

Overview

Workplace

Compensation

HR Actions

Slicers

Education

All

Department

All

JobRole

All

OverTime

Yes

No

Age (bins)

15

60

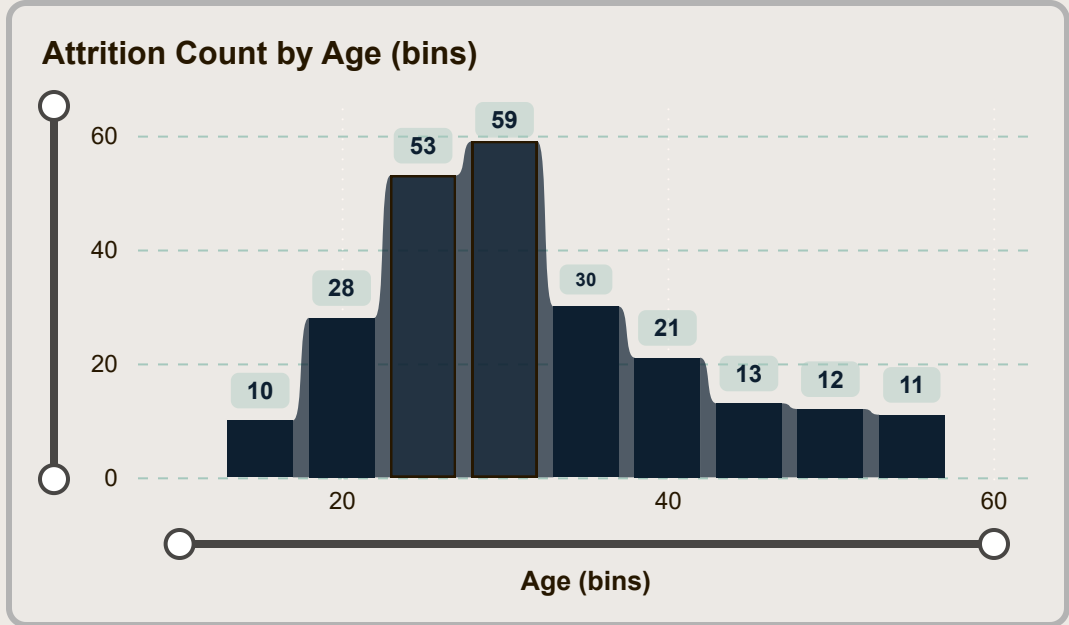
