

# McCURR'S PEOPLE OPERATIONS DASHBOARD

Attrition Rate

16.12

Avg Monthly  
Income...

4.79K

Avg Job  
Satisfaction  
(Attrited)

2.47

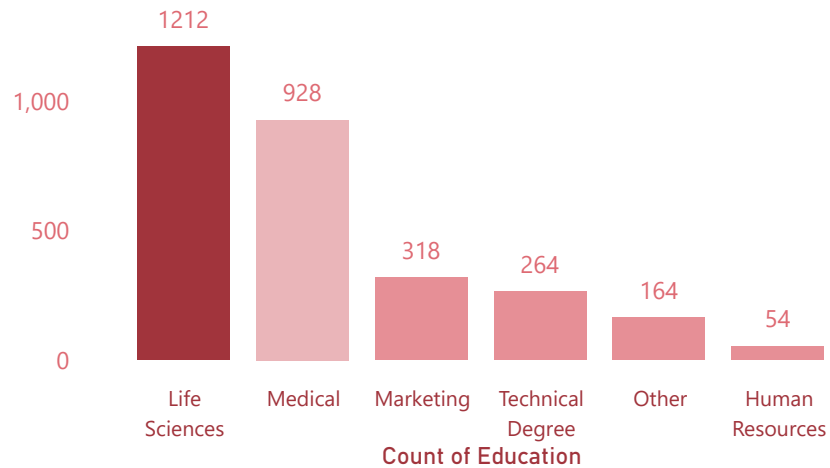
Total Attrite

474

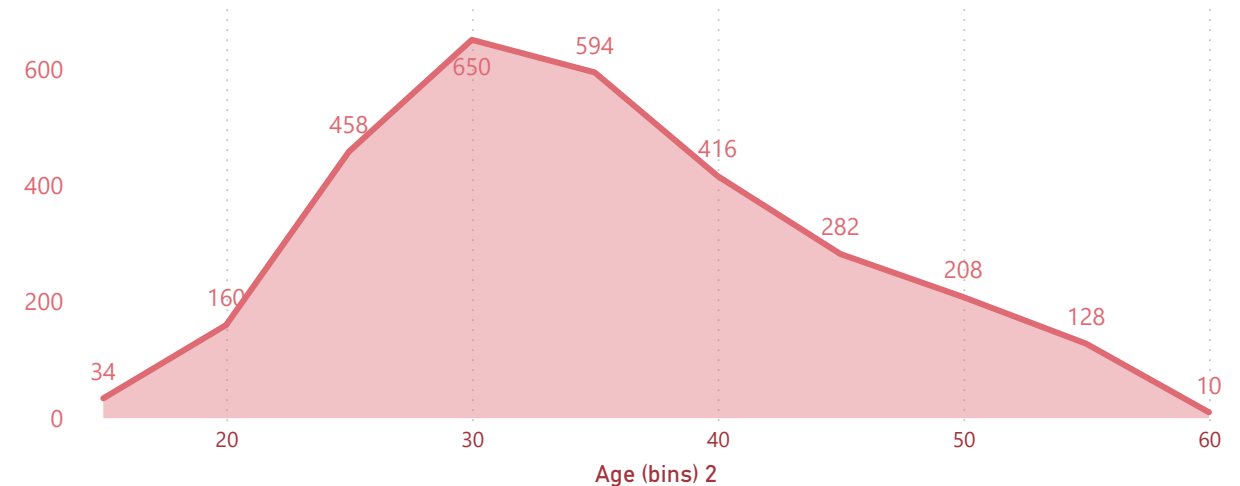
No Of Employee

3K

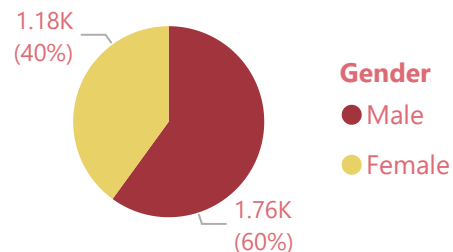
Count of Attrition by Education



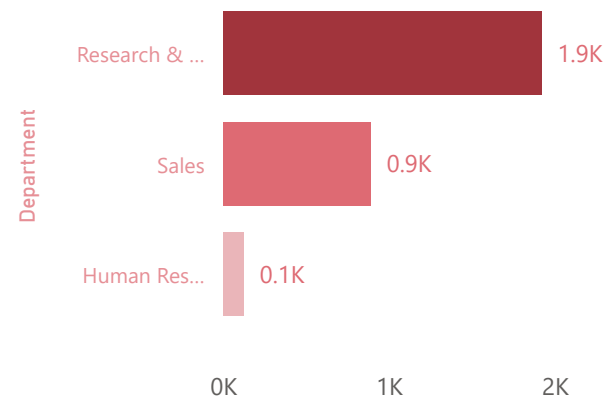
Count of Attrition by Age (bins) 2



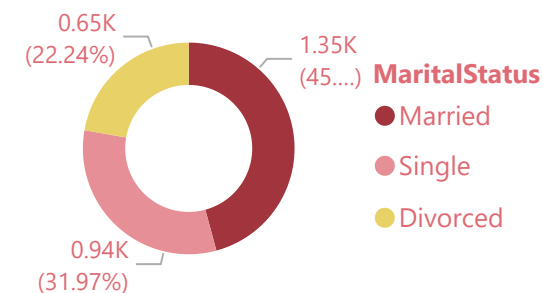
Count of Attrition by Gender



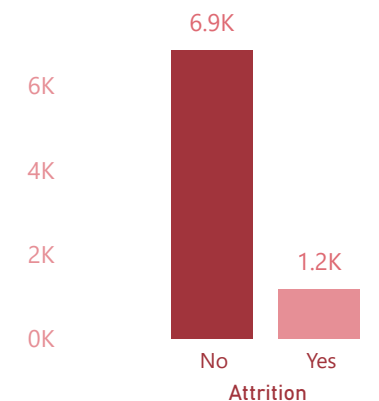
Count of Attrition by Department



Count of Attrition by Marital Status

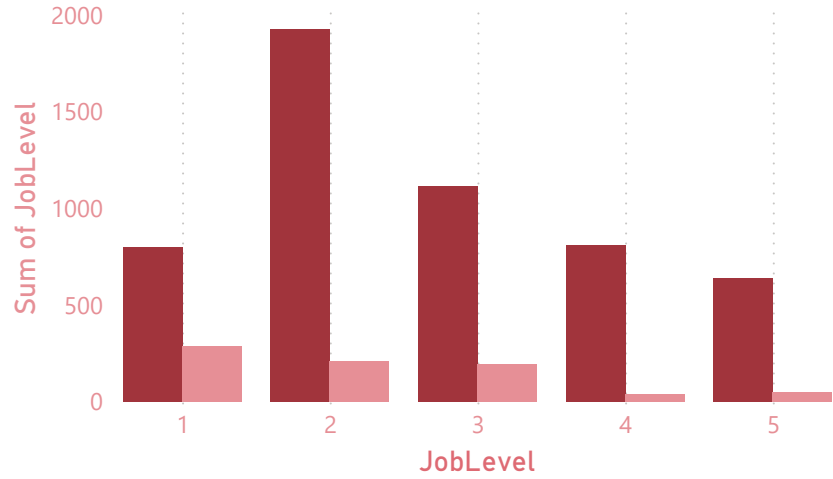


Sum of Attrition by Job Satisfaction

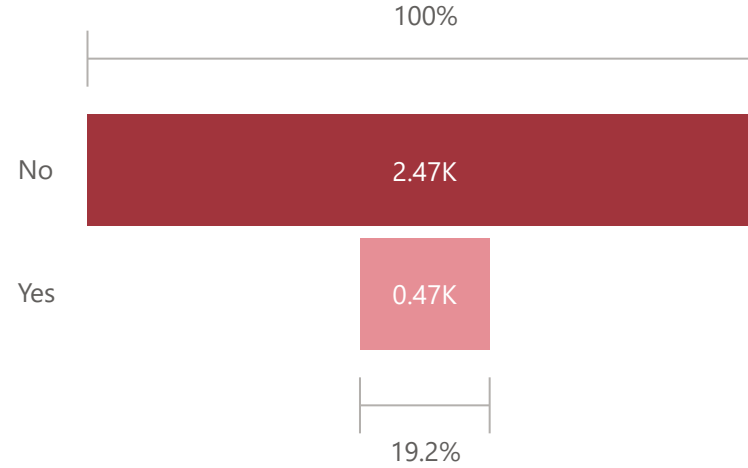


Sum of Attrition by JobLevel

Attrition ● No ● Yes

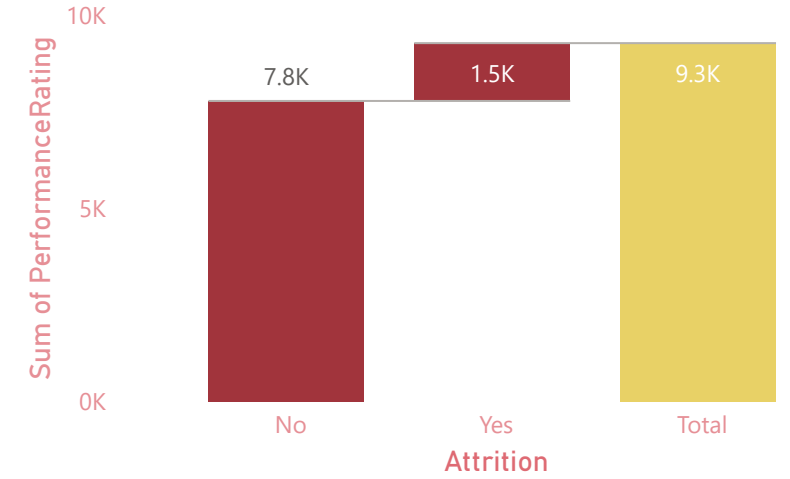


Count of Attrition by OverTime



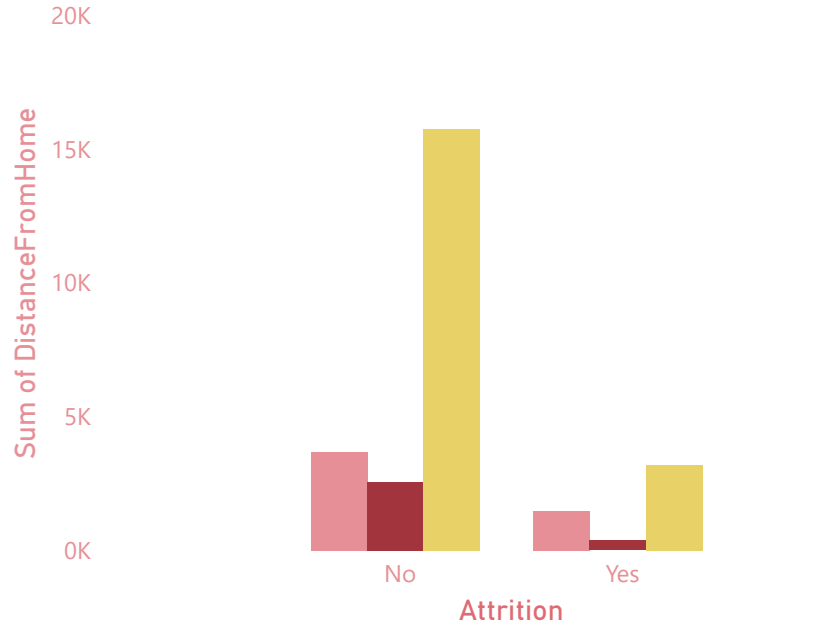
Sum of Attrition by PerformanceRating

● Increase ● Decrease ● Total



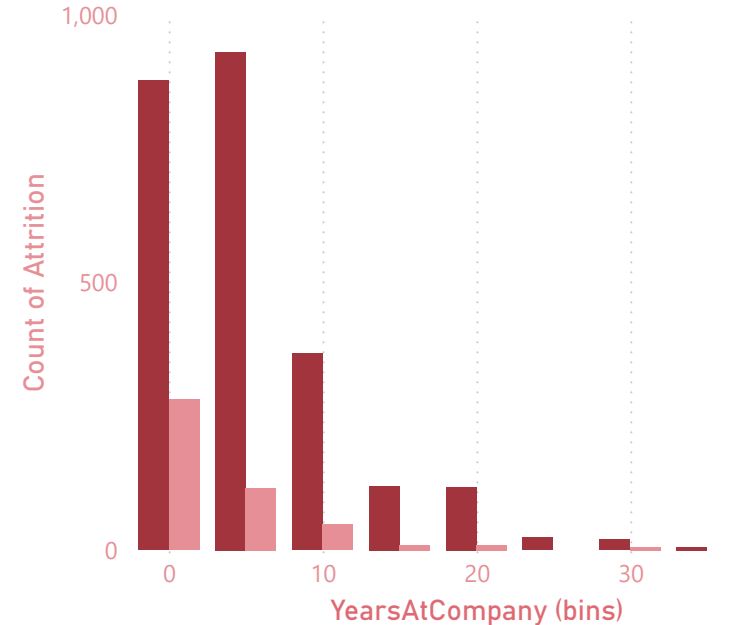
Sum of Attrition by DistanceFromHome &amp; BusinessTravel

BusinessTravel ● Frequently ● Non ● Rarely



Count of Attrition by YearsAtCompany (bins)

Attrition ● No ● Yes



Sum of Attrition by Work Life Balance

Sum of WorkLifeBalance

0K

2K

4K

6K

Attrition

No

Yes

0K

2K

4K

