Employee Attrition Analysis

4410 — Count of Employees

711 — Attrition

16.1% — Attrition Rate

37 — Avg Age

65K — Avg Salary

7.0 — Avg Years

Attrition by Gender

Male	Female
441	270

Attrition by Education

- Technical... 6%
- Other 4%
- Marketing 11%
- Life Sciences 43%
- Medical 32%

Attrition by Age

Age Range	Count
18 - 25	132
26 - 35	348
36 - 45	129
46 - 55	78
55 +	24
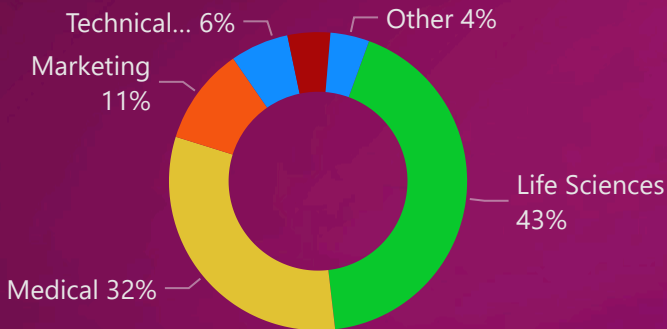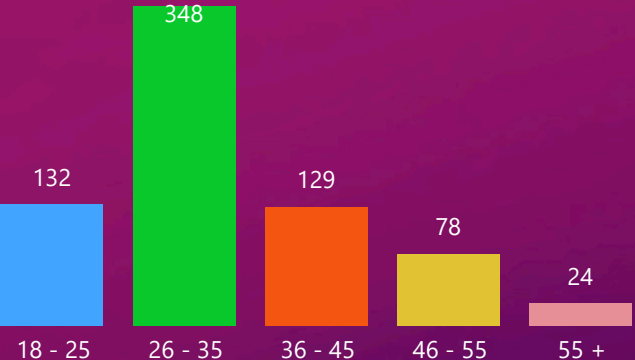
Attrition by Job Satisfaction

JobRole	Sum of Attrition Count
Healthcare Representative	57
Human Resources	21
Laboratory Technician	126
Manager	42
Manufacturing Director	48
Research Director	57
Research Scientist	159
Sales Executive	165
Sales Representative	36

Attrition by Salary Slab

- 25k - 40k
- 40k - 55k
- 1 lakh +
- 55k - 70k
- upto 25k
- 70k - 85k
- 85k - 1lakh

Attrition by Years

48, 177, 57, 24, 54, 0, 6
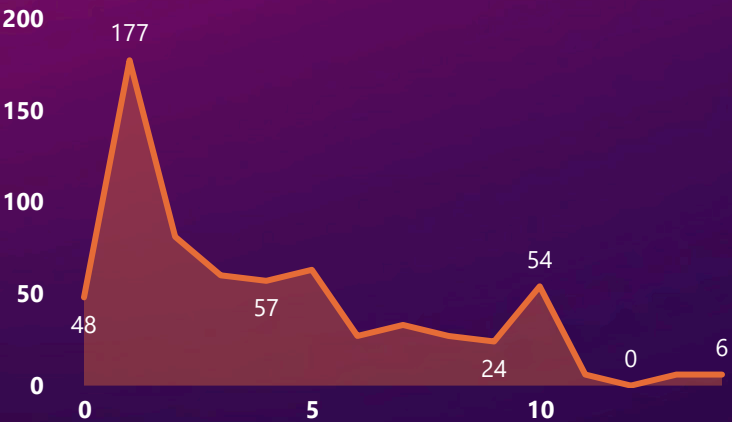
Attrition by Job Department

Department	Count
Research & Development	453
Sales	201
Human Resources	57

Employee Attrition Analysis

Attrition by BusinessTravel

Gender ● Female ● Male

- Travel_Rarely: 177 (Female), 291 (Male)
- Travel_Frequently: 81 (Female), 126 (Male)
- Non-Travel: 12 (Female), 24 (Male)
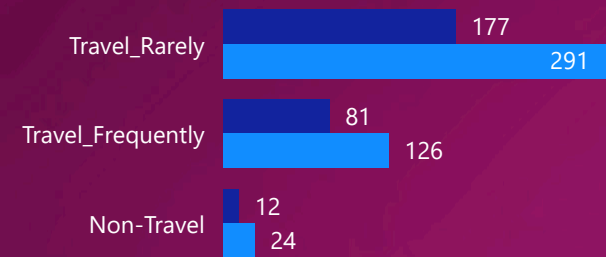
Attrition by Job Levels (groups)

100%

- Junior or Associate: 285
- Entry Level: 252
- Mid level Associate: 96
- Executive: 51
- Senior: 27