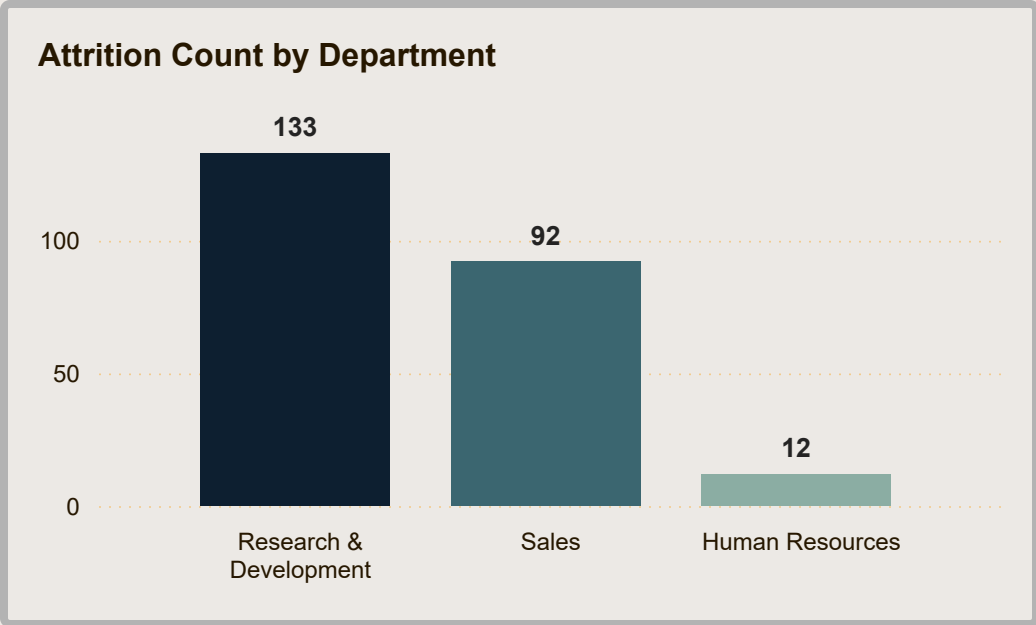
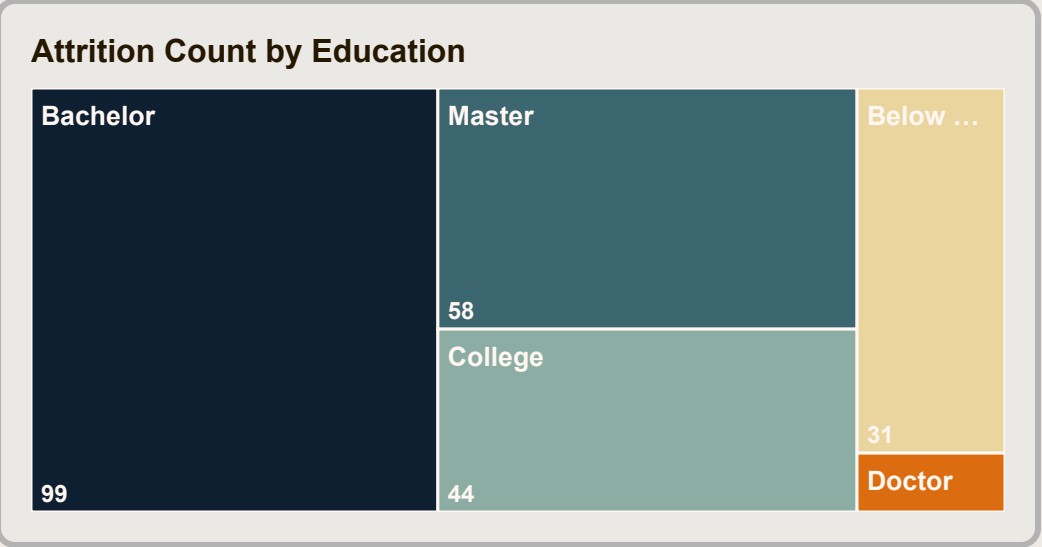
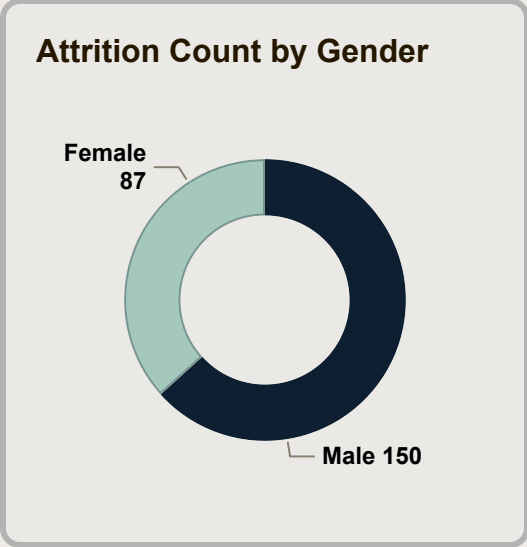
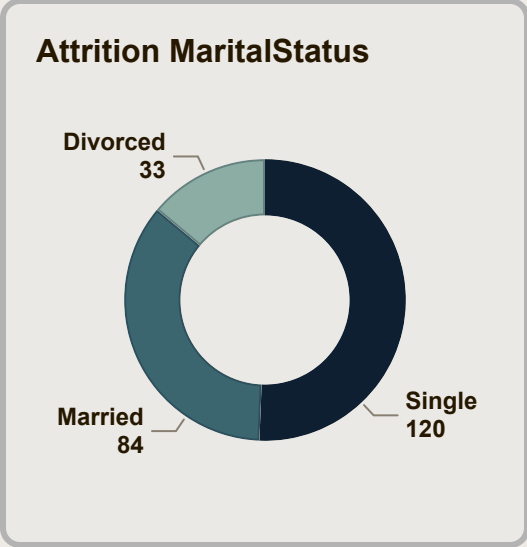
Clear all slicers

