

HR Analytics Dashboard Report

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Abstract

This report provides an in-depth analysis of employee attrition at Acme Corporation, based on a dataset that includes 1,470 employees, focusing on employee attrition, job satisfaction, and other key metrics.

1 Introduction

The purpose of the HR Analytics Dashboard is to provide insights into employee attrition, job satisfaction, and other critical HR metrics. This report presents a detailed analysis of the data displayed on the dashboard.

2 Overall Metrics

- **Overall Employees:** 1470
- **Attrition:** 237
- **Attrition Rate:** 16.12%
- **Active Employees:** 1233
- **Average Age:** 37

3 Department-wise Attrition

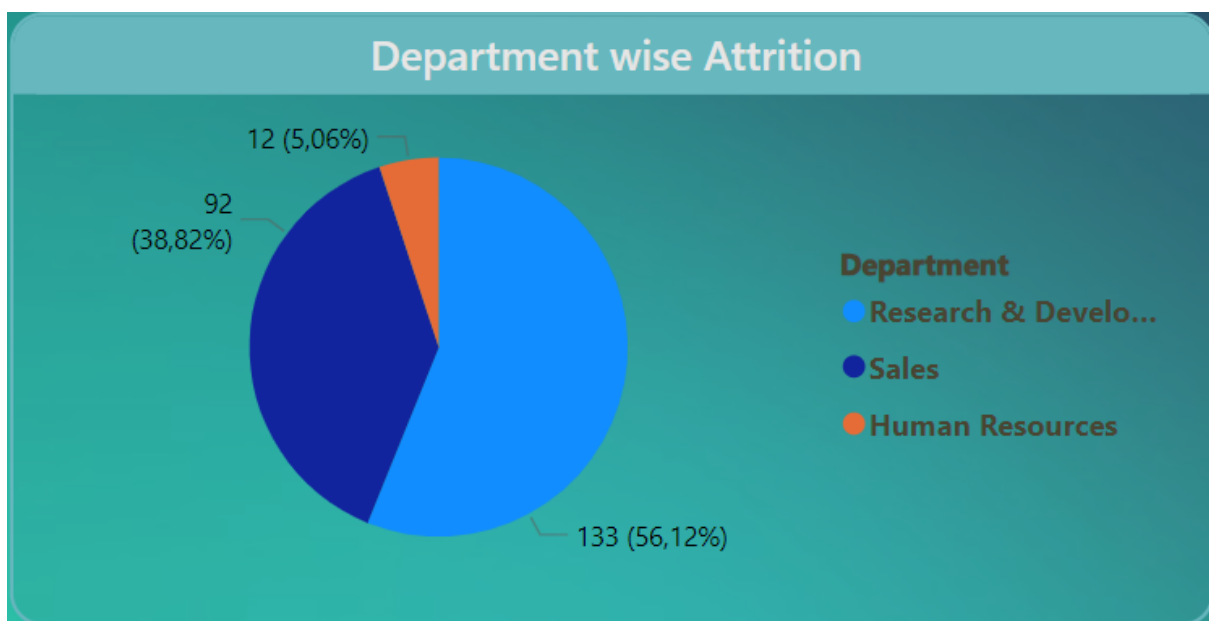


Figure 1: Department-wise Attrition

Observation:

- Research & Development: 133 employees (56.12% of total attrition)
- Sales: 92 employees (38.82% of total attrition)
- Human Resources: 12 employees (5.06% of total attrition)

Insight:

- The Research & Development (R&D) department has the highest attrition rate, accounting for more than half of the total attrition.
- The Sales department also experiences significant attrition, representing nearly 39% of the total.
- The Human Resources (HR) department has the lowest attrition rate, contributing to only 5.06% of the total attrition.

