

Attrition Analysis

Employees Count

1470

Count of Employees

Departments Count

3

Dept count

JobRole Count

9

Count of JobRole

Attrition by Department

● Attritions ● Retention

Research & Dev...

133

828

Sales

92

354

Human Resources

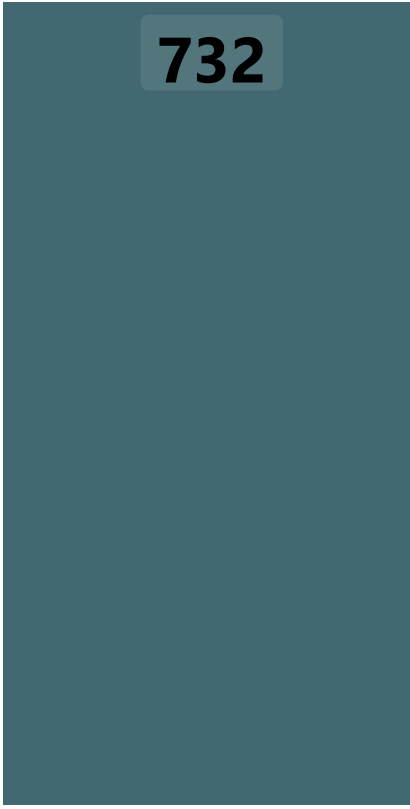
12

51

JobRole

- ☐ Healthcare Representative
- ☐ Human Resources
- ☐ Laboratory Technician
- ☐ Manager
- ☐ Manufacturing Director
- ☐ Research Director
- ☐ Research Scientist
- ☐ Sales Executive
- ☐ Sales Representative

Retention by gender

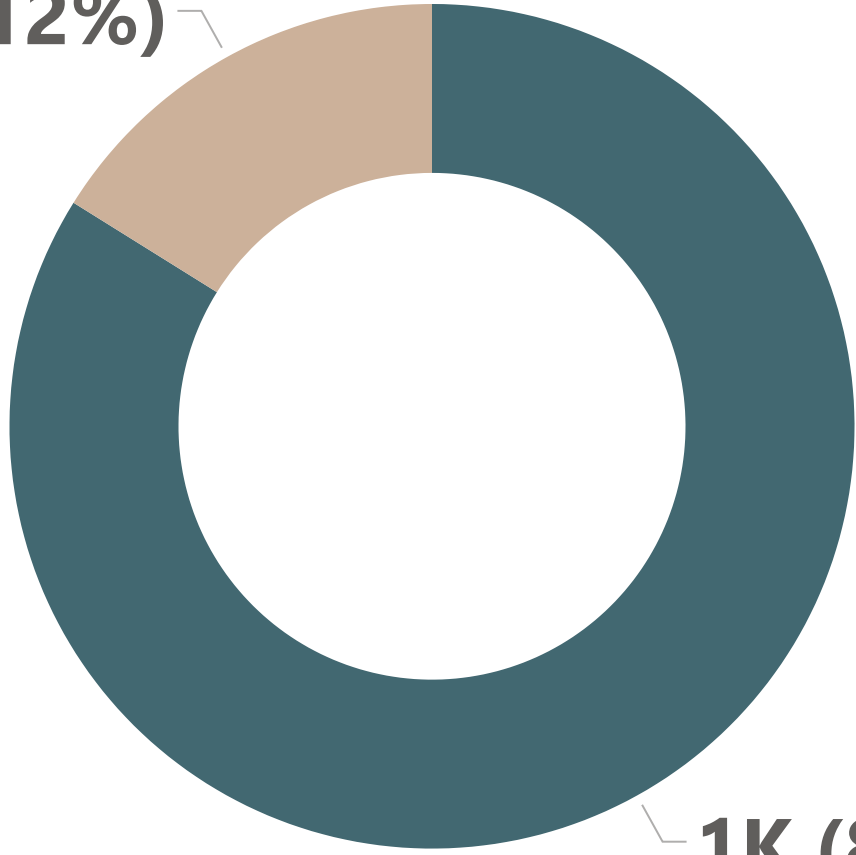


Male

Female

Total Attrition ,Retention and Emp

0K (16.12%)



