

HR Analytics Dashboard: Understanding and Addressing Employee Attrition

A Data-Driven Approach to Workforce Management

BY

MAYINI CHARAN TEJ



Presentation Flow

01 Title

02 Introduction & Objective

03 Dataset & Key Variables

04 Data Quality & Dashboard Overview

05 Key Insights

06 Recommendations & Conclusion

Introduction & Objective

What is HR Analytics?

- Using data to improve HR decision-making, crucial for modern workforce management.

Project Objective:

- **Goal:** Analyze employee attrition to identify causes and provide actionable insights.
- **Why it's Important:** High attrition costs money, loses expertise, and reduces productivity. Data helps build a stable, engaged workforce

Dataset & Key Variables

Data Source: (e.g., Internal HRIS / Simulated HR Dataset)

Size: Data for approximately 1,470 employees.

Key Variables:

- **Demographics:** Age, Gender
- **Employment:** Department (Sales, R&D, HR), Job Role, Education Field, Monthly Income
- **Outcome:** Attrition Status (Yes/No)
- **Perception:** Job Satisfaction Rate

Hr Analytics Dashboard

Department (All)

Employee Count

1,470

attrition count

237

Attrition rate

16.12%

Active employee

1,233

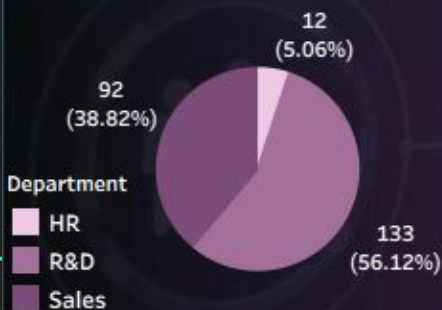
Avg. Age

37

Attrition gender

F 87
M 150

Department wise attrition



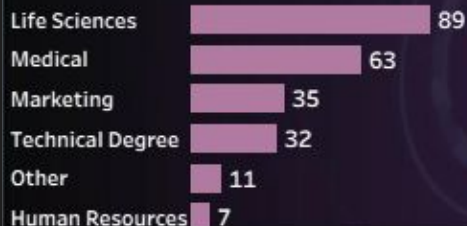
No of Employee by Age Group



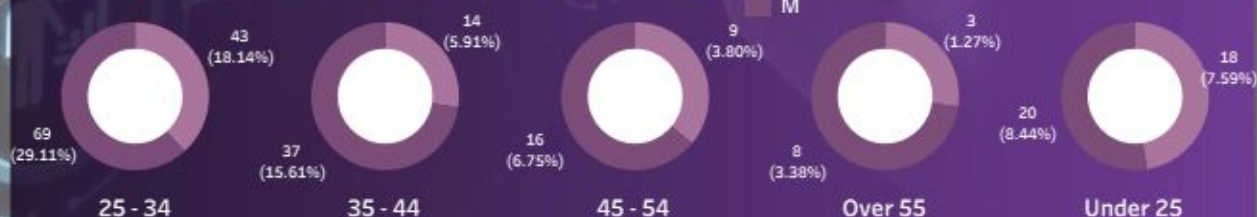
Job Satisfaction Rate

Job Role	1	2	3	4
Healthcare Representative	26	19	43	43
Human Resources	10	16	13	13
Laboratory Technician	56	48	75	80
Manager	21	21	27	33
Manufacturing Director	26	32	49	38
Research Director	15	16	27	22
Research Scientist	54	53	90	95
Sales Executive	69	54	91	112
Sales Representative	12	21	27	23
Grand Total	289	280	442	459

Education Field with attrition



Attrition Rate by Gender For Different Age Group



Data Quality & Dashboard Overview

Data Cleaning: Essential for accurate, consistent, and reliable insights. Our analysis is built on clean, trustworthy data.

Dashboard Overview: (Be ready to show your screenshot prominently!)

- **Purpose:** Comprehensive view of HR metrics focusing on attrition.
- **Key Metrics:**
 - Employee Count: 1,470
 - Attrition Count: 237
 - Attrition Rate: 16.12%
 - Active Employees: 1,233
 - Average Age: 37
 - Attrition Gender Split: F (87), M (150)
- **Sections:** Department-wise Attrition, Employee by Age Group, Job Satisfaction, Education Field Attrition, Attrition Rate by Gender for Age Group.

Key Insights

Overall Attrition: 16.12% (237 out of 1,470 employees).

Departmental Hotspots: Sales (56.12%) and R&D (38.82%) have significantly higher attrition than HR (5.06%).

Age & Gender Trends:

- Highest attrition in the **25–34 age group** for both genders (Males: 37.61%, Females: 29.11%).
- Males account for more attrition than females overall.

Education Field Impact: Life Sciences (89) and Medical (63) backgrounds show the highest attrition numbers.

Job Satisfaction Link: A significant number of employees across roles report low satisfaction (scores 1 & 2), potentially contributing to attrition.

Recommendations & Conclusion

Key Recommendations:

1. **Targeted Retention:** Conduct exit interviews and implement specific strategies (career development, compensation review) for Sales & R&D.
2. **Engage Younger Talent:** Focus on mentorship, career paths, and work-life balance for the 25-34 age group.
3. **Address Satisfaction:** Deep dive into job satisfaction pain points and implement programs to improve it across critical roles.

Value of HR Analytics: Data-driven insights are crucial for proactive HR management and continuous monitoring.

Future Scope: Predictive modeling for attrition risk and tracking effectiveness of retention strategies.

Questions?

A white, curved, decorative line starts from the top left corner and extends diagonally towards the center of the slide.

Thank you!