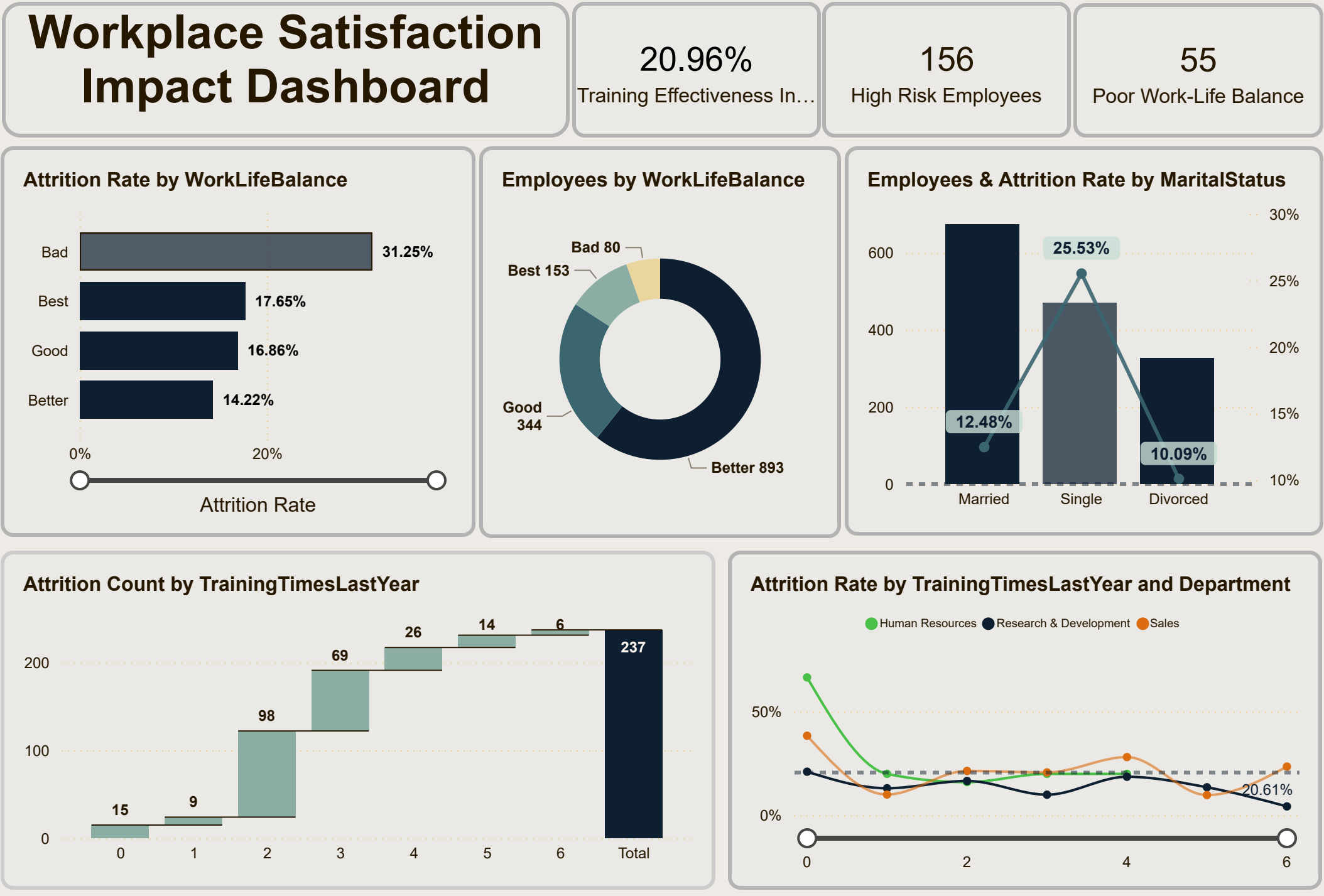
IBM Employee Attrition Overview

1470
Total Employees

237
Attrition Count

16.12%
Attrition Rate %





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Compensation Effectiveness & Attrition Analysis

Performance...

