

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

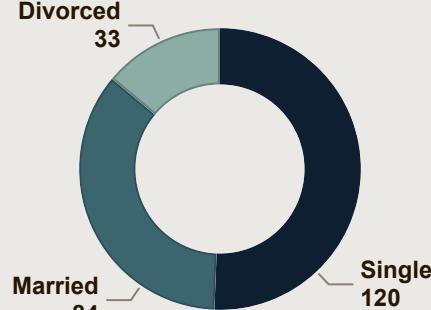
237

Attrition Count

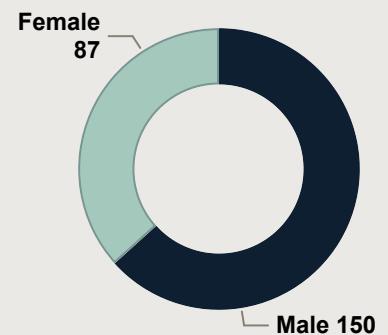
16.12%

Attrition Rate %

Attrition MaritalStatus



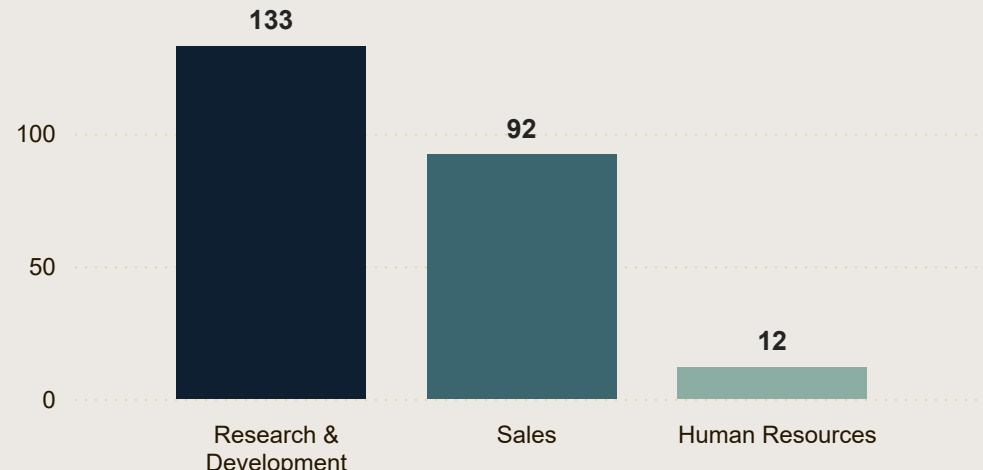
Attrition Count by Gender



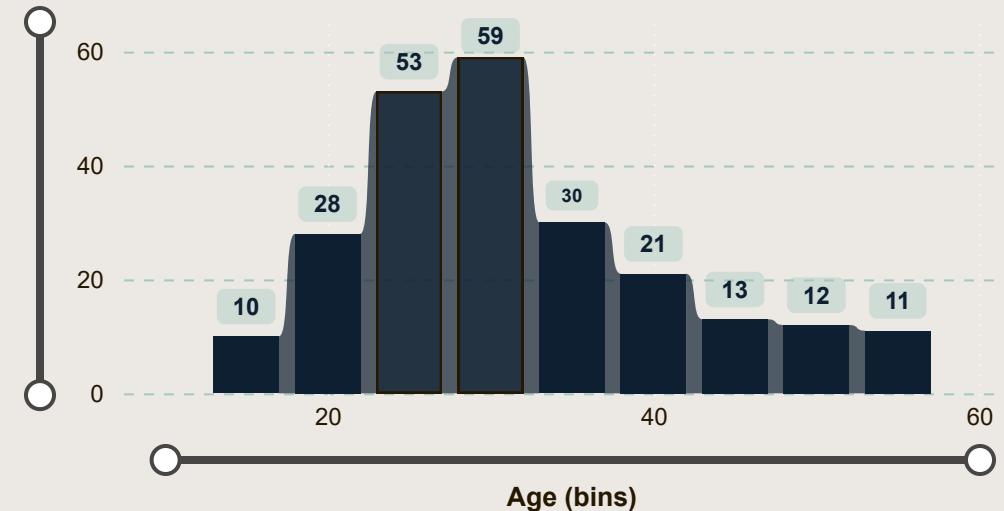
Attrition Count by Education



Attrition Count by Department



Attrition Count by Age (bins)



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15 60

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Workplace Satisfaction Impact Dashboard

20.96%

Training Effectiveness In...