4 Employee Age Group Analysis

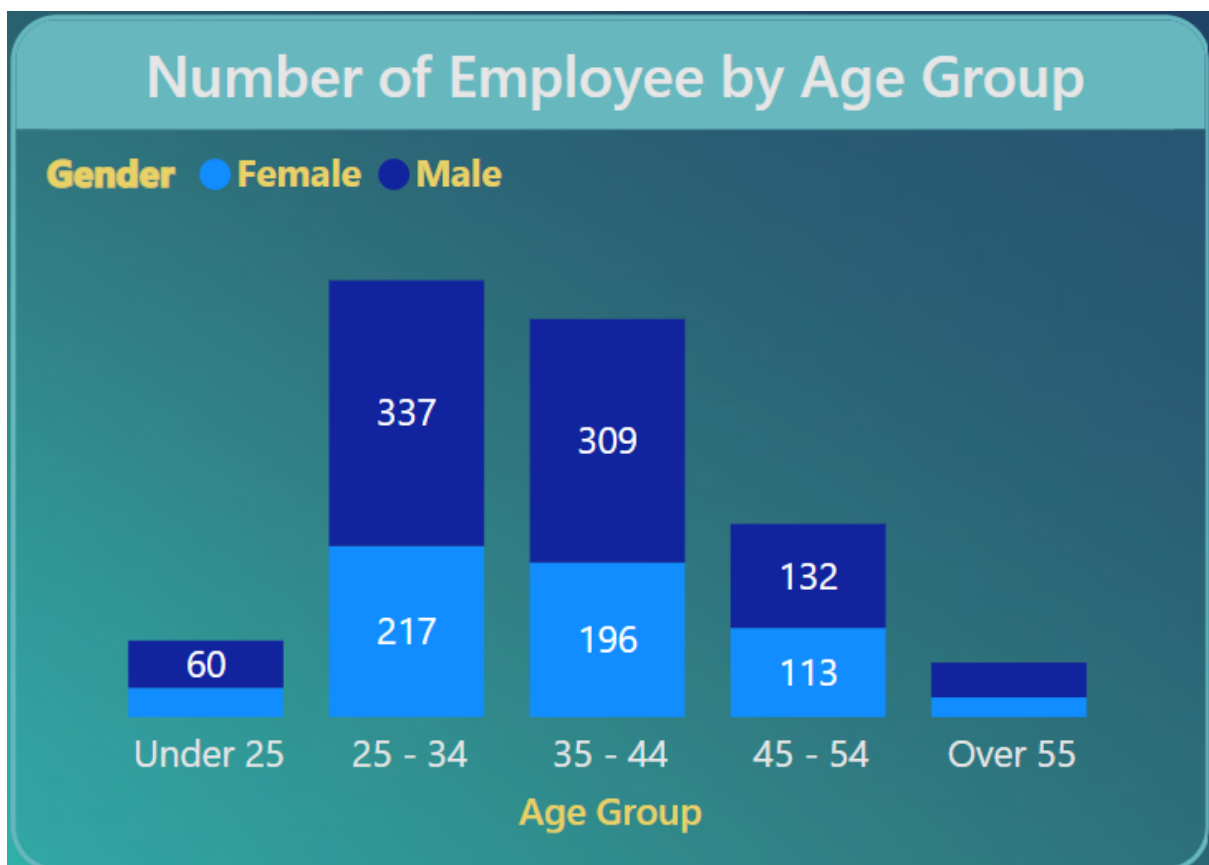


Figure 2: Employees by Age Group and Gender

Insight:

Balanced Gender Distribution in Younger Age Group:

- The gender distribution is balanced in the "Under 25" age group, with equal numbers of male and female employees.

Higher Number of Males in Middle Age Groups:

- The "25-34" and "35-44" age groups have a higher number of male employees compared to female employees. This could indicate a trend of higher male retention or higher male hiring in these age groups.

Gender Disparity in Older Age Groups:

- The "Over 55" age group has a noticeable gender disparity, with significantly more males than females. This might suggest a higher retirement or turnover rate for females in older age groups.

5 Job Satisfaction

Job Satisfaction Rating					
JobRole	1	2	3	4	Total
Healthcare Representative	26	19	43	43	131
Human Resources	10	16	13	13	52
Laboratory Technician	56	48	75	80	259
Manager	21	21	27	33	102
Manufacturing Director	26	32	49	38	145
Research Director	15	16	27	22	80
Research Scientist	54	53	90	95	292
Sales Executive	69	54	91	112	326
Sales Representative	12	21	27	23	83

Figure 3: Job Satisfaction Rating by Job Role

Insight:

Low Satisfaction in Certain Roles:

- Healthcare Representatives, Human Resources, and Sales Executives have a notable number of employees with low job satisfaction ratings (1 and 2). These roles may require focused attention to improve job satisfaction.

High Satisfaction in Technical and Scientific Roles:

- Research Scientists, Laboratory Technicians, and Manufacturing Directors have higher satisfaction ratings, with a significant number of employees rating their satisfaction as 3 or 4. This indicates these roles generally have higher job satisfaction.

Varied Satisfaction in Managerial Roles:

- Managers and Research Directors show a mix of satisfaction ratings, indicating varied experiences within these roles.

6 Education Field Analysis

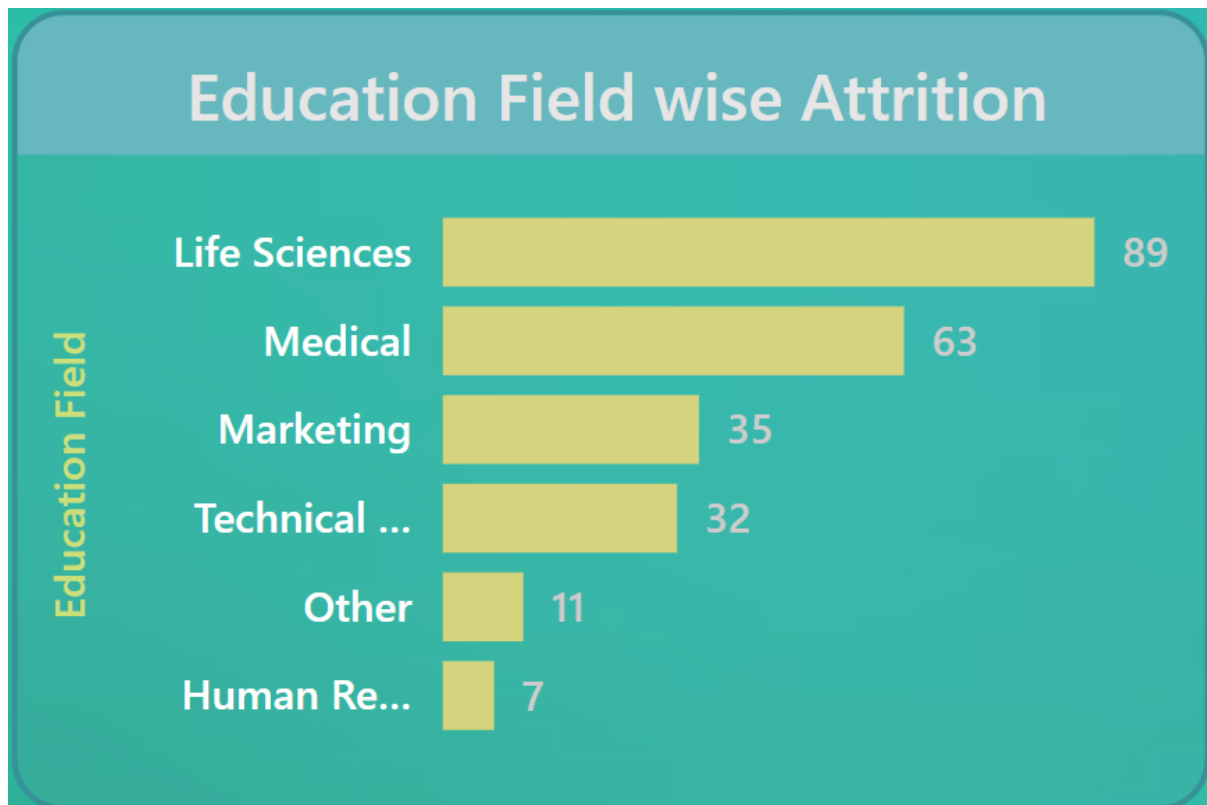


Figure 4: Attrition by Education Field

Insight:

High Attrition in Life Sciences:

- The highest attrition is observed among employees with a background in Life Sciences, with 89 employees leaving the company.

