HR ATTRITION DASHBOARD WITH POWERBI

McCurr HR Attrition Dashboard

Department: Huma... | Resea... | Sales

Attrition by Gender
174 (36.71%) | 300 (63.2...)
● Male ● Female

Employees	Attrition	Attrition Rate	Avg. Salary	Avg. WorkYears
2940	474	16%	6.50K	7

Attrition by Age
- 26-35: 232
- 18-25: 88
- 36-45: 86
- 46-55: 52
- 56-60: 16

Attrition by Distance
- 88 (18.57%)
- 98 (20.68%)
- 288 (60.76%)
● Close by ● Far ● Very far

Attrition by Education
- 1: 62
- 2: 88
- 3: 198
- 4: 116
- 5: 10

Attrition by Department
- 24 (5.06%)
- 184 (38.82%)
- 266 (56.12%)
● Research & Dev... ● Sales ● Human Reso...

Attrition by WorkingYears
- 0-10: 364
- 11-20: 78
- 21-30
- 31-40

Attrition by MonthlyIncome
- 1000-5000: 326
- 6000-10000: 98
- 11000-15000: 40
- 16000-20000: 10

Attrition by JobSatisfaction
- Dissatisfied: 146
- Very Satisfied: 132
- Very Dissatisfied: 104
- Satisfied: 92

HR ATTRITION | INSIGHTS & RECOMMENDATION

INSIGHTS AND RECOMMENDATIONS

McCurr Consultancy is facing an employee attrition rate of 16%, with a significant cost associated with retaining talent. An analysis of the key performance indicators (KPIs) reveals several patterns and factors contributing to employee attrition. By identifying these factors, targeted interventions can be implemented to reduce attrition and retain valuable employees.

KEY INSIGHTS

Overall Attrition Rate
- Total Employees: 2940
- Attrition Rate: 16% (474 employees)

Income and Tenure
- Average Monthly Income: $6,500
- Average Tenure: 7 years

Gender Disparity in Attrition
- Male Attrition: 300 (63%)
- Female Attrition: 174 (37%)

Age Group
- Highest Attrition: Employees aged 26-35 (232 employees)

Distance from Work
- Highest Attrition: Employees living within 1-10 km from the workplace (61%)

Education Level
- Highest Attrition: Bachelor's degree holders (198 employees), followed by Master's degree and College graduates

Departmental Insights
- Highest Attrition: Research and Development department (56%)

Tenure-Related Attrition
- Highest Attrition: Employees with 10 years or less of working experience (364 employees)

Income Bracket
- Highest Attrition: Employees earning $5000 or less per month (326 employees)

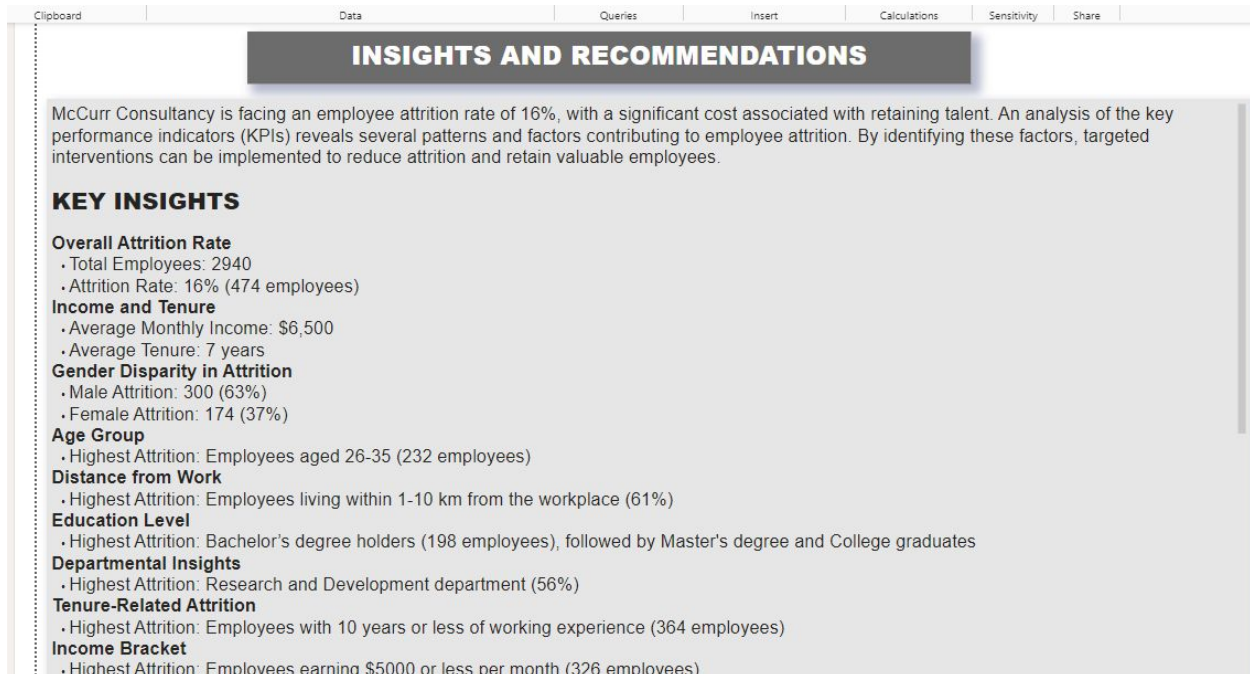**Job Satisfaction**
- Highest Attrition: Employees with Job Satisfaction rate 3 (Dissatisfied) at 146 and rate 1 (Very Satisfied) at 132.

RECOMMENDATIONS

Targeted Retention Programs for At-Risk groups of employees
- **Young Employees (26-35 years):** Implement mentorship programs, career development plans, and leadership training to engage and retain young employees.
- **Male Employees:** Investigate specific challenges faced by male employees and address them through targeted initiatives.

Income-Based Incentives
- **Employees earning ≤ $5000/month:** Provide financial incentives, performance-based bonuses, and salary adjustments to employees in the lower income brackets to reduce financial stress and increase job satisfaction.

Location-Specific Interventions
- **Employees living within 1-10 km:** Offer flexible working hours, remote work options to improve work-life balance and reduce turnover.

Departmental Focus
- **Research and Development:** Enhance the work environment, provide professional growth opportunities, and ensure competitive compensation to retain talent within the department.

Job Satisfaction Improvement
- **Dissatisfied Employees:** Conduct regular surveys to measure job satisfaction, identify specific areas of dissatisfaction, and take corrective actions. Implement programs that promote a positive work culture and improve overall employee well-being.