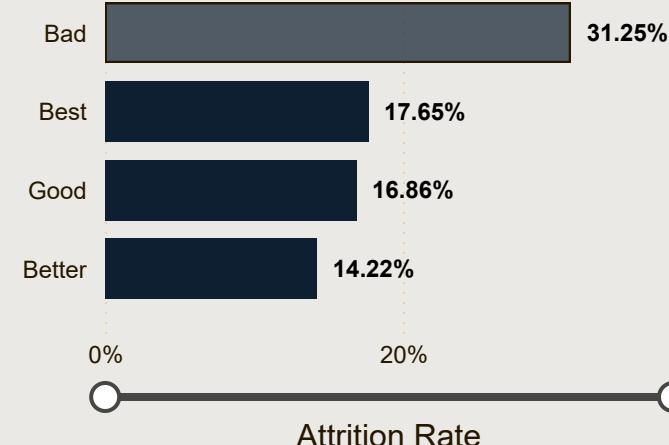
156

High Risk Employees

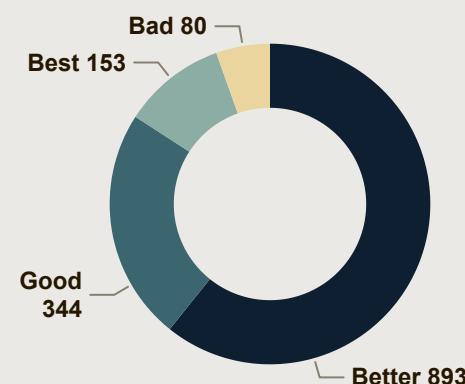
55

Poor Work-Life Balance

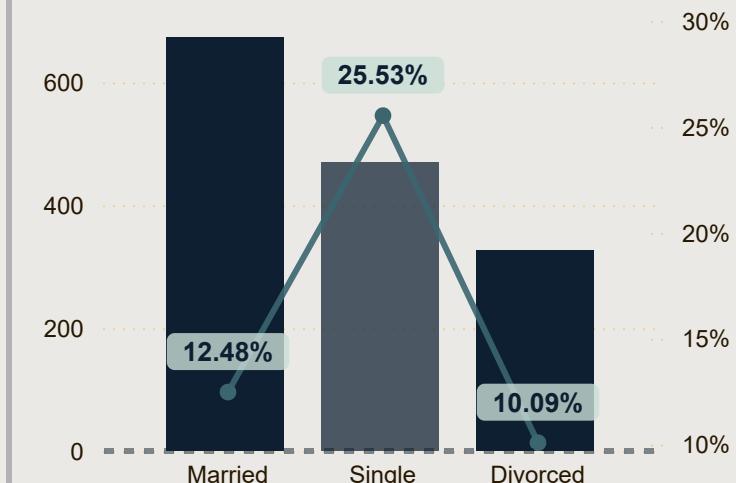
Attrition Rate by WorkLifeBalance



Employees by WorkLifeBalance



Employees & Attrition Rate by MaritalStatus

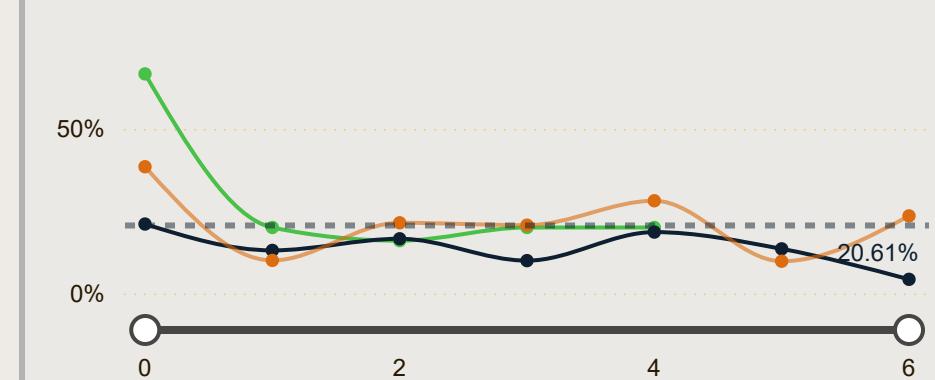


Attrition Count by TrainingTimesLastYear



Attrition Rate by TrainingTimesLastYear and Department

Human Resources Research & Development Sales



Overview

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All

Department

All

JobRole

All

Overtime

Yes

No

Age (bins)

15 60

Clear all slicers

Compensation Effectiveness & Attrition Analysis

Performance...