Medical and Marketing Fields:

- Medical and Marketing fields also show significant attrition, with 63 and 35 employees respectively.

Lower Attrition in Human Resources:

- The Human Resources field has the lowest attrition, with only 7 employees leaving the company.

7 Gender and Age Group Attrition

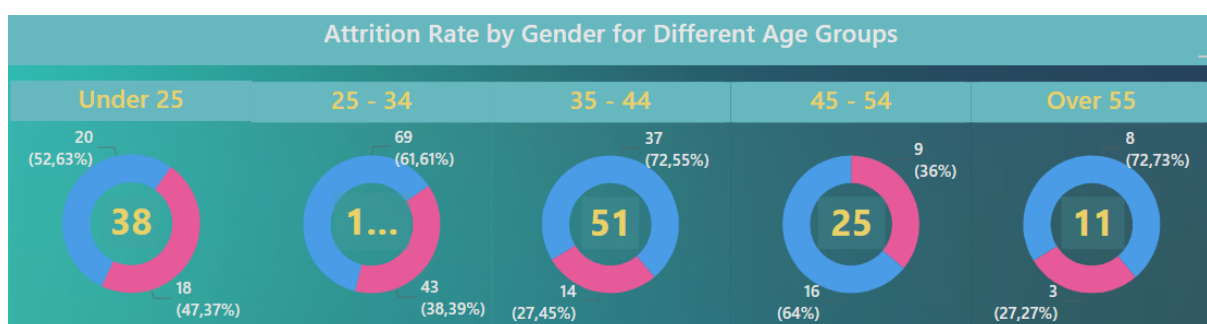


Figure 5: Attrition Rate by Gender for Different Age Groups

Insight

High Attrition Among Younger Females

- Younger age groups (under 25 and 25-34) show higher attrition rates among females compared to males. This trend is particularly pronounced in the 35-44 and over 55 age groups, where female attrition is significantly higher.

Balanced Attrition in Middle Age Group (45-54)

- The 45-54 age group is the only category where male attrition exceeds female attrition, indicating different retention dynamics for this age group.

8 Job Involvement, Satisfaction, Level, and Performance Ratings

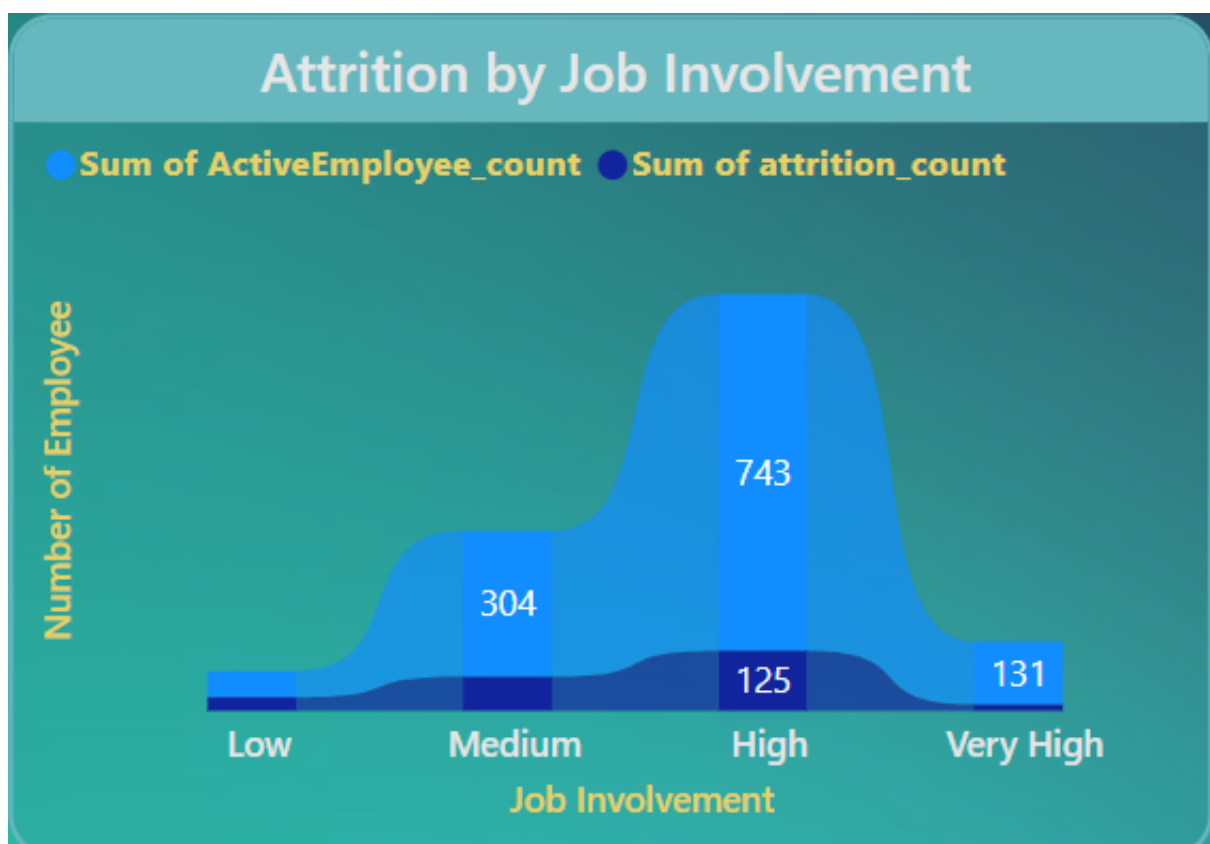


Figure 6: Attrition by Job Involvement

Insights:

