



Nexasoft HR Report Analysis

Executive Summary

Employee & Attrition Analysis Report
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Overview

This report analyzes key trends in employee attrition, performance, and job satisfaction. The data highlights patterns in salary, stock options, tenure, and employee demographics, providing insights into factors driving attrition and recommendations to improve retention.

Key Findings

- Attrition Rate: 19% (237 employees left).
- High-Risk Groups: Employees aged 18-34, single employees, and those with no stock options.
- Salary Differences: Employees who left earned 30% less than those who stayed.
- Stock Options Impact: Employees with zero stock options had the highest attrition (78 employees).
- Years at Company: Most attrition occurs within 1-2 years of hiring.

Insights & Recommendations

- Increase salaries for early-career employees to match market standards.
- Offer stock options to more employees to improve long-term retention.
- Improve onboarding & career development for new hires.
- Targeted retention programs for younger employees and high-turnover roles (sales, recruitment).

Conclusion

By addressing salary gaps, stock incentives, and career growth opportunities, the company can significantly reduce attrition and improve employee satisfaction.