

# HR Analytics Dashboard:

## Summary

The dashboard presents key metrics related to employee attrition, including total employee count (1,470), attrition rate (16.1%), attrition count (237), average age (37 years), average monthly income (7K), and average years at the company (7). The analysis covers attrition trends based on factors such as department, job satisfaction, education field, gender, age group, salary slab, years at the company, and work experience.

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## Insights

### 1. Department-wise Attrition:

- The **R&D department** has the highest attrition (133 employees, 56.12% of total attrition).
- The **Sales department** follows with 92 employees (38.82% of total attrition).
- **HR department** has the lowest attrition (12 employees, 5.06%).

### 2. Attrition by Job Satisfaction:

- Employees with a job satisfaction score of **1 or 2 tend to leave more frequently**.
- Employees in roles like **Research Scientist and Sales Executive** show a high attrition rate despite higher satisfaction levels.

### 3. Attrition by Education Field:

- Employees from **Life Sciences (38%) and Medical (27%) backgrounds** contribute the most to attrition.
- Those from **Human Resources (3%) and Other (5%)** fields have the least attrition.

### 4. Attrition by Gender:

- **Males (150) have a higher attrition count than females (87).**
- This suggests possible dissatisfaction among male employees.

### 5. Attrition by Age Group:

- The **25-34 age group** has the highest attrition (112 employees).
- **Attrition decreases significantly in older age groups** (11 employees for 55+).

### 6. Attrition by Salary Slab:

- Employees earning **less than 5K have the highest attrition (163 employees).**

- Attrition decreases as salary increases (only 5 employees earning above 15K left).
7. **Attrition by Years at Company:**
- Most attrition occurs within the **first 2-4 years of employment**.
  - Employees with **more than 10 years of experience have significantly lower attrition**.
8. **Work Experience and Attrition:**
- Employees with **less than 5 years of experience account for most attrition**.
  - Those with **more than 15 years of experience have minimal attrition**.
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## Recommendations

1. **Enhance Employee Retention in R&D and Sales:**
    - Investigate job roles in **R&D and Sales** to identify dissatisfaction points.
    - Offer **better incentives, career growth opportunities, and training**.
  2. **Improve Compensation for Lower Salary Brackets:**
    - Since **163 employees earning below 5K left**, reviewing salary structures could improve retention.
  3. **Focus on Retaining Younger Employees (25-34 Age Group):**
    - Implement mentorship programs.
    - Provide **career development plans** to encourage long-term retention.
  4. **Improve Work-Life Balance for High Attrition Fields:**
    - Life Sciences and Medical fields have high attrition; **consider flexible work policies**.
  5. **Increase Engagement for New Employees (0-4 Years Tenure):**
    - Implement **onboarding programs, employee engagement activities, and mentorship**.
  6. **Address Gender Disparities in Attrition:**
    - Conduct **gender-focused surveys** to understand male employee dissatisfaction.
    - Ensure an **inclusive work environment** for all employees.
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## Conclusion

- **High attrition in R&D and Sales** suggests the need for strategic retention programs.

- **Salary and early career experience play a crucial role in attrition.**
- **Younger employees (25-34) and those earning less than 5K are at high risk of leaving.**
- **Enhancing employee satisfaction, career growth, and compensation can reduce attrition.**
- **A focused effort on new employees and gender-related concerns can help lower attrition rates.**