Job Involvement as a Retention Factor:

- Job involvement appears to be a strong factor in employee retention. Employees who are highly involved in their jobs are less likely to leave.
- Efforts to increase job involvement could potentially reduce attrition rates.

Targeted Interventions:

- For employees with "Low" and "Medium" job involvement, targeted interventions aimed at increasing their job engagement might help in reducing attrition.
- Understanding the reasons behind lower job involvement in certain employees could help in designing better engagement strategies.

High Involvement Attrition:

- Even employees with "High" and "Very High" job involvement are not immune to attrition. It's important to understand the underlying causes of attrition in these groups to further improve retention strategies.

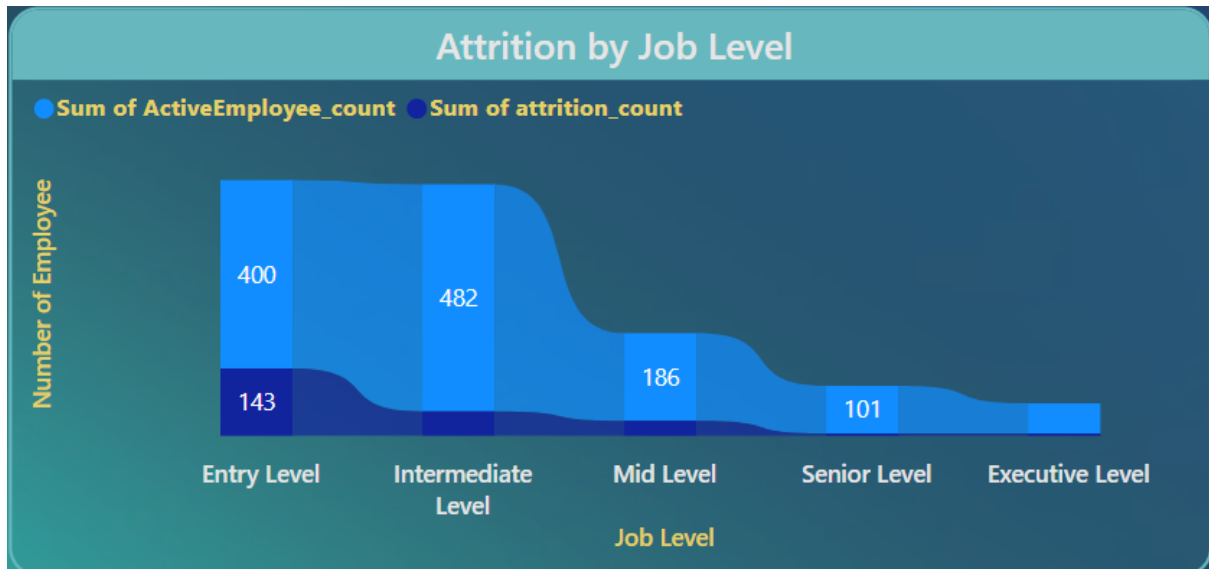


Figure 7: Attrition by Job Level

Insights:

Attrition and Job Level:

- Lower job levels (entry and intermediate) have higher attrition rates. This could be due to various factors such as career progression opportunities, job satisfaction, and initial job fit.

Stability at Higher Levels:

- Higher job levels tend to have more stability with lower attrition rates, suggesting that employees in these roles are likely more settled and satisfied with their career paths.

