IBM Employee Attrition Overview

1470	237	16.12%
Total Employees	Attrition Count	Attrition Rate %

Slicers

Education
[All ▾]

Department
[All ▾]

JobRole
[All ▾]

OverTime
☐ Yes
☐ No

Age (bins)
[15] [60]

Clear all slicers
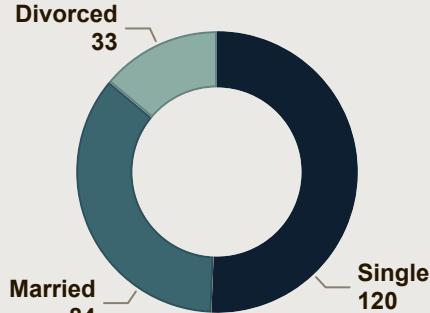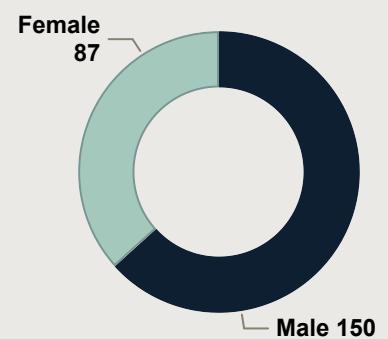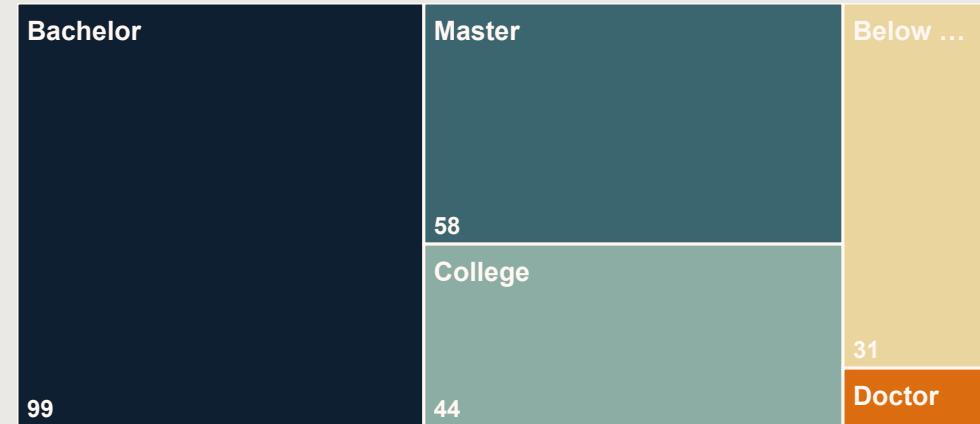
Attrition MaritalStatus

Divorced 33
Married 84
Single 120
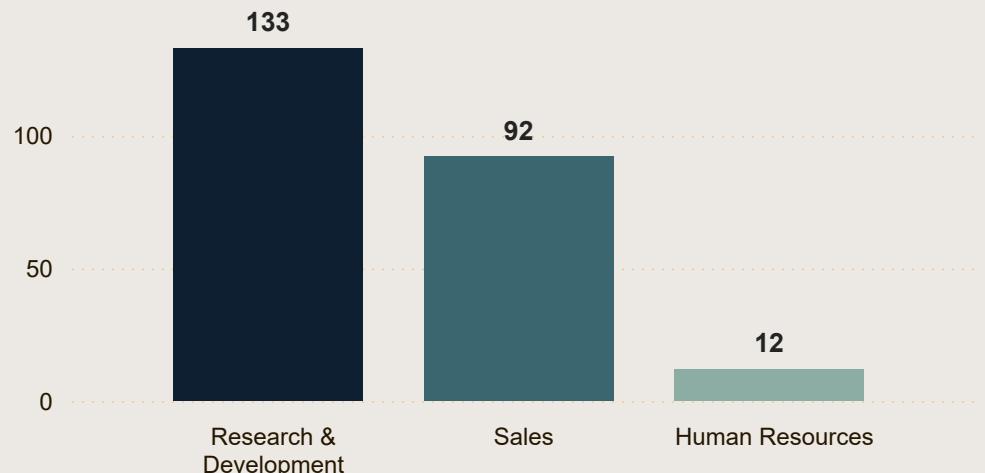
Attrition Count by Gender

