



HR Attrition Analysis & Recommendations

INSIGHTS FROM HR ATTRITION DATA

Introduction

Objective of the Analysis

- ▶ Understand factors driving employee attrition.
- ▶ Provide actionable insights for workforce retention.

Key Questions Addressed

1. Does working overtime increase attrition?
2. What age group is likely to have high attrition rate?
3. How monthly income relates to attrition?
4. Does job satisfaction influence attrition?
5. Departments with higher attrition?

How the findings will inform HR strategies

- ▶ Identify key trends driving workforce changes.
- ▶ Optimize retention policies to improve employee satisfaction.

Key Metrics & Summary

HR ATTRITION ANALYSIS

1470

TotalEmployees

16.12

AttritionRate

237

EmployeesLeft

AgeGroup

All

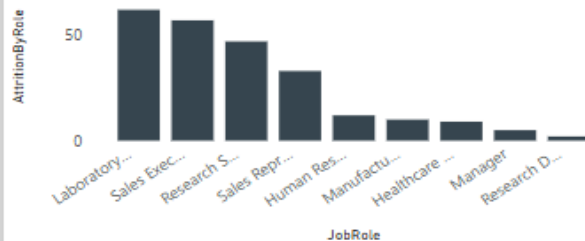
JobRole

All

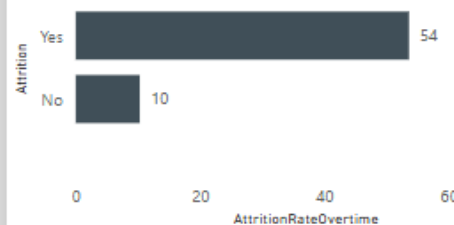
Department

All

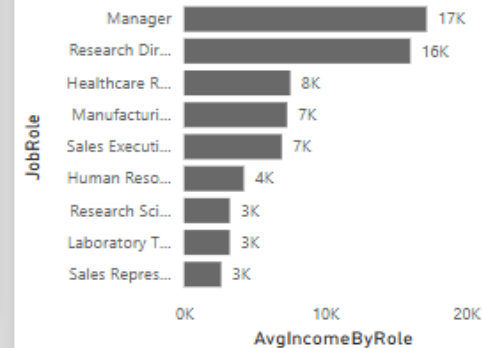
Attrition by JobRole



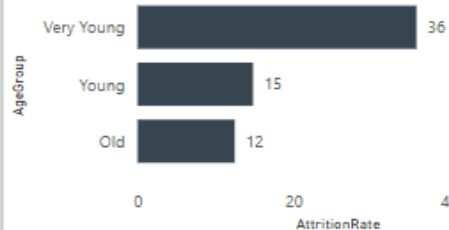
Overtime by Attrition



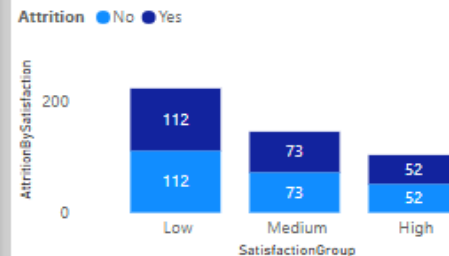
Average Income By JobRole



AttritionRate by AgeGroup



Satisfaction Level by Attrition



Actionable Recommendations

1. Enhance employee retention by tackling the primary reasons behind attrition.
2. Keep an eye on workload distribution to mitigate the impact of excessive overtime on staff turnover.
3. Maintain competitive compensation for positions with high attrition rates.
4. Prioritize workplace satisfaction by fostering engagement and implementing feedback initiatives.

Findings

❑ Overtime & Attrition

Employees working overtime have a higher attrition rate than those who don't.

Reason: Burnout and poor work-life balance.

❑ Age Group & Attrition

Younger employees (25 & below) leave more frequently.

Reason: Career shifts, lack of growth opportunities.

❑ Salary & Attrition

Low-income job roles show higher attrition rates.

Reason: Employees likely leave for better salary offers elsewhere.

Findings

❑ Job Satisfaction & Its Impact on Attrition

Low satisfaction scores are strongly linked to higher turnover.

Reason: Work culture, leadership issues, lack of career development.

❑ Departments & Attrition rate

Certain departments experience more resignations.

Reason: Workload stress, lack of proper career progression.

Actionable Recommendations Summary

Retention Strategies Based on Findings:

1. Reduce workload & burnout in overtime-heavy roles.
2. Enhance career development for younger employees.
3. Strengthen compensation & salary competitiveness.
4. Improve workplace satisfaction & team collaboration.
5. Address department-specific attrition trends.

Conclusion & Next Steps

Key Takeaways:

1. Overtime impacts attrition—better workload management needed.
2. Younger employees need stronger career guidance.
3. Competitive salaries influence retention.
4. Job satisfaction is a major driver of employee departures.

Next Steps for HR Strategy:

- ◆ Implement recommendations over a phased timeline.
- ◆ Track improvements using HR dashboards & feedback tools.

Final Note:

Optimize HR practices to retain top talent and boost workplace satisfaction.