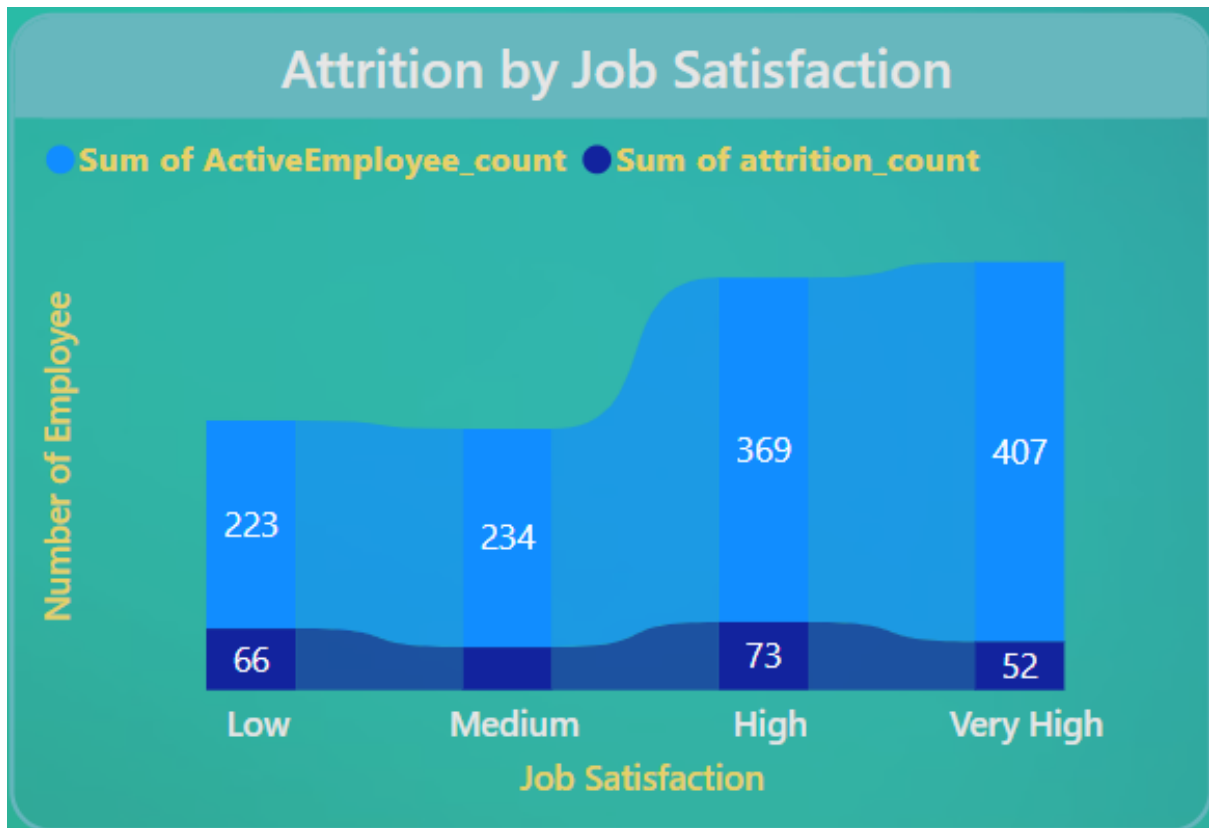


Figure 8: Attrition by Job Satisfaction

Insights:

Higher Attrition with Low and Medium Satisfaction:

- Employees with low job satisfaction show a significant number of attrition (66 out of 223).
- Employees with medium job satisfaction also experience notable attrition, though less than those with low satisfaction (34 out of 234).

Attrition Persists Even with High Satisfaction:

- Despite having high job satisfaction, there is still a notable attrition count (73 out of 369), indicating that other factors might be influencing employees' decisions to leave.

Lowest Attrition with Very High Satisfaction:

- The lowest attrition rate is observed among employees with very high job satisfaction (52 out of 407), suggesting that higher job satisfaction does contribute to lower turnover.

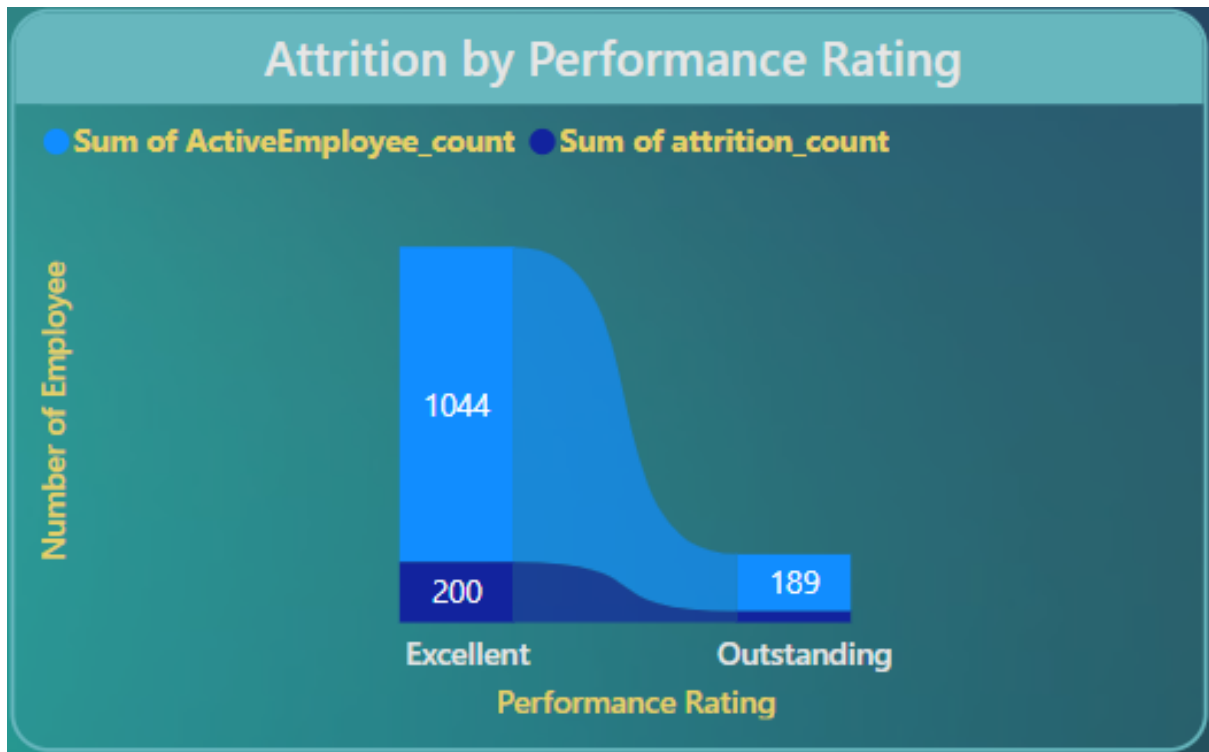


Figure 9: Attrition by Performance Rating

Insights:

Higher Attrition Among Employees with Excellent Performance:

- A significant number of employees with an "Excellent" performance rating have left the company (200 out of 1,044). This suggests that even high-performing employees are susceptible to leaving the organization.

No Attrition Among Employees with Outstanding Performance:

- Employees with an "Outstanding" performance rating show no attrition, indicating a strong retention rate for the top performers.

