

HEALTHKART HUMAN RESOURCE ATTRITION DASHBOARD

2021

2022

HR

R & D

Sales

20k-40k

40k-60k

60k-90k

6k-20k

90k-120k



Total Employee

1506

Total Attrition

310

Attrition Rate

20.6%

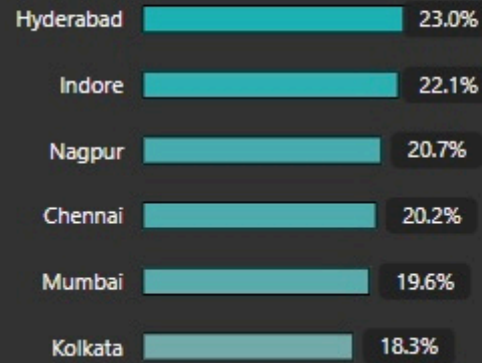
promotion last 5 years

2

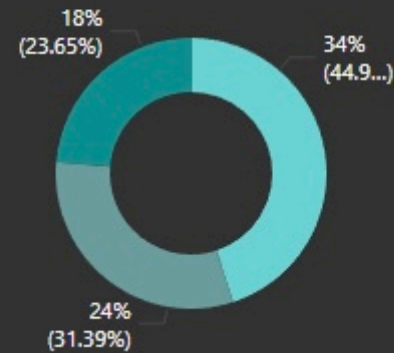
Job Satisfaction

Job Role	1	2	3	4	Total
Sales Representative	64%	48%	37%	36%	44%
Sales Executive	28%	18%	21%	18%	21%
Research Scientist	28%	20%	19%	13%	19%
Research Director		11%	7%	5%	6%
Manufacturing Director	8%	13%	12%	8%	10%
Manager	14%	24%	11%	3%	12%
Laboratory Technician	39%	20%	33%	22%	28%
Human Resources	67%	33%	31%	31%	39%
Healthcare Representative	19%	16%	11%	12%	14%
Total	28%	21%	20%	16%	21%