All

Gender

Male

Female

\$20K

Max of MonthlyIncome

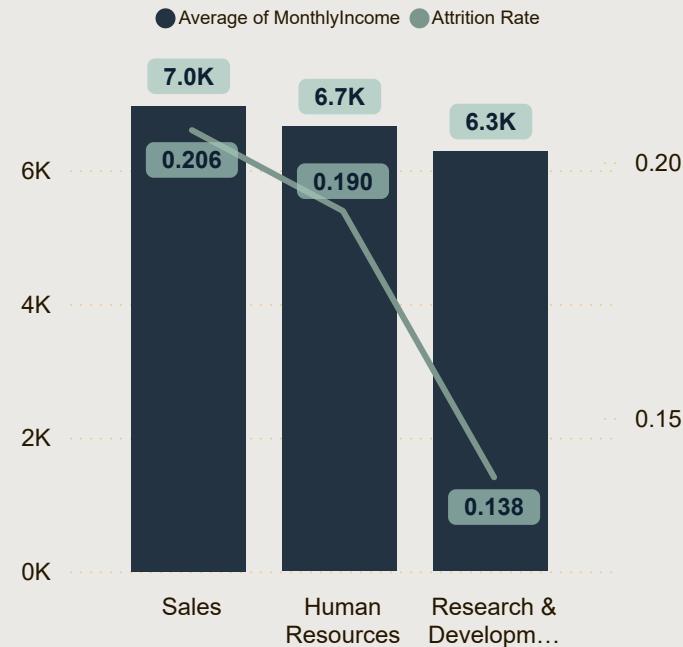
\$1.01K

Min of MonthlyIncome

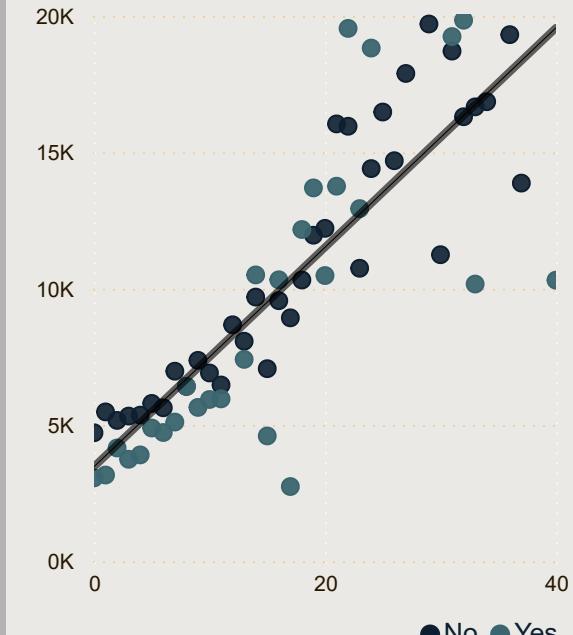
\$6.5K

Average of MonthlyInco...