9 Satisfaction Levels

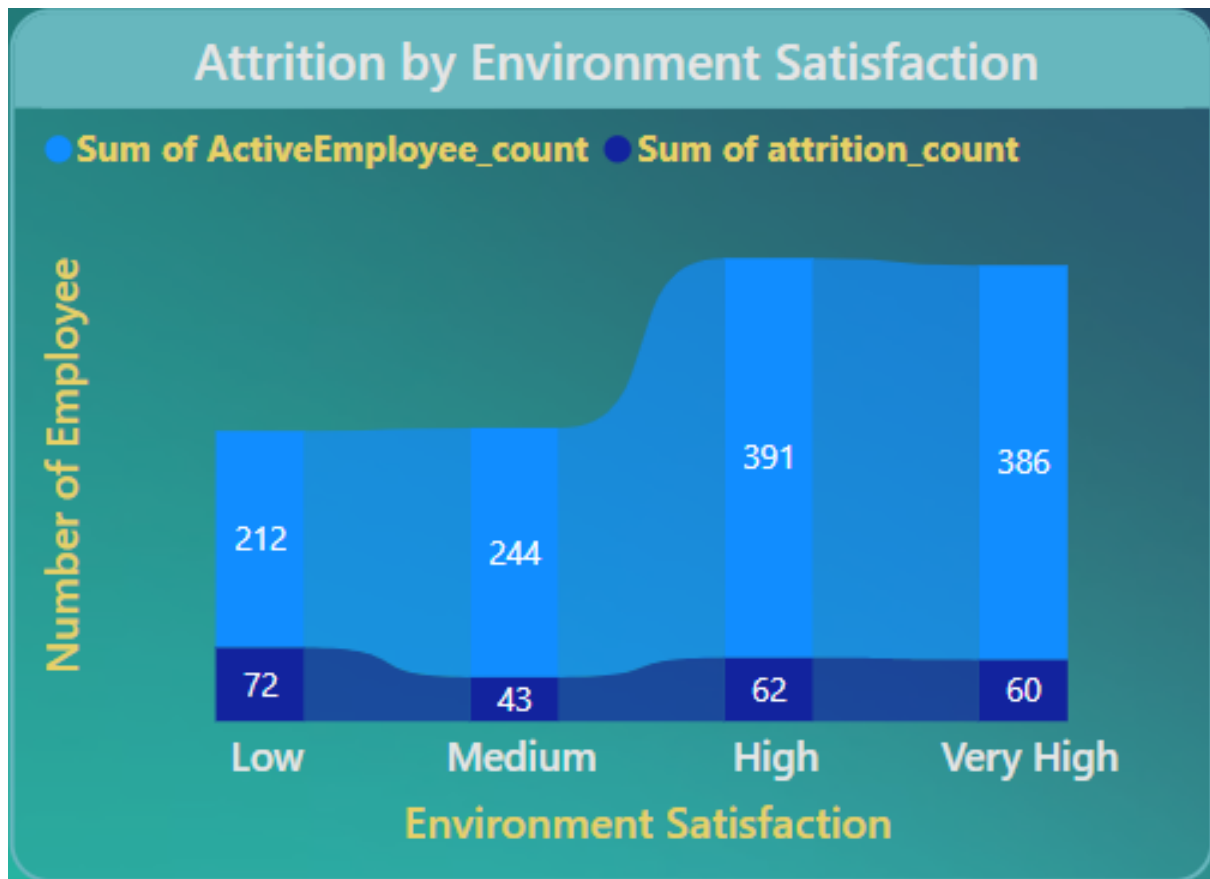


Figure 10: Attrition by Environment Satisfaction

Insights:

Higher Attrition with Low and Medium Satisfaction:

- Employees with low environment satisfaction show a significant number of attrition (72 out of 212).
- Employees with low environment satisfaction show a significant number of attrition (72 out of 212).

Attrition Persists Even with High Satisfaction:

- Despite having high and very high environment satisfaction, there is still a notable attrition count (62 out of 391 and 60 out of 386, respectively), indicating that other factors might be influencing employees' decisions to leave.

