HR ANALYTICS-DYNAMIC TABLEAU DASHBOARD

Key high level Insights:

1. High Attrition in Younger Employees: Employees under 25 have the highest attrition rate (39.2%).
2. Departmental Differences: Sales has a slightly higher attrition rate compared to R&D and Human Resources.
3. Impact of Relationship Satisfaction and Work-Life Balance: Employees with lower relationship satisfaction and work-life balance ratings are more likely to leave.
4. Business Travel Influence: Employees who travel frequently have a higher attrition rate compared to those who rarely travel or do not travel at all.

Suggestions to the HR Department:

1. *Address High Attrition in Younger Employees*

Mentorship Programs: Implement mentorship programs where younger employees are paired with more experienced mentors. This can help in career development and provide a support system.

Career Pathing: Clearly define career paths and growth opportunities within the organization to keep younger employees engaged and motivated.

2. *Departmental Attrition Rates*

Sales Department Focus: Given the slightly higher attrition rate in the Sales department, consider conducting exit interviews to understand specific reasons for leaving. Tailor retention strategies based on this feedback.

Targeted Training: Offer targeted training and development programs to address any skill gaps and help employees in these departments feel more valued and equipped for their roles.

3. *Improve Relationship Satisfaction and Work-Life Balance*

Work-Life Balance Initiatives: Promote a healthy work-life balance by offering flexible working hours, remote work options, and encouraging regular breaks.

Employee Engagement Programs: Regularly conduct employee engagement surveys to gauge satisfaction levels and address any concerns promptly.

Team-Building Activities: Organize team-building activities to foster better relationships and a supportive work environment.

4. *Manage Business Travel-Related Attrition*

Travel Alternatives: Consider alternatives to frequent travel, such as virtual meetings, to reduce the stress associated with constant travel.

Travel Policies: Ensure that travel policies are employee-friendly, providing frequent travellers with adequate rest periods and compensation.

5. *Regular Monitoring and Feedback*

Attrition Analysis: Continuously monitor attrition rates and conduct periodic analyses to identify any emerging trends or areas of concern.

Employee Feedback Mechanisms: Implement robust mechanisms for collecting and acting on employee feedback to ensure that their voices are heard and their concerns are addressed.