

HR OVERVIEW / KPIs

Total Employees

1473

Current Headcount

1236

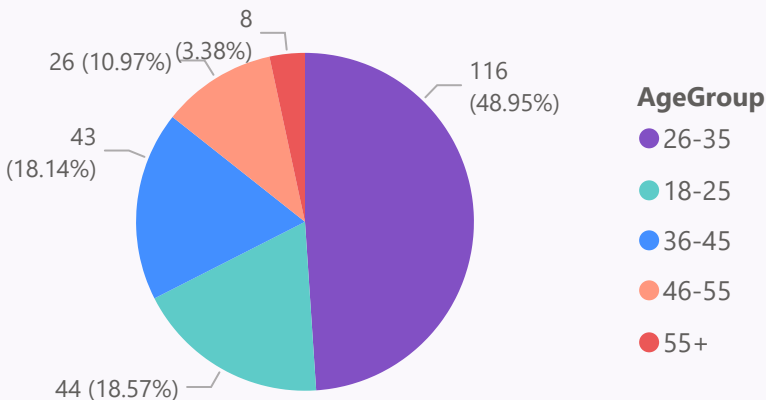
Attrition Count

237

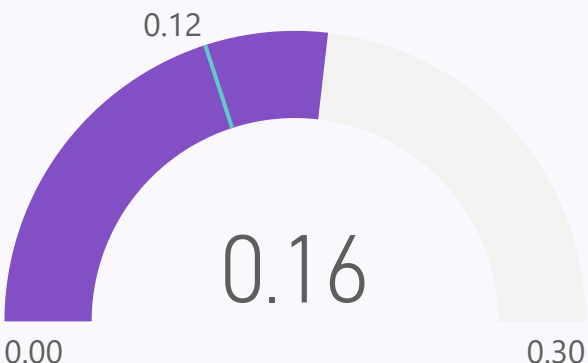
Attrition Rate

16.09%

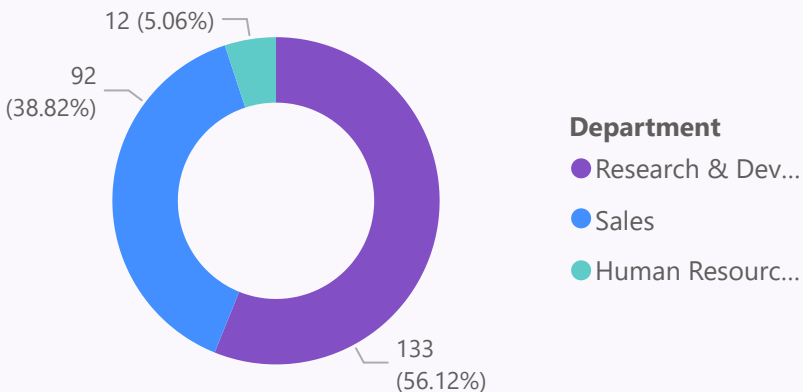
Attrition by AgeGroup



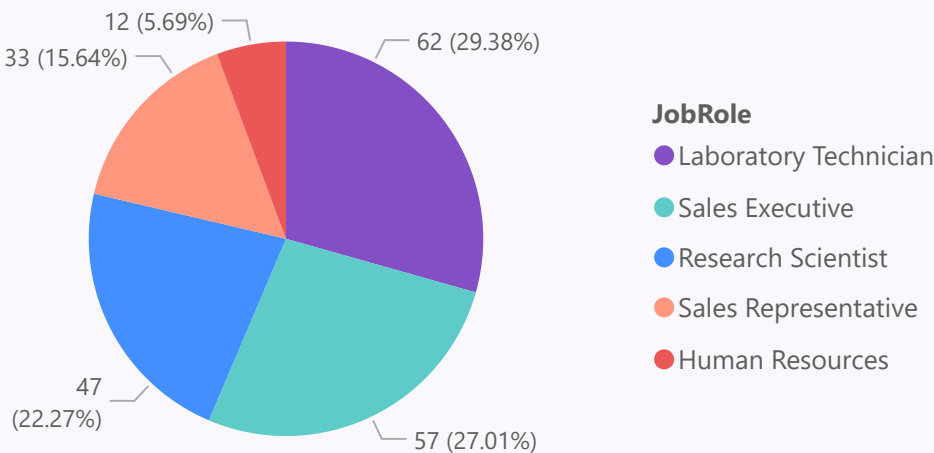
Attrition Rate



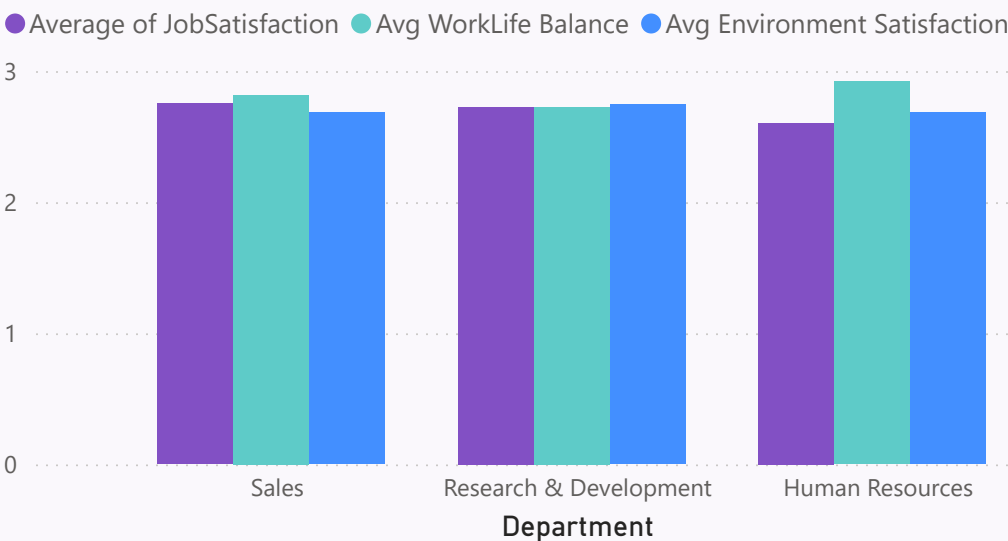
Attrition by Department



Attrition by JobRole



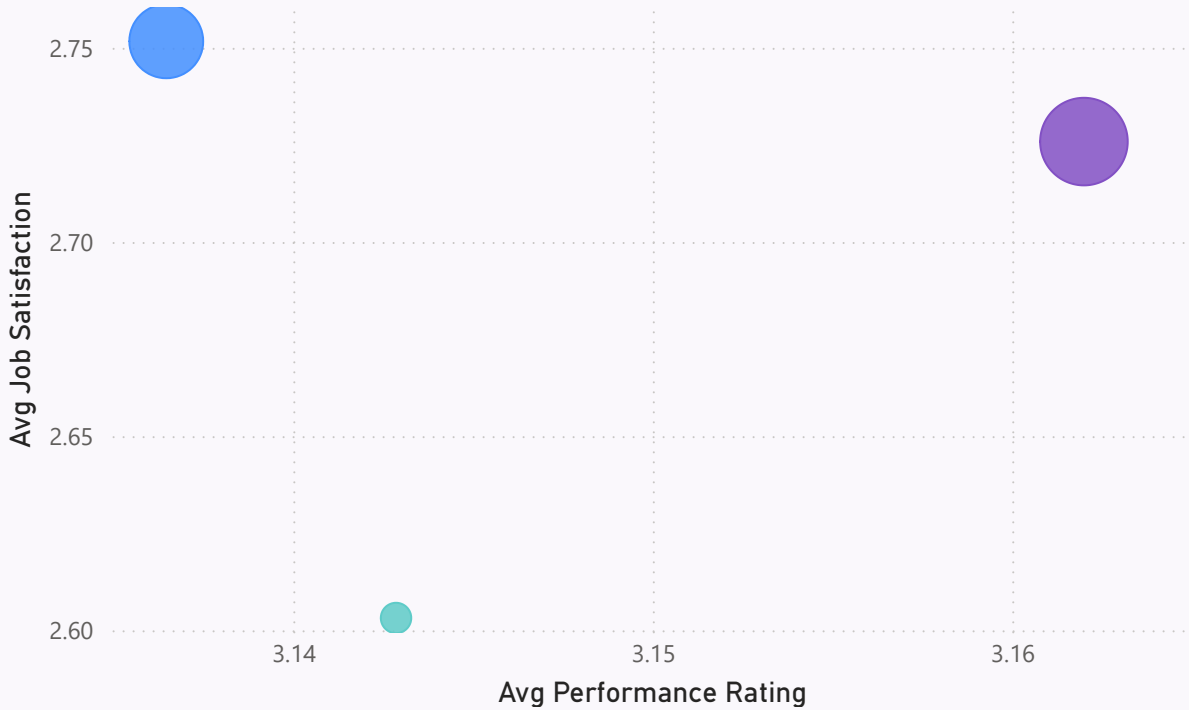
Average Satisfaction by Department