9.5%
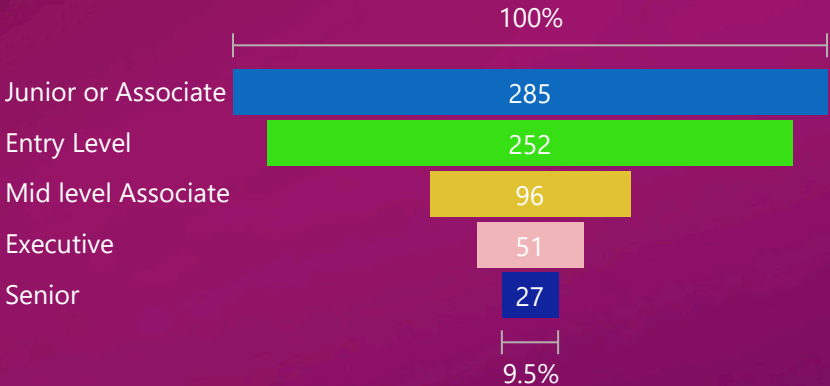
Attrition by Work Life Balance

- Good: 384
- Average: 171
- Excellent: 81
- Bad: 75
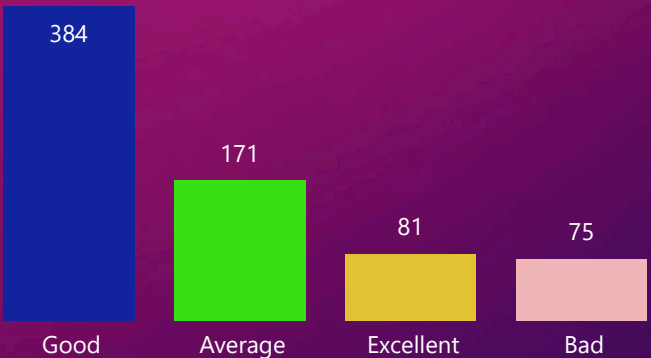
Attrition by Performance Rates

High 17%

Low 83%

Performance Rates
● Low
● High
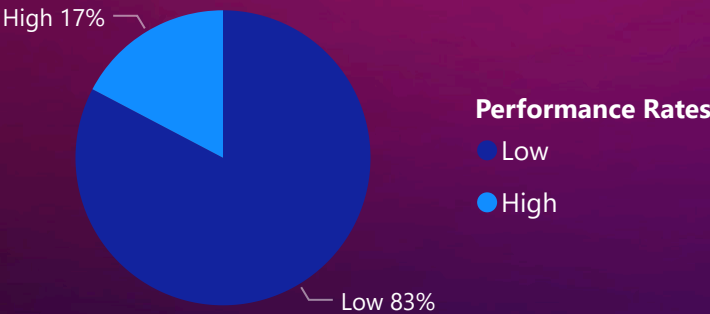
Attrition by Enviroment Satisfication

- Very Dissatisfied: 213
- Satisfied: 191
- Very Satisfied: 179
- Dissatisfied: 128
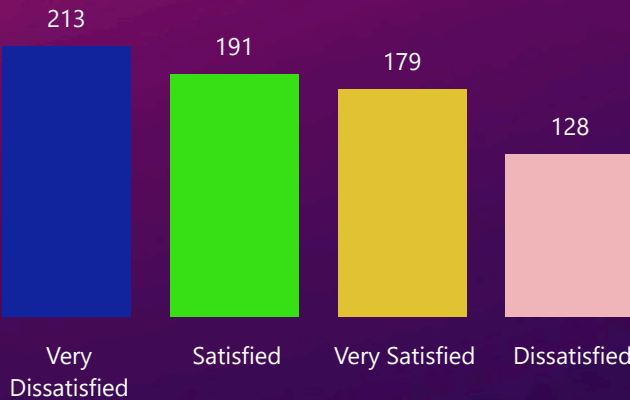
Attrition by Job Involvement
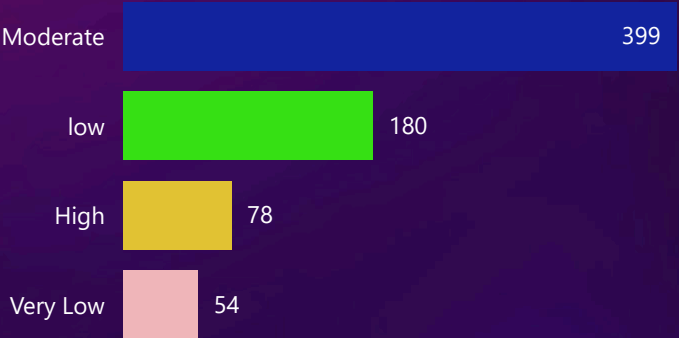
- Moderate: 399
- low: 180
- High: 78
- Very Low: 54

Employee Attrition Insights

1. The Total Employee count in a company is 4410 and the Total Attrition Count is 710.
2. A 16% of Attrition Rate signals the need for proactive measures to address underlying issues and retain valuable talent within the organization.
3. The Average Age of employees who left the company is 37 years.
4. Educational background of employees who left the company indicates that 43% had a life science background , 32% 5.had a medical background and 11% had a marketing background.
6. The Total Attrition counts amongst all age group who left the company was highest (348) for age ranges between 26 - 35.
7. Total Attrition for Job Satisfaction was highest amongst Sales Executive Job Role.
8. Majority of employees who left the company belonged to the salary ranges between 25k - 40k which is below than the average the salary .
9. The Attrition were found to be highest during the first year at year company which is 177 .
10. The Research & Development department witnessed the highest attrition , accounting 453 of the total.
11. Attrition were found to be maximum amongst males who travel rarely .
12. The employee who left the company were maximum who are at junior or associate level position.
13. Maximum number of employees were dissatisfied with companies environment .
14. Employee who moderately involved in the company encounter highest attrition of total.

Employee Attrition Insights

Recommendations

1. Implement retention strategies for employees around age ranges 26 - 35.
2. Address attrition in the Research & Development department.
3. Conduct a targeted salary review adjustment to rectify pay disparities for employees earning below average salaries, aiming to align compensation with industry standards and reduce attrition.
4. Implement gender sensitive policies and practices to address any disparities and ensure equal opportunities, fostering a more inclusive and supportive work environment.
5. Design specialized engagement programs for new employees to boos their growth and integration within the company.
6. Create supportive work environment by promoting open communication, celebrating accomplishments, and facilitating social connections among coworkers.
7. Maintain motivation and productivity by setting clear expectations, offering necessary resources, and recognizing high performance.