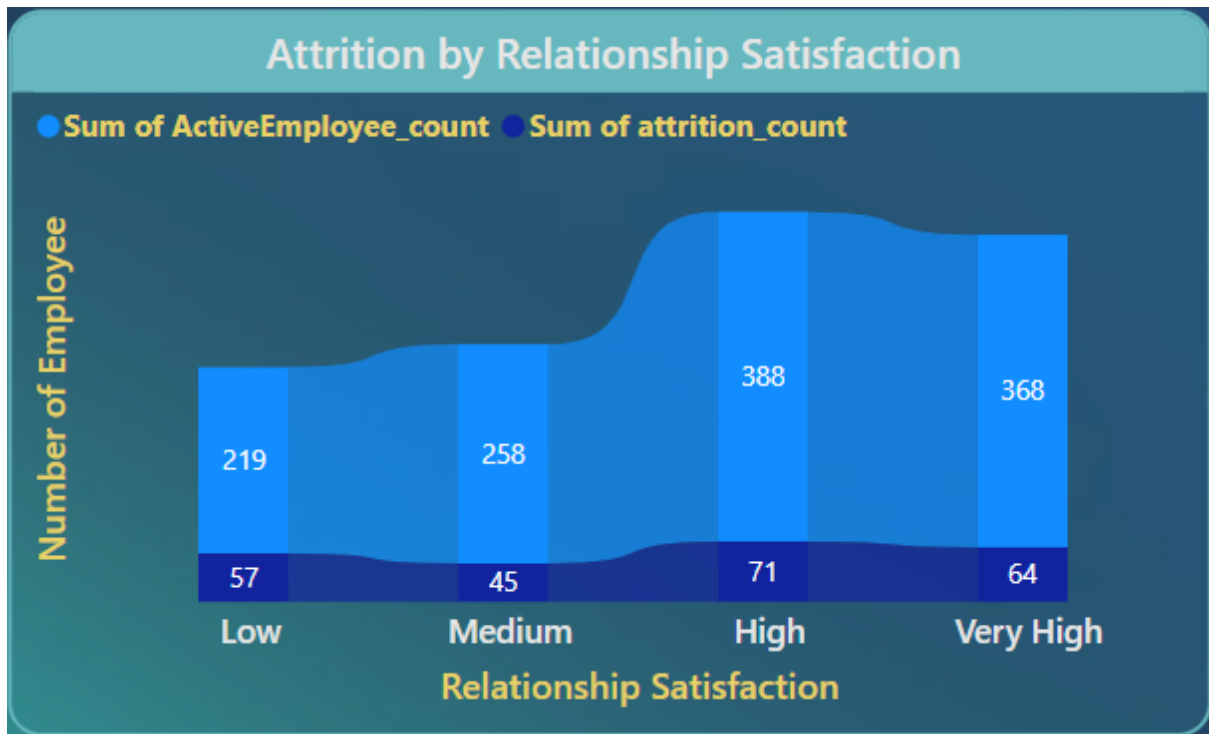


Figure 11: Attrition by Relationship Satisfaction

Insights:

Higher Attrition with Low and Medium Satisfaction:

- Employees with low relationship satisfaction show a significant number of attrition (57 out of 219).
- Employees with medium relationship satisfaction also experience notable attrition (45 out of 258).

Attrition Persists Even with High Satisfaction:

- Despite having high and very high relationship satisfaction, there is still a notable attrition count (71 out of 388 and 64 out of 368, respectively), indicating that other factors might be influencing employees' decisions to leave.

10 Years at Company and Distance from Home

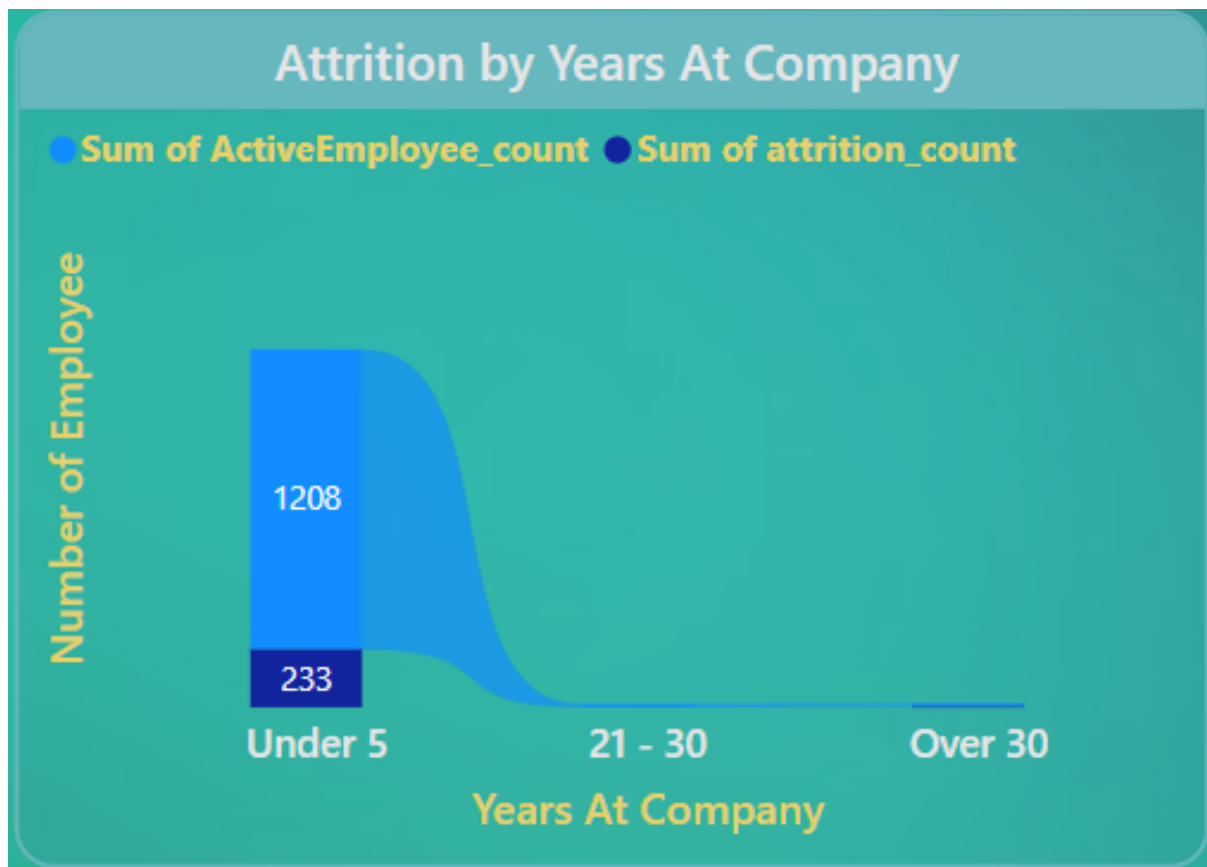


Figure 12: Attrition by Years at Company

Insights:

High Attrition in Early Years:

- The highest attrition is observed among employees who have been with the company for under 5 years (233 out of 1,208). This suggests that employees are more likely to leave during the early years of their tenure.

No Attrition in Later Years:

- There is no attrition observed among employees who have been with the company for 21-30 years or over 30 years. This could indicate strong loyalty and commitment among long-tenured employees.