EMPLOYEE SATISFACTION & PERFORMANCE

High Performance & High Satisfaction

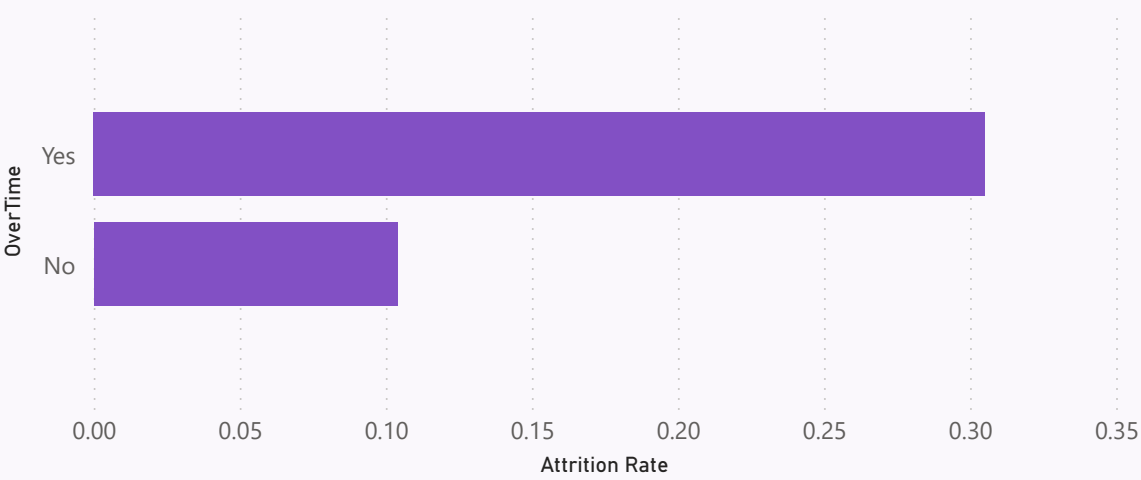
Department Human Resources Research & Development Sales



Department, JobRole, AgeGroup, Gender, MaritalStatus, OverTime

- ☐ Human Resources
- ☐ Research & Development
- ☐ Sales

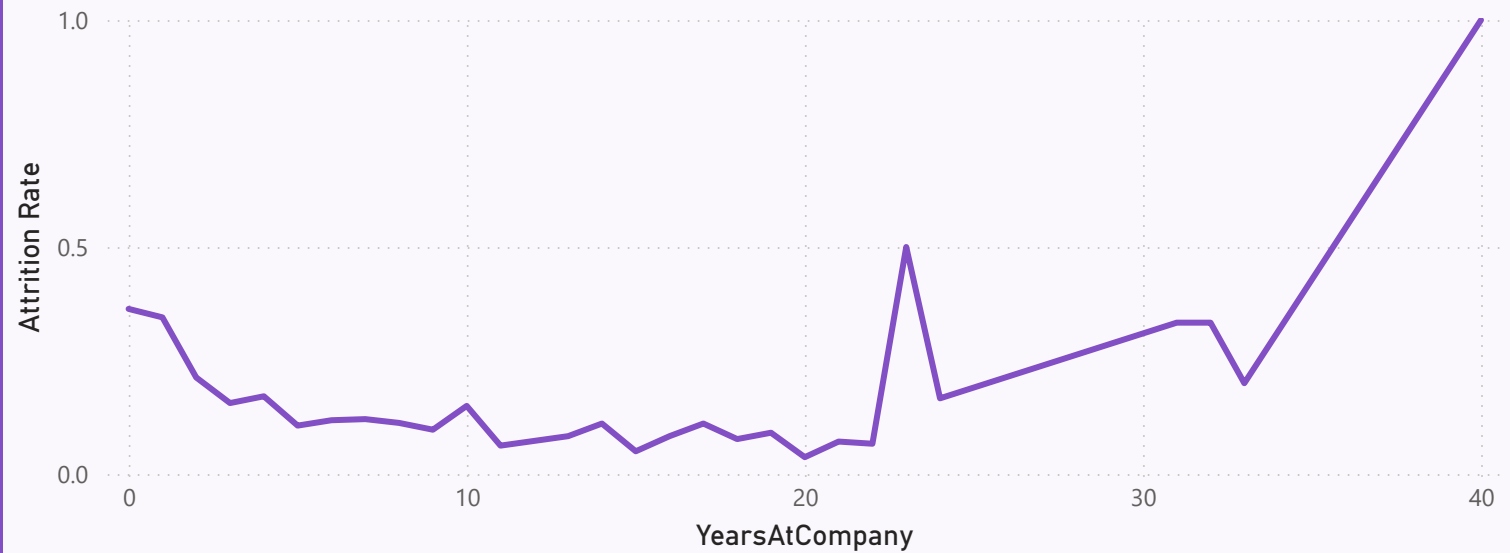
Attrition Rate by OverTime



JobRole	Healthcare Representative				Human Resources			
Department	Attrition Rate	Avg Performance Rating	Avg Years at Company (All)	Avg Job Satisfaction	Attrition Rate	Avg Performance Rating	Avg Years at Company (All)	Avg Job Satisfaction
Human Resources					0.23	3.13	5.33	2.56
Research & Development	0.07	3.15	8.36	2.77				
Sales								
Total	0.07	3.15	8.36	2.77	0.23	3.13	5.33	2.56

TURNOVER TRENDS & PREDICTIVE VIEW

TENURE VS ATTRITION



Predicted Hiring Need

218.75

Estimated hiring need for next 12 months

Expected Attrition Next Year

198.87

10% buffer for growth

Attrition vs Promotion Delay