All

Gender

Male

Female

\$20K

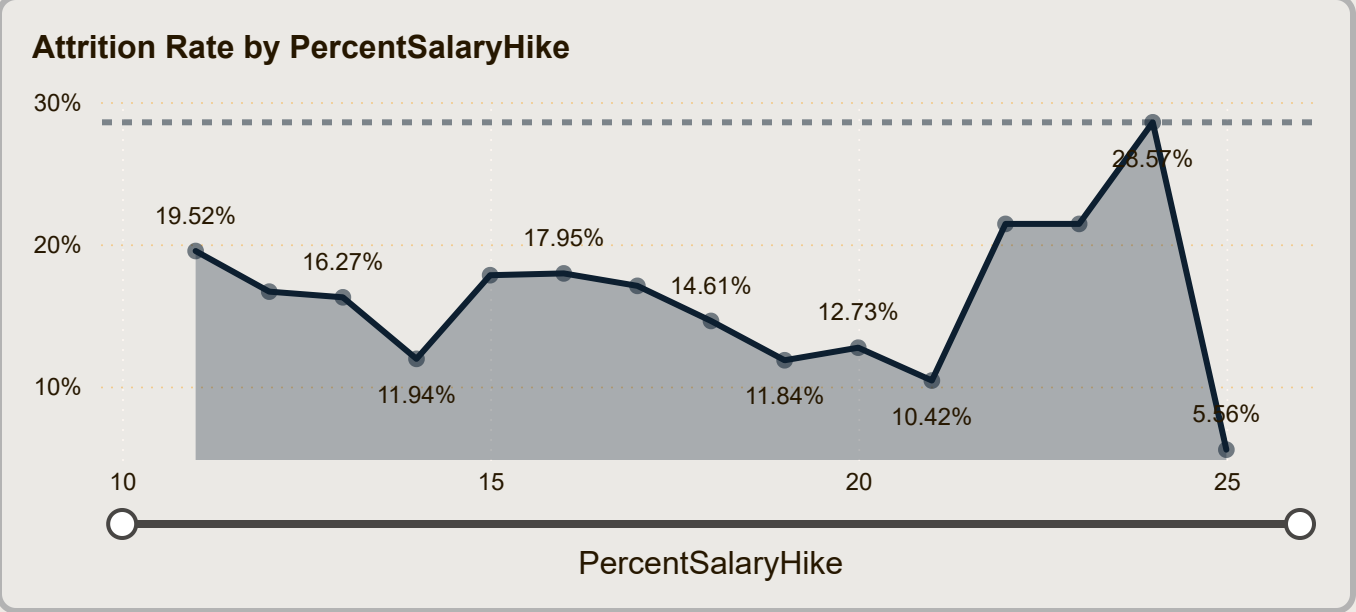
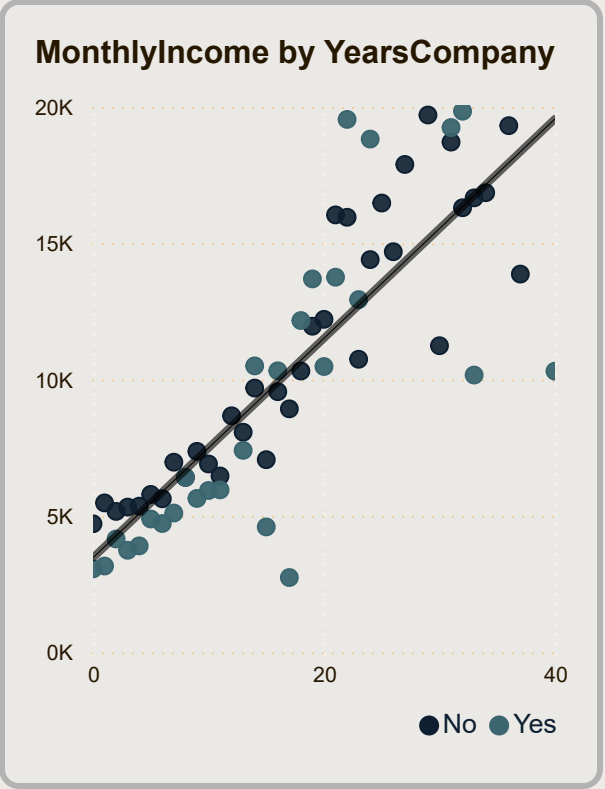