Work Location



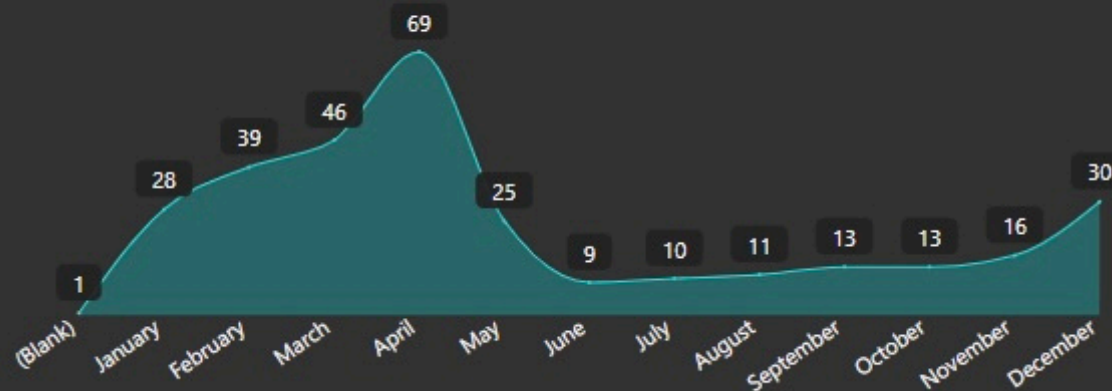
Department



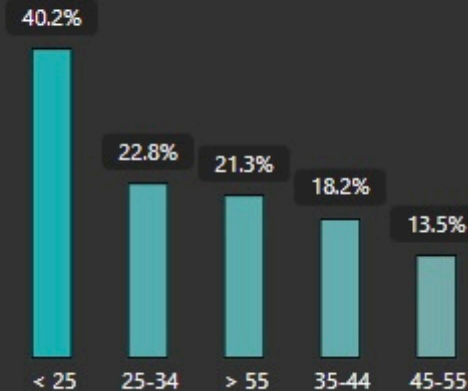
Top 5 Job Role



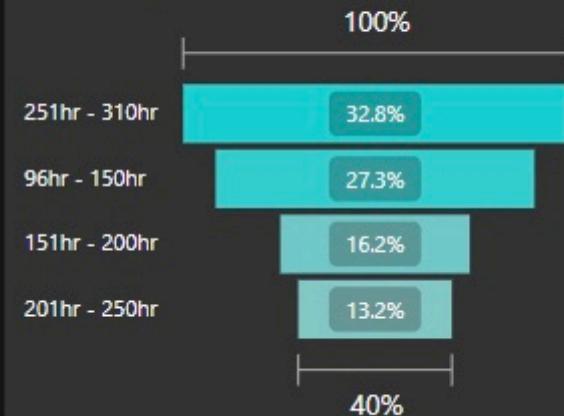
Attrition Month



Age Category



Monthly Hours



HEALTHKART HUMAN RESOURCE ATTRITION DASHBOARD

2021

2022

HR

20k-40k

40k-60k

60k-90k

6k-20k

90k-120k



Total Employee

67

Total Attrition

23

Attrition Rate

34.3%

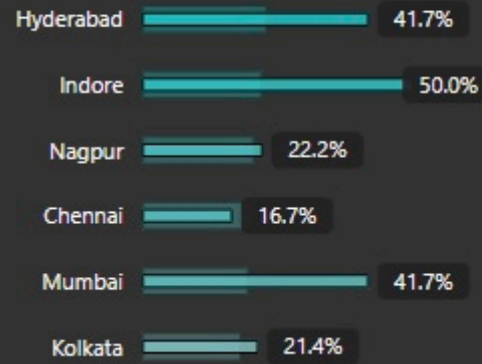
promotion last 5 years

2

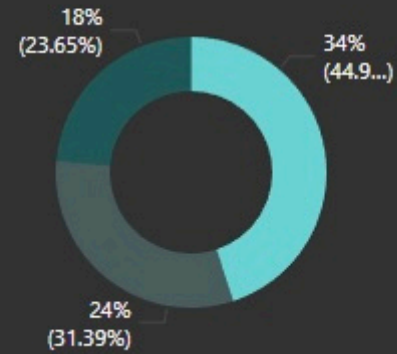
Job Satisfaction

Job Role	1	2	3	4	Total
Manager		25%			9%
Human Resources	67%	33%	31%	31%	39%
Total	62%	32%	27%	24%	34%

Work Location



Department



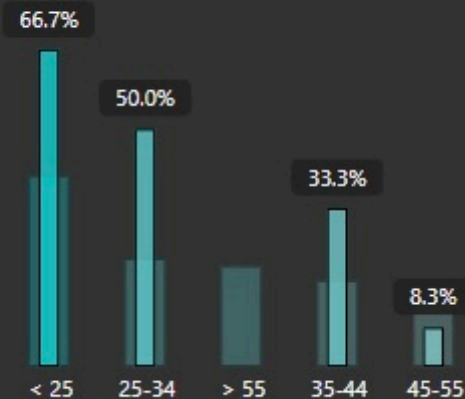
Top 5 Job Role



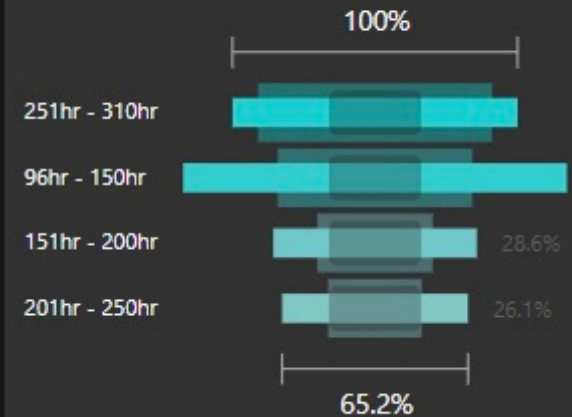
Attrition Month



Age Category



Monthly Hours



ABOUT THE PROJECT

Objective:

The Objective of this project is to identify the main causes of employee attrition using company data and create an interactive dashboard to provide actionable insights and strategies for reducing the attrition rate.

Key Insights:

- 1.Employee attrition is highest between December and may . with a significant peak in April.
- 2.Among the six cities where the company operates, Hyderabad and Indore have the highest attrition rates.
- 3.The HR and Sales department show particularly high attrition, which is also reflection in related job roles.
- 4.About 20% of employees rated the company poorly for work-life balance, and cities with high levels of overwork have increased attrition.
- 5.Low-salary employees are the the main contributors to attrition, but high-salary employees are also leaving due to workload and overwork issues.

Recommendations

1. **Focus on December to May:** Since attrition is high during these months, take extra measures to monitor employee satisfaction and address any concerns, such as offering support programs or team-building activities during this period
2. **Improve Work-Life Balance:** Offer flexible working hours, allow remote work, and ensure employees are not overloaded, especially in cities with high overwork.
3. **Focus on Hyderabad and Indore:** Look into the specific issues in these cities and provide better support or tailored benefits for employees in these locations.
4. **Support HR and Sales Departments:** Offer stress management programs, more resources, and support for teams with high attrition to reduce stress and burnout.
5. **Raise Salaries for Low-Paid Employees if Possible:** Review and increase salaries for lower-paid employees and provide performance-based rewards to keep them motivated and engaged.
6. **Help High-Salary Employees:** Address workload concerns for high-salary employees by balancing their tasks and recognizing their hard work to prevent burnout.
7. **Get Employee Feedback:** Regularly ask employees for their feedback and make improvements based on their suggestions to show you care about their concerns.
8. **Offer Career Growth:** Provide training, development programs, and clear opportunities for career advancement to keep employees motivated to stay with the company.
9. **Build a Positive Culture:** Create a supportive environment by celebrating achievements, encouraging teamwork, and strengthening relationships among employees.

A company should aim for an attrition rate of less than 12%, but here the attrition is much higher, averaging 20-21%. If the company follows the recommendations, attrition could be reduced within a year. While raising salaries is an easy way to make employees happy and reduce attrition, it's difficult for the company due to budget constraints and the need to stay within profit limits. Therefore, we have provided the actionable insights that will help the company reduce attrition without relying on salary increases.

Project Scope :

In- Scope: The project aims to identify the key factors contributing to employee attrition, such as job satisfaction, compensation, and career growth. It involves building predictive models to assess the risk of attrition and generating insights based on employee data. The goal is to propose actionable strategies to reduce turnover and improve employee retention.

Out- Scope: While the project will provide insights and recommendations for improving employee retention, it will not involve implementing or altering company policies, compensation structures, or management practices directly. The focus will remain on data analysis, predictive modeling, and generating insights to inform decision-making.

Thank you

DASHBOARD