

# McCURRS

## HR DASHBOARD

 **16.12**  
Attrition Rate

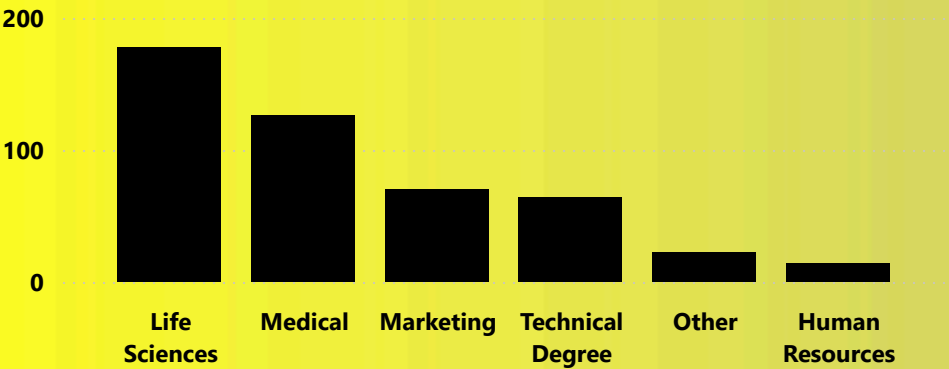
 **2940**  
Total Employee

 **474**  
Total Attrite

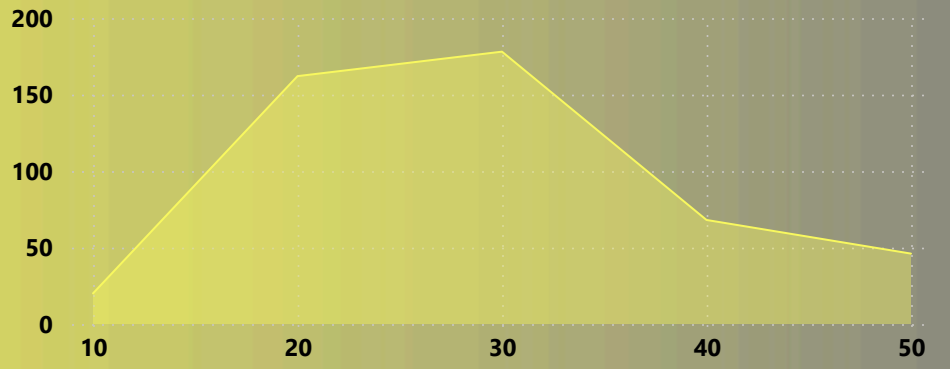
 **802.49**  
Avg Daily Rate

 **14.31K**  
Avg Monthly Rate

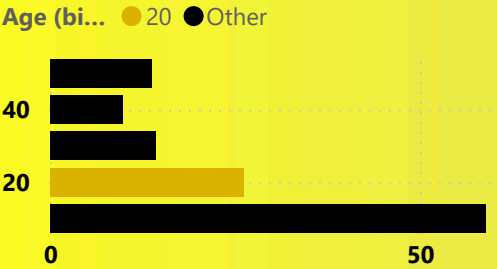
Attrition by Education



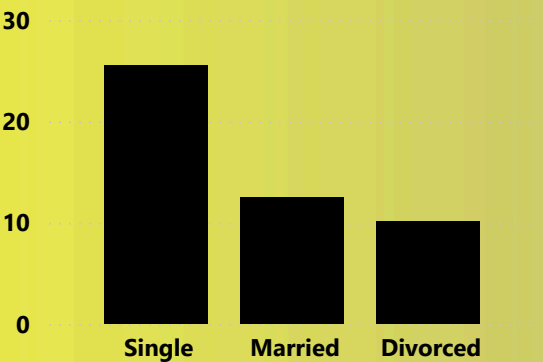
Attrition by Age



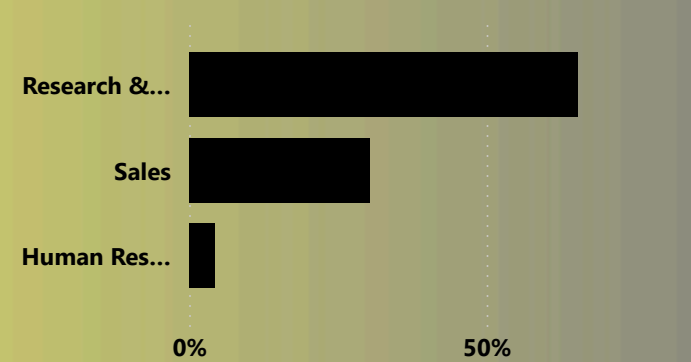
Attrition Rate by Age (bins) and Age (bins) (groups)