6K

# INSIGHTS

## **General Attrition Rate**

The overall attrition rate in the company is 16.12%. This indicates the percentage of employees who have left the company during the observed period is high.

## **Age:**

- The majority of employees who attrite are within the age group of **25 - 35 years**. This age group might require special retention strategies.

## **Gender:**

- Attrition is higher among Males with a rate of 60% compared to 40% for Females. This suggests that there might be gender-specific factors influencing attrition.

## **Marital Status:**

- Married employees show a higher tendency to leave, with an attrition rate of 45% compared to other marital statuses.

## **Education Field:**

- Employees with an education field in Life sciences have a higher attrition rate compared to those in **Other Fields**.

## **Department:**

- The Research & Development department has the highest attrition rate , whereas other department has the lowest attrition rate . This indicates that certain departments may need targeted interventions to reduce turnover.

## **Job Satisfaction:**

- Employees with low job satisfaction (1-2 on the scale) have a significantly higher attrition rate. Improving job satisfaction could help in reducing attrition.

## **Environment Satisfaction:**

- Low environment satisfaction scores correlate with higher attrition. Efforts to enhance the workplace environment might retain more employees.

## **Work-Life Balance:**

- Poor work-life balance is a significant factor, with employees rating their work-life balance as low (1-2) being more likely to leave.

## **Monthly Income:**

- Employees in the lower income brackets are more likely to leave. Competitive compensation packages could be a key retention strategy.

## **Performance Ratings:**

- There is a noticeable trend where employees with lower performance ratings are leaving more frequently. This could be indicative of performance-related dissatisfaction or lack of career growth opportunities.

## **Overtime:**

- Employees working overtime regularly are at a higher risk of attrition, indicating potential burnout issues.

## **Years at Company:**

# RECOMMENDATIONS

## **Create an Employee Branding Strategy that addresses the Employee Cycle:**

- Create an EB strategy that aims to improve the recruitment processes as well as an improved onboarding and integration processes.
- Create a buddy system for the new recruits to enable them to have older staff within their departments who can guide them through the company values as well as their job roles.
- Create a programme for the Young McCurr staff they can regularly meet to share ideas, discuss challenges as well as career growth opportunities and give them a seat at the management table.

## **Enhance Job Satisfaction:**

- Implement regular feedback and improvement programs to address job satisfaction issues.
- Create an accountability system as part of KPIs for departmental heads as part of their evaluation process so that they would become intentional about the turnover rates in their departments

## **Improve Work Environment:**

- Invest in exit interviews or stay interviews to gain insight into voluntary attrition.
- Foster a positive work environment with initiatives that address employee concerns and improve satisfaction.

**Competitive Compensation:** Review and adjust compensation packages to be more competitive and equitable, create packages such as dependents allowance for staff who have spouses and children.

**Promote Work-Life Balance:** Encourage and support a healthy work-life balance through wellbeing initiatives to prevent burnout.

**Career Growth Opportunities:** Provide clear career paths and regular promotions to keep employees motivated and engaged.

**Employee Development:** Invest in training and development programs to enhance skills and career growth opportunities.