

HR Dashboard Key Insights

Salary Impact: A large portion of employees leaving are those earning $\leq 5K$, showing that compensation is a major driver of attrition.

Tenure Impact: Attrition peaks within the first 1–2 years of service, then drops sharply. This highlights the need for stronger onboarding and early retention programs.

Age Impact: Employees aged 26–35 show the highest attrition. This group is often in mid-career transitions and requires focused retention strategies.

Education Field Impact: Employees with a Life Sciences background represent the biggest share of attrition. This area may need deeper analysis to understand why they are moving out more frequently.

Gender Impact: Attrition is higher among males (140) compared to females (79). This could be linked to role distribution or job satisfaction levels in male-dominated positions.

Job Role Impact: Laboratory Technicians and Sales Executives record the highest attrition counts. These roles should be closely reviewed for workload, growth opportunities, and compensation factors.