Female 87
Male 150
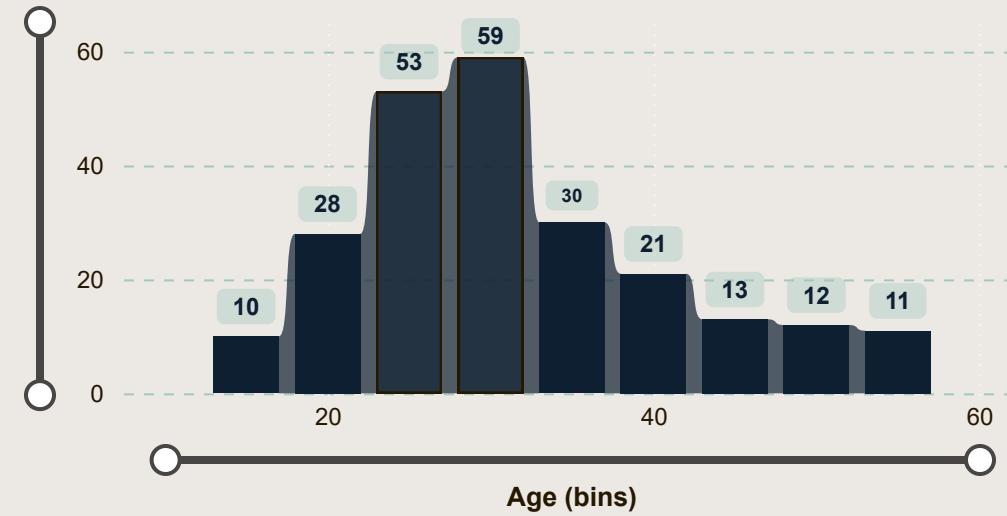
Attrition Count by Education

Bachelor 99
Master 58
College 44
Below ... 31
Doctor

Attrition Count by Department

Research & Development	133
Sales	92
Human Resources	12

Attrition Count by Age (bins)

10 28 53 59 30 21 13 12 11

Age (bins)

Workplace Satisfaction Impact Dashboard

20.96%	156	55
Training Effectiveness In…	High Risk Employees	Poor Work-Life Balance
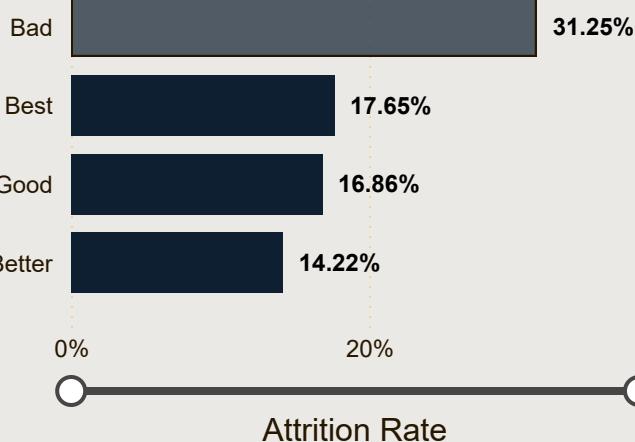
Slicers

Education

| All | ∨ |

Department

| All | ∨ |

JobRole

| All | ∨ |

OverTime

☐ Yes

☐ No

Age (bins)

| 15 | 60 |

Clear all slicers
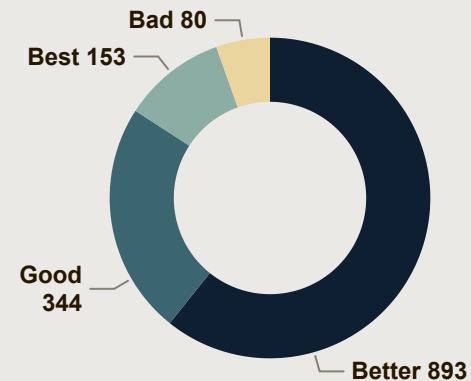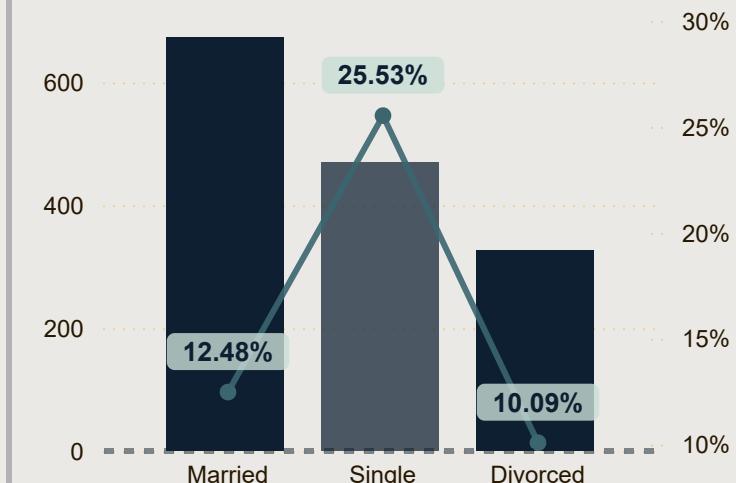
Attrition Rate by WorkLifeBalance