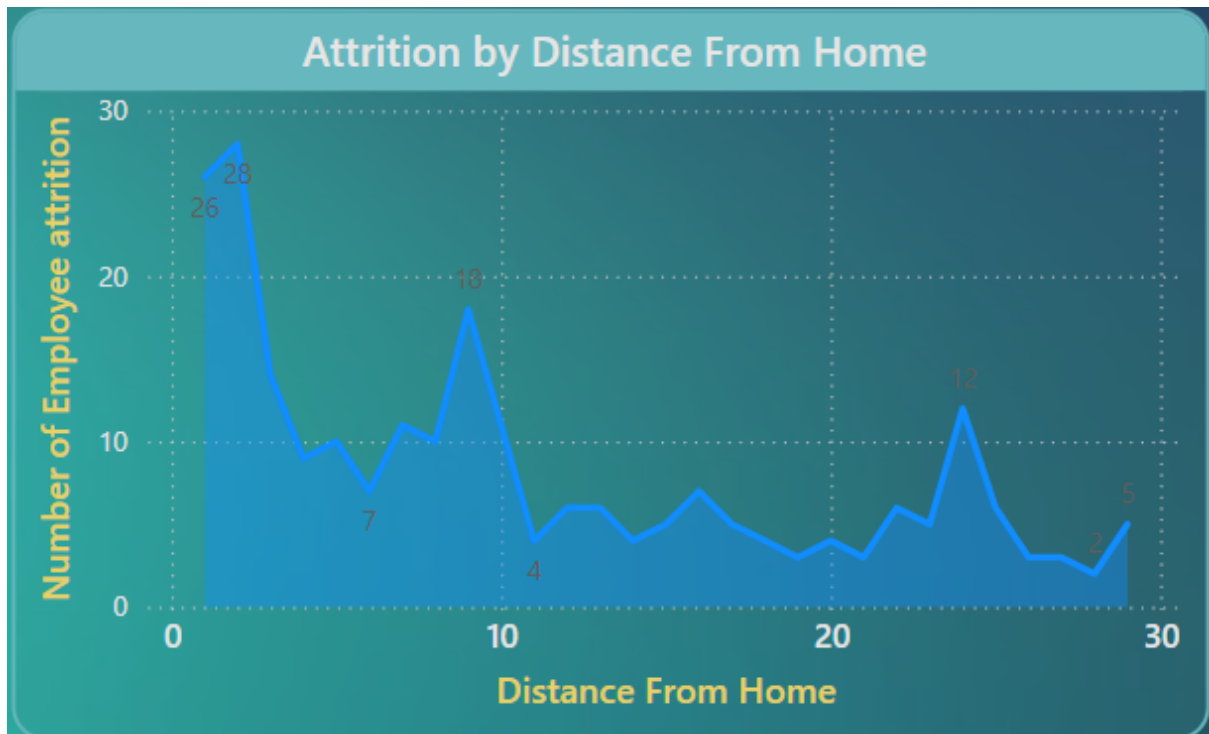


Figure 13: Attrition by Distance from Home

Observation:

0-5 Miles:

- The highest attrition is observed within this range, with peaks at 26 and 28 employees leaving.

6-10 Miles:

- Attrition drops significantly, with some fluctuation and a notable dip at 4 miles (lowest at 4 employees).

11-20 Miles:

- Attrition remains relatively low and stable, with minor fluctuations.

21-30 Miles:

- There is another peak at 12 miles (12 employees), with low attrition towards the 30-mile mark.

Insights:

High Attrition Close to Home:

- The highest attrition is among employees living within 0-5 miles from the workplace. This may indicate that proximity does not necessarily improve retention and that other factors might be at play for employees living closer to work.

Stable Low Attrition in Mid-Range Distances:

- Employees living 6-20 miles from the workplace show lower and more stable attrition rates. This suggests that mid-range distances might be ideal for reducing employee turnover.

Peaks at Specific Distances:

- There are notable peaks at 12 miles, indicating that some specific distance-related factors might influence attrition at these points.

11 Conclusion

The analysis of employee attrition at Acme Corporation has provided valuable insights into the dynamics and factors influencing employee turnover. Key findings from the HR Analytics Dashboard reveal the following critical points:

1. **High Attrition in Specific Departments:** The Research Development and Sales departments experience the highest attrition rates, indicating potential areas for targeted retention strategies. The Human Resources department, however, shows a significantly lower attrition rate.
2. **Age and Gender Dynamics:** Younger female employees, particularly those under 25 and between 25-34 years, exhibit higher attrition rates compared to their male counterparts. This trend is reversed in the 45-54 age group where male attrition is higher. This gender disparity highlights the need for gender-specific retention initiatives.
3. **Job Satisfaction and Involvement:** Employees with low job satisfaction and involvement are more likely to leave, underscoring the importance of enhancing job engagement and satisfaction to improve retention. Interestingly, even employees with high satisfaction and involvement are not immune to attrition, suggesting that additional factors may influence their decision to leave.
4. **Impact of Performance Ratings:** High-performing employees with "Excellent" ratings show significant attrition, which is concerning. This indicates that retaining top talent requires more than just performance recognition; it may also involve providing career growth opportunities and addressing individual concerns.
5. **Tenure and Proximity to Workplace:** The highest attrition occurs among employees in their early years at the company and those living very close (0-5 miles) to the workplace. This suggests that early engagement and comprehensive onboarding programs, along with flexible working arrangements, might be effective in reducing early-stage attrition.
6. **Environmental and Relationship Satisfaction:** Lower satisfaction with the work environment and relationships correlates with higher attrition, emphasizing the need for a supportive and engaging workplace culture to enhance employee retention.

In conclusion, while Acme Corporation demonstrates areas of stability and strong retention, specific segments of the workforce require focused attention to reduce turnover. Implementing targeted retention strategies, fostering a supportive work environment, and addressing the unique needs of different employee groups can help mitigate attrition and build a more committed and satisfied workforce.