

# **HR Analytics Dashboard**

## **Insights Report**

**By Have Patel**

# Workforce Overview

- Total Employees: 1470
- Attrition Count: 238
- Attrition Rate: 16.2%
- Average Age, Income, Tenure: 37, 6.5K, 7

This establishes the overall structure of the workforce and the scale of attrition.

# Is Attrition a Concern?

- The organization shows a significant attrition rate, concentrated in specific departments, roles, and employee groups.
- Patterns suggest attrition is influenced by salary, tenure, job satisfaction, and workload dynamics.

# Attrition by Department

Departments with the highest attrition:

- Sales
- Research & Development
- Human Resources

Reasons may include high workload, target pressure, and competitive external markets.

# Attrition by Job Role

Roles most affected:

- Laboratory Technicians
- Sales Executives
- Research Scientists

Roles least affected:

- Managers
- Healthcare Representatives

Indicates turnover is higher in operational, repetitive, or high-pressure roles.

# Attrition by Age, Gender & Education

- **Age:** Highest in the 26–35 group, reflecting early-career mobility.
- **Gender:** Slightly higher in males, tied to role distribution rather than gender.
- **Education Field:** Life Sciences, Medical, and Marketing show higher turnover due to skill mobility.

# Salary & Attrition

Clear correlation:

- Employees earning below the median salary exhibit significantly higher attrition.
- Low compensation appears to be a major driver for resignations, especially in junior roles.

# Tenure & Job Satisfaction

## Tenure:

- Attrition peaks in the first 0–5 years.
- After 5+ years, employees become more stable and loyal.

## Job Satisfaction:

- Low or medium satisfaction ratings strongly correlate with leaving.
- Work-life balance issues also contribute to turnover.

# Key Reasons for Attrition

Across all metrics, primary drivers include:

- Low salary & compensation mismatch
- High-pressure departments (Sales, R&D)
- Early-career employees exiting within first 5 years
- Low job satisfaction & weak engagement
- Poor work-life balance
- Repetitive or demanding roles with limited growth

These factors collectively explain the attrition pattern.

# Recommendations

- Benchmark and adjust compensation for high-turnover roles
- Improve onboarding & early-career development (0–3 years)
- Address workload issues in Sales & R&D
- Strengthen work-life balance policies
- Enhance manager–employee engagement to raise satisfaction
- Create clearer career paths to reduce early exits

# THANK YOU

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