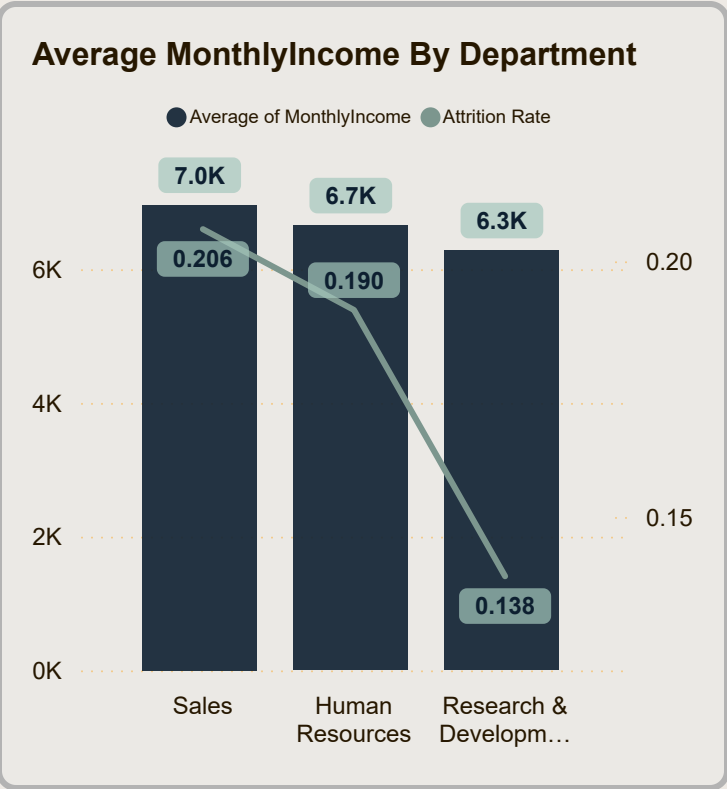
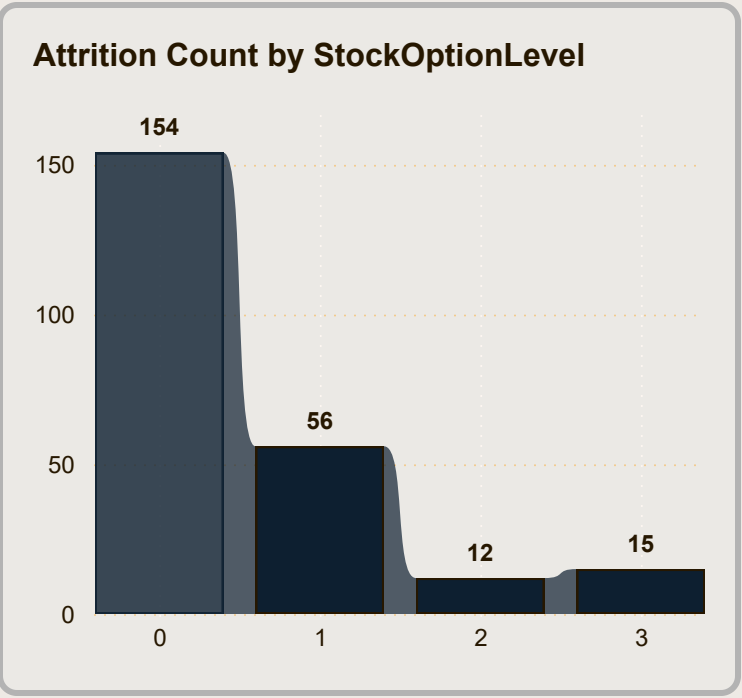
Max of MonthlyIncome