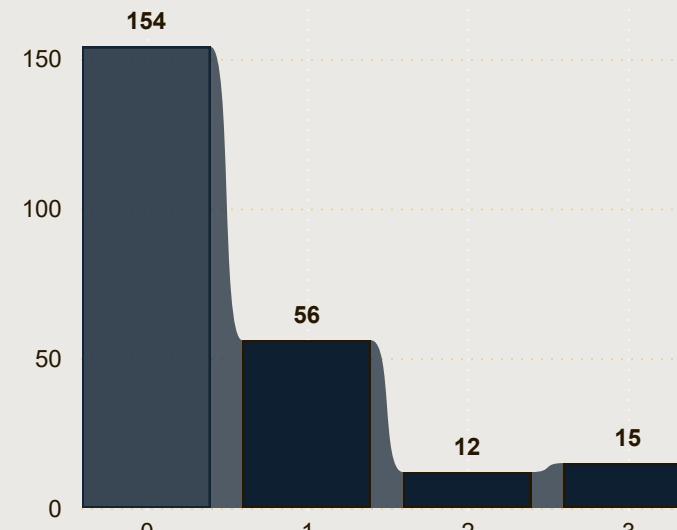
Average MonthlyIncome By Department



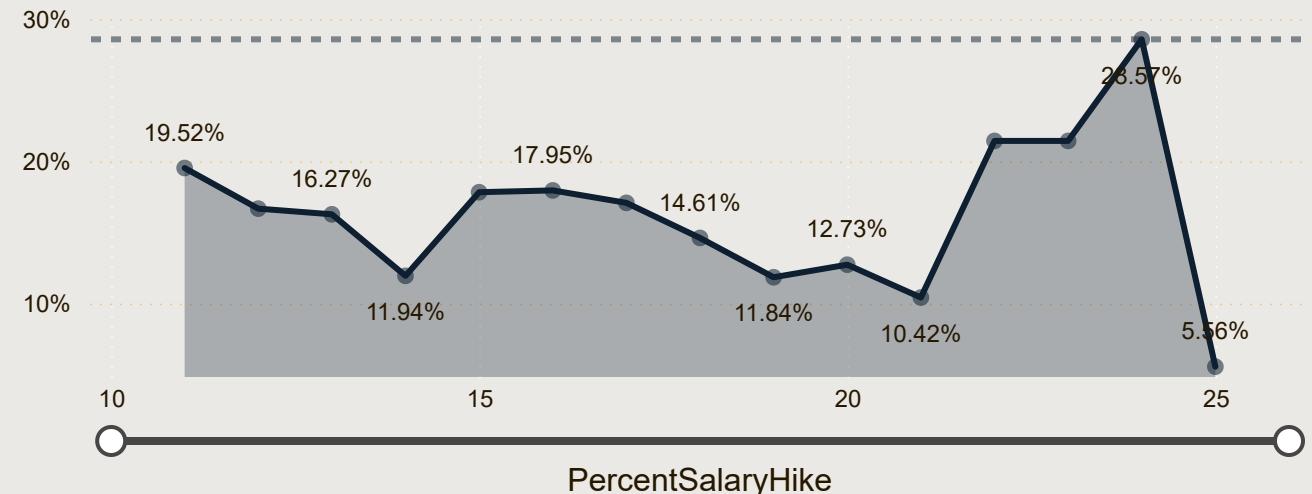
MonthlyIncome by YearsCompany



Attrition Count by StockOptionLevel



Attrition Rate by PercentSalaryHike



Overview

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JobRole

Overtime

Yes

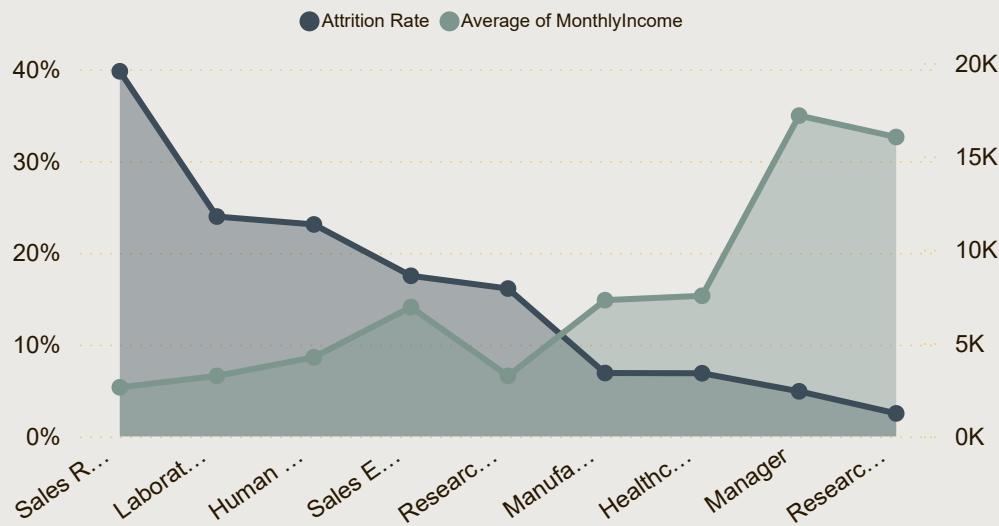
No

Age (bins)

HR Actions & Retention Strategy



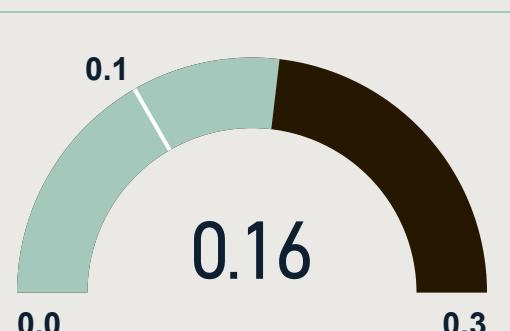
Attrition Rate and Average of MonthlyIncome by JobRole



Attrition Rate by JobRole and JobSatisfaction

JobRole	JobSatisfaction			
	1	2	3	4
Sales Repres...	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

Attrition Rate



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

Clear all slicers