- Bad — 31.25%
- Best — 17.65%
- Good — 16.86%
- Better — 14.22%

0%   20%

Attrition Rate

Employees by WorkLifeBalance

- Bad 80
- Best 153
- Good 344
- Better 893
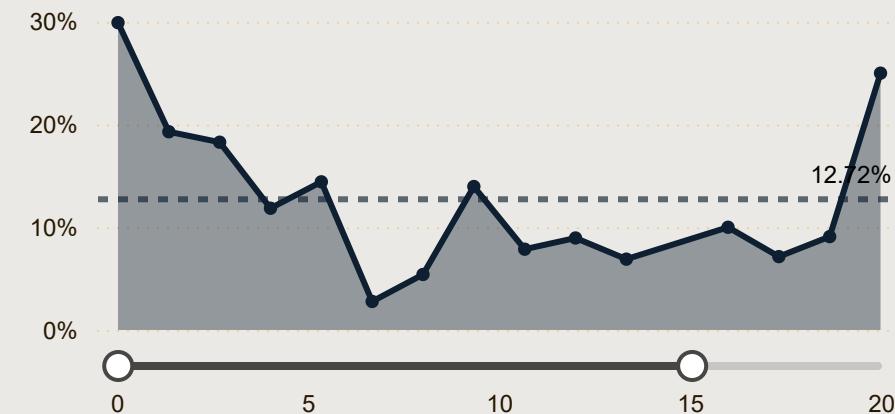
Employees & Attrition Rate by MaritalStatus

