  - **₹5K-₹10K: 61 cases**
  - **₹10K-₹15K: 30 cases**
  - **Above ₹15K: 19 cases**

### Job Role Insights:

1. **Attrition by Job Role (Highest to Lowest):**
  - **Laboratory Technician: 62 cases**
  - **Sales Executive: 57 cases**
  - **Research Scientist: 47 cases**
  - **Sales Representative: 33 cases**
  - **Human Resources: 12 cases**
2. **Gender-Specific Attrition in Job Roles:**
  - **Laboratory Technicians have the highest male attrition (46 cases).**
  - **Research Scientists and Sales Executives show significant female attrition.**

Tenure Insights:

- Attrition by Years at Company:
  - Most attrition occurs in employees with 0-5 years of tenure (59 cases).
  - Attrition reduces with longer tenure.