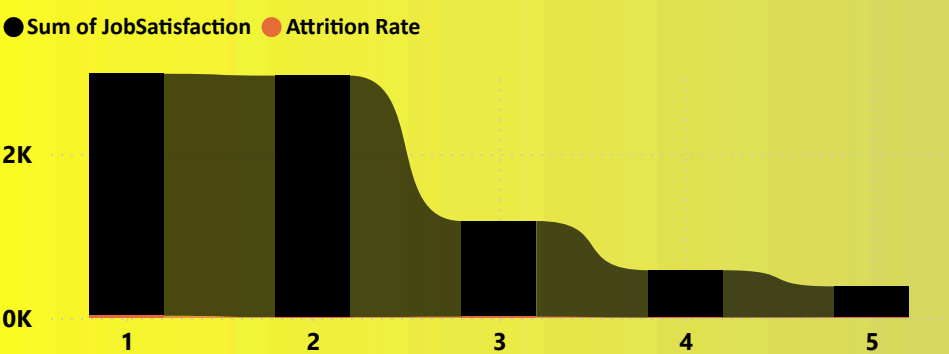
Attrition Rate by MaritalStatus



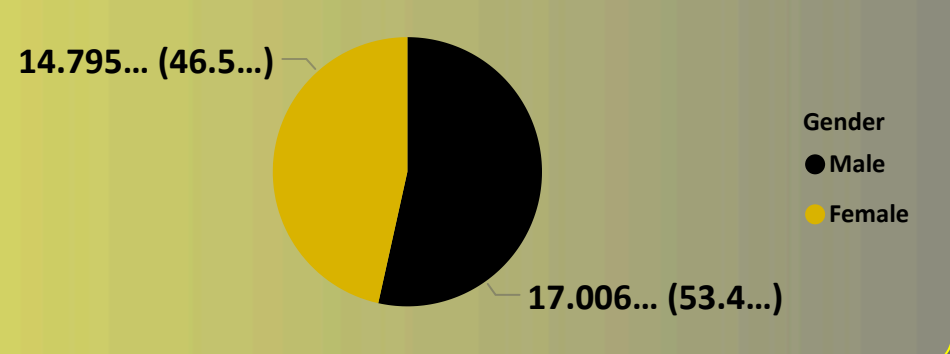
%GT Count of Attrition by Department



Sum of JobSatisfaction and Attrition Rate by JobLevel



Attrition Rate by Gender



Attrition

No

Yes

# McCURR HR ATTRITION INSIGHT

## Executive summary

This report provides an in-depth analysis of employee attrition with the McCurr organization over the past year. The insights derived aimed to help the organization understand the factors driving attrition and to recommend strategies to improve employee retention.

## Key Findings

- **Attrition Rate:** The overall attrition rate for the past year was 16.12 % which measures the rates at which employees were lost over the past year.
- **Total Employee:** The Total Employee is 2940 it indicates the total numbers of employees at McCurr.
- **Total Attrite:** The total attrite is 474 it indicates the total numbers of employees that left the company
- **Average Daily Rate:** The average daily rate is 802.49, this indicates the average amount which employees receive on a daily basis.
- **Average Monthly Rates:** The average monthly rate is 14.31k.
- **Department with High Attrition:** The Research and Development department experienced the highest attrition rates at 60%..

# McCURR HR ATTRITION RECOMMENDATIONS

## 1. Career Development Programs

- **Mentorship programs** : Implement mentorship programs to provide guidance and career development opportunities for employees, particularly those in early stages of their career.
- **Training and upskilling** : Invest in training and development programs to enhance employees skills and provide clear progression paths.

## 2. Work-Life Balance Initiatives

- **Flexible Work Arrangements**: Introduce flexible working hours and remote work options to help employees achieve a better work-life balance
- **Wellness Programs**: Establish programs that focus on mental and physical health, such as fitness classes, stress management workshops and counseling services.

## 3. Competitive Compensation

- **Regular Salary Review**: Conduct regular salary reviews to ensure compensations remains competitive with the market. Consider performance-based bonuses and incentives to reward high performances.
- **Benefit Enhancement**: Review and enhance employee benefit package to include more attractive perks, such as additional paid time off, health benefits and retirement plans.

## 4. Employee Engagement

- **Regular Feedback Mechanism**: Establish regular feedback channels, such as employee surveys and focus groups, to gather insights on employee satisfaction and areas for improvement.
- **Recognition Programs**: Develop recognition programs to acknowledge and reward employees contributions and achievements.

## 5. Department-specific Interventions

- **Sale Department**: Introduce target retention strategies for sales department such as sales incentives, team building activities, and opportunities for advancement.
- **Customer Support**: Implement initiatives to improve job satisfaction in the customer support departments, including stress management