\$1.01K

Min of MonthlyIncome

\$6.5K

Average of MonthlyInco...



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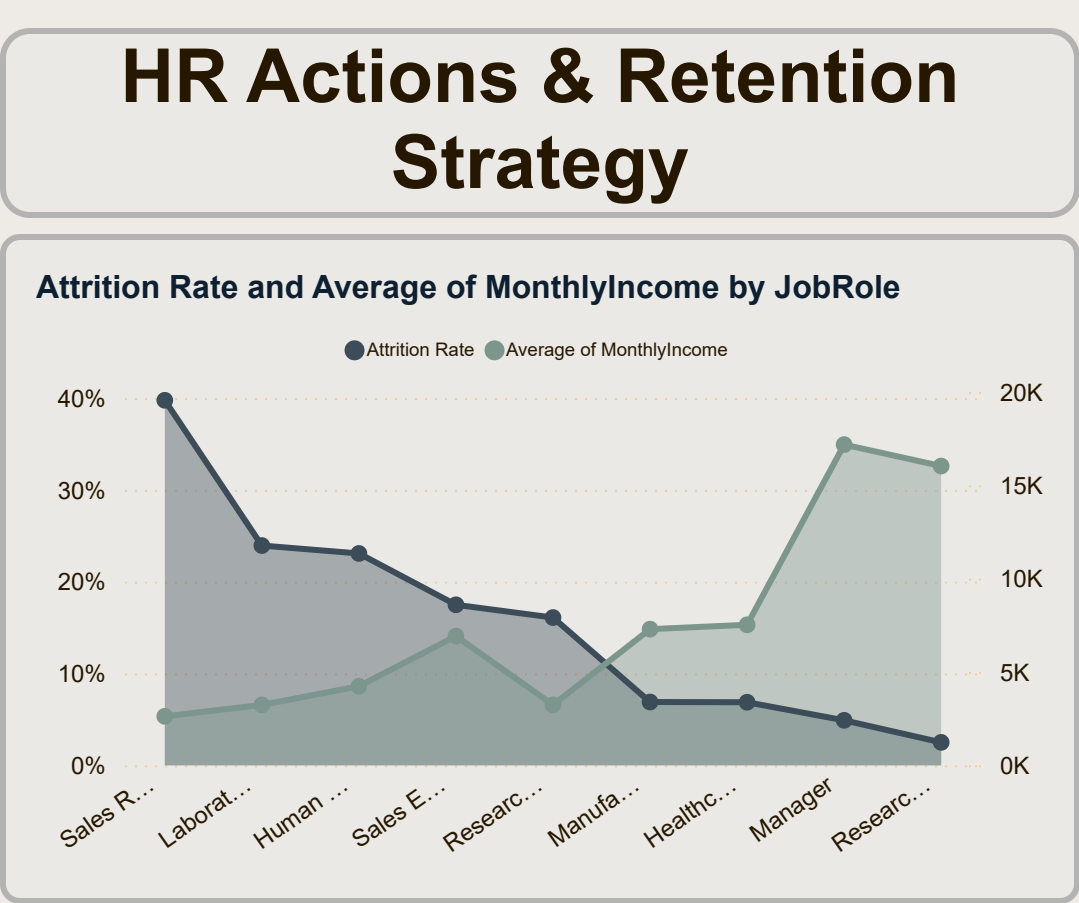
No

Age (bins)

15

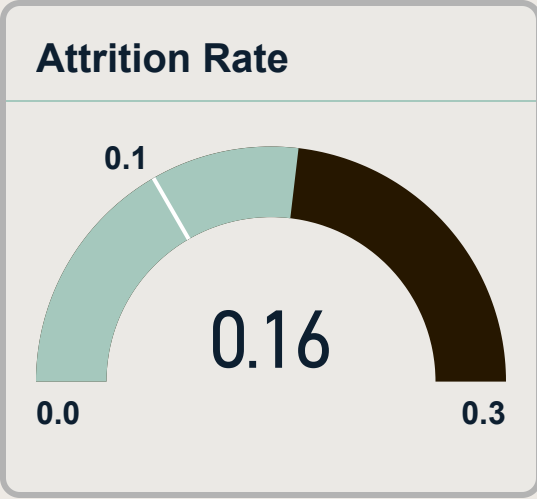
60

Clear all slicers



Attrition Rate by JobRole and JobSatisfaction

JobRole	JobSatisfaction				
	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



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