- Married 12.48%
- Single 25.53%
- Divorced 10.09%

30% / 25% / 20% / 15% / 10%

600 / 400 / 200 / 0

Attrition Count by TrainingTimesLastYear

- 0: 15
- 1: 9
- 2: 98
- 3: 69
- 4: 26
- 5: 14
- 6: 6
- Total: 237

200 / 100 / 0

Attrition Rate by YearsInCurrentRole

12.72%

30% / 20% / 10% / 0%

0   5   10   15   20

Compensation Effectiveness & Attrition Analysis

Slicers

Education
All

Department
All

JobRole
All

OverTime
☐ Yes
☐ No

Age (bins)
15   60

Clear all slicers

Performance…
All

Gender
☐ Male
☐ Female

$20K
Max of MonthlyIncome
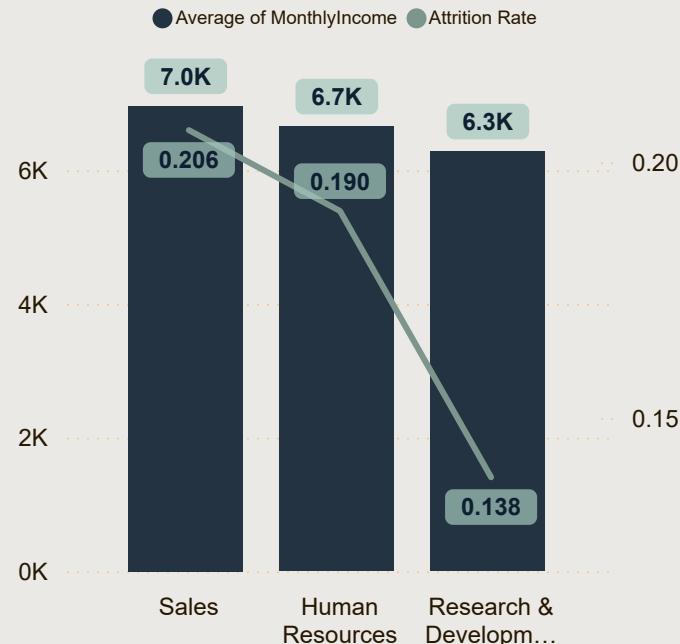
$1.01K
Min of MonthlyIncome
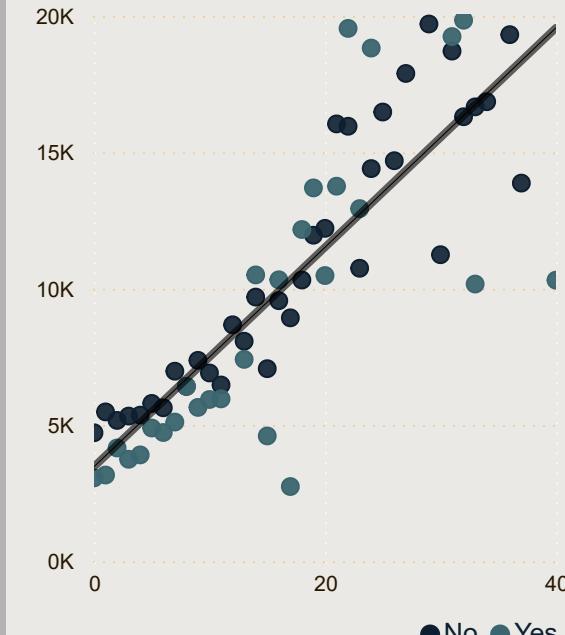
$6.5K
Average of MonthlyInco…
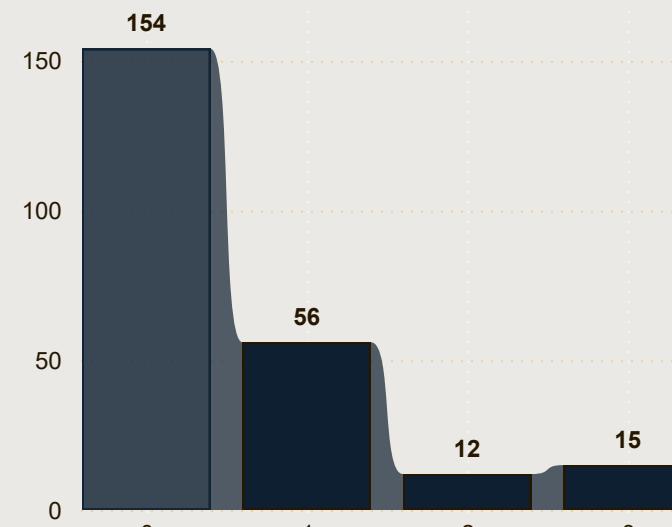
Average MonthlyIncome By Department

● Average of MonthlyIncome ● Attrition Rate

- Sales: 7.0K / 0.206
- Human Resources: 6.7K / 0.190
- Research & Developm…: 6.3K / 0.138
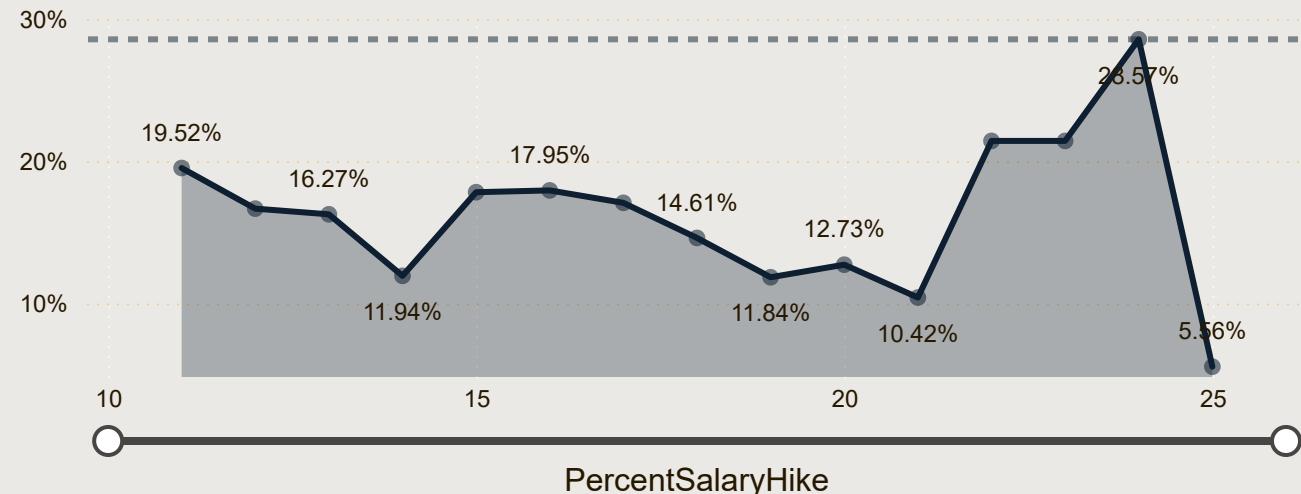
MonthlyIncome by YearsCompany

