HR ANALYTICS DASHBOARD ANALYSIS AND CONCLUSION

- **<u>Analysis</u>**

1. What is the overall attrition rate in the organization?

The dashboard shows an overall attrition rate of 16.1%, with 237 employees leaving the organization out of a total workforce of

1,470. This indicates moderate attrition that may require investigation into key contributing factors like age, job role, and salary.

2. Which age group experiences the highest attrition?

The 26-35 age group has the highest attrition, with 116 employees leaving, accounting for nearly half of the total attrition. This

suggests that younger employees may face challenges related to job satisfaction, career growth, or other workplace factors.

3. How does education background affect attrition?

Attrition is highest among employees with a Life Sciences background (38%), followed by those with Medical (27%) and

Marketing (15%) degrees. This highlights the need to examine specific challenges faced by Life Sciences professionals in the

organization.

4. How does salary impact attrition?

Most attrition occurs in the 'Up to 5K' salary slab, where 163 employees have left. This implies a potential dissatisfaction with

compensation at lower salary levels, suggesting the organization may need to review its pay structure for junior or entry-level

roles.

5. What is the attrition trend based on years at the company?

Employees tend to leave most frequently in their first year (59 employees). A smaller peak is observed around the 10-year

mark (18 employees), indicating possible dissatisfaction early in the career or a stagnation phase after long tenures.

6. Which job roles experience the highest attrition?

The top roles with high attrition are:

- Laboratory Technicians (62 employees)

- Sales Executives (57 employees)

These roles may involve challenges such as workload, limited career progression, or competitive stress, requiring attention

from HR.

7. How does gender influence attrition?

Attrition is higher among males (140 employees) compared to females (79 employees). This may reflect industry norms,

workplace dynamics, or role-specific factors requiring a deeper gender-based analysis.

8. Which departments are most affected by attrition?

The Research & Development department is most affected, losing 66 employees, followed by the Sales department (57

employees). Focused interventions in these departments may help retain talent.

- ## **<u>Conclusion</u>**

To mitigate attrition:

- Address compensation concerns, especially in the 'Up to 5K' salary slab.

- Enhance employee engagement and support for younger employees aged 26-35.

- Offer career development programs and job satisfaction initiatives for Laboratory Technicians and Sales Executives.

- Investigate specific challenges in the Research & Development department.