● No ● Yes

Attrition Count by StockOptionLevel

- 0: 154
- 1: 56
- 2: 12
- 3: 15

Attrition Rate by PercentSalaryHike

19.52%
16.27%
11.94%
17.95%
14.61%
11.84%
12.73%
10.42%
28.57%
5.56%

PercentSalaryHike
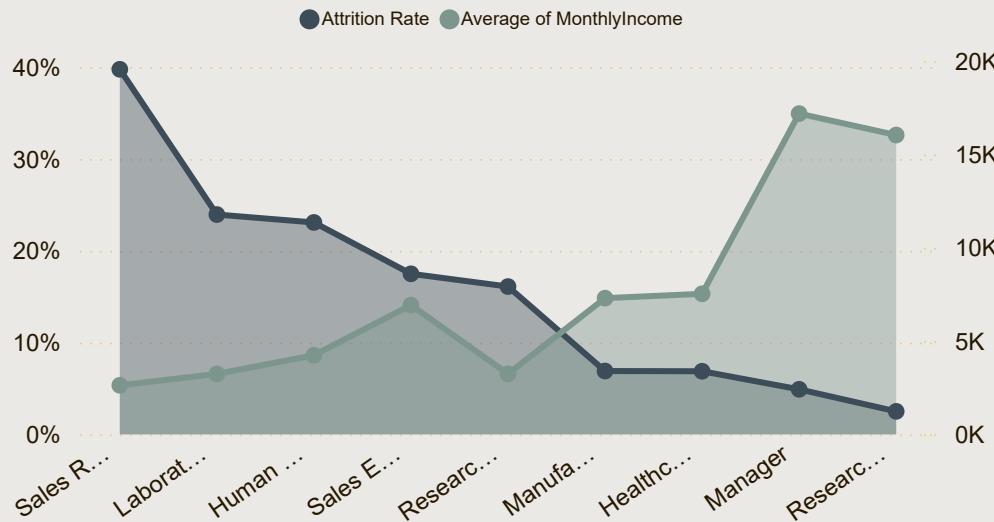
HR Actions & Retention Strategy

Slicers

Education

All	∨

Department

All	∨

JobRole

All	∨

OverTime

☐ Yes

☐ No

Age (bins)

15	60

Clear all slicers
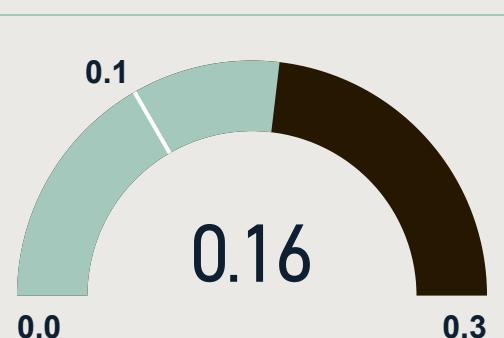
Attrition Rate and Average of MonthlyIncome by JobRole

● Attrition Rate   ● Average of MonthlyIncome

Attrition Rate by JobRole and JobSatisfaction

JobSatisfaction

JobRole	1	2	3	4
Sales Represen...	0.58	0.48	0.33	0.30
Laboratory Tec...	0.36	0.17	0.28	0.16
Human Resour...	0.50	0.13	0.23	0.15
Sales Execut...	0.23	0.17	0.20	0.13
Research Scien...	0.24	0.19	0.17	0.09
Manufacturing ...	0.08	0.06	0.08	0.05
Healthcare Rep...	0.08	0.11	0.02	0.09
Manager	0.05	0.10	0.04	0.03
Research Direc...	0	0.06	0.04	0

0.58
0.47
0.36
0.25
0.14
0.02

Attrition Rate

0.1

0.0   0.16   0.3

Human Resources Actions

Driver	Affected Group	Recommended Action
Poor Environment Satisfaction	HR & Customer Support	Culture improvements & feedback programs
Low Work-Life-Balance	Research and Dev.	Reduce overtime + flexible scheduling
Low Job Satisfaction	Sales Executives	Improve manager communication + recognition
Low Income Satisfaction	Lab Technicians	Compensation benchmarking & equity review
Early Tenure Churn	Employees 0-2 years	Strong onboarding + career coaching