● Retention
● Attritions

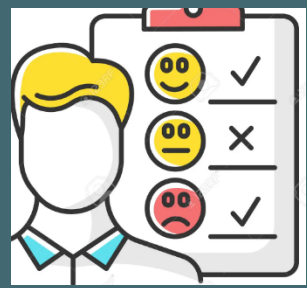
1K (83.88%)

Attrition by gender



Male

Female

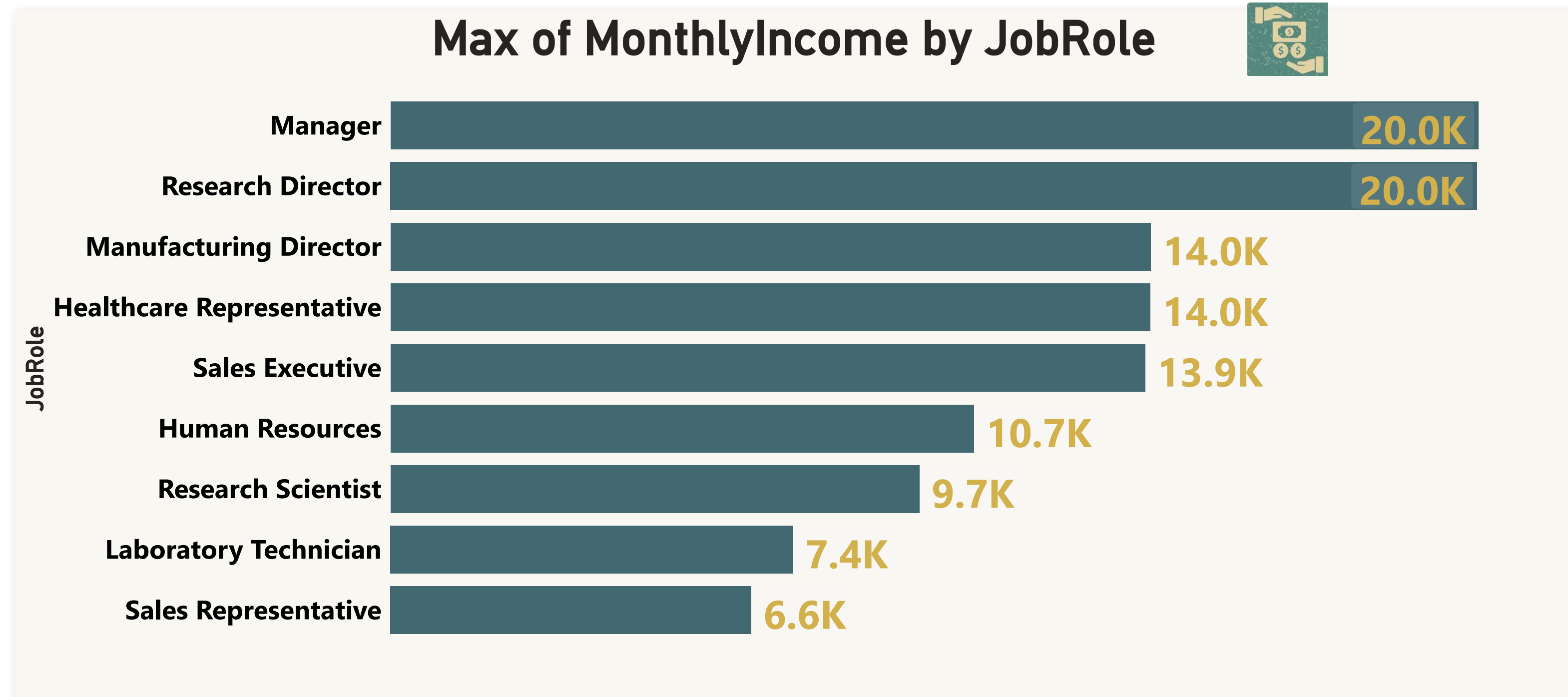


Employee satisfaction

Environment Satisfaction Ratio

30.34%

Employee Satisfaction Ratio%



Job Satisfaction Ratio

31.2%

Job Sat Ratio%

Relationship Satisfaction Ratio

29.39%

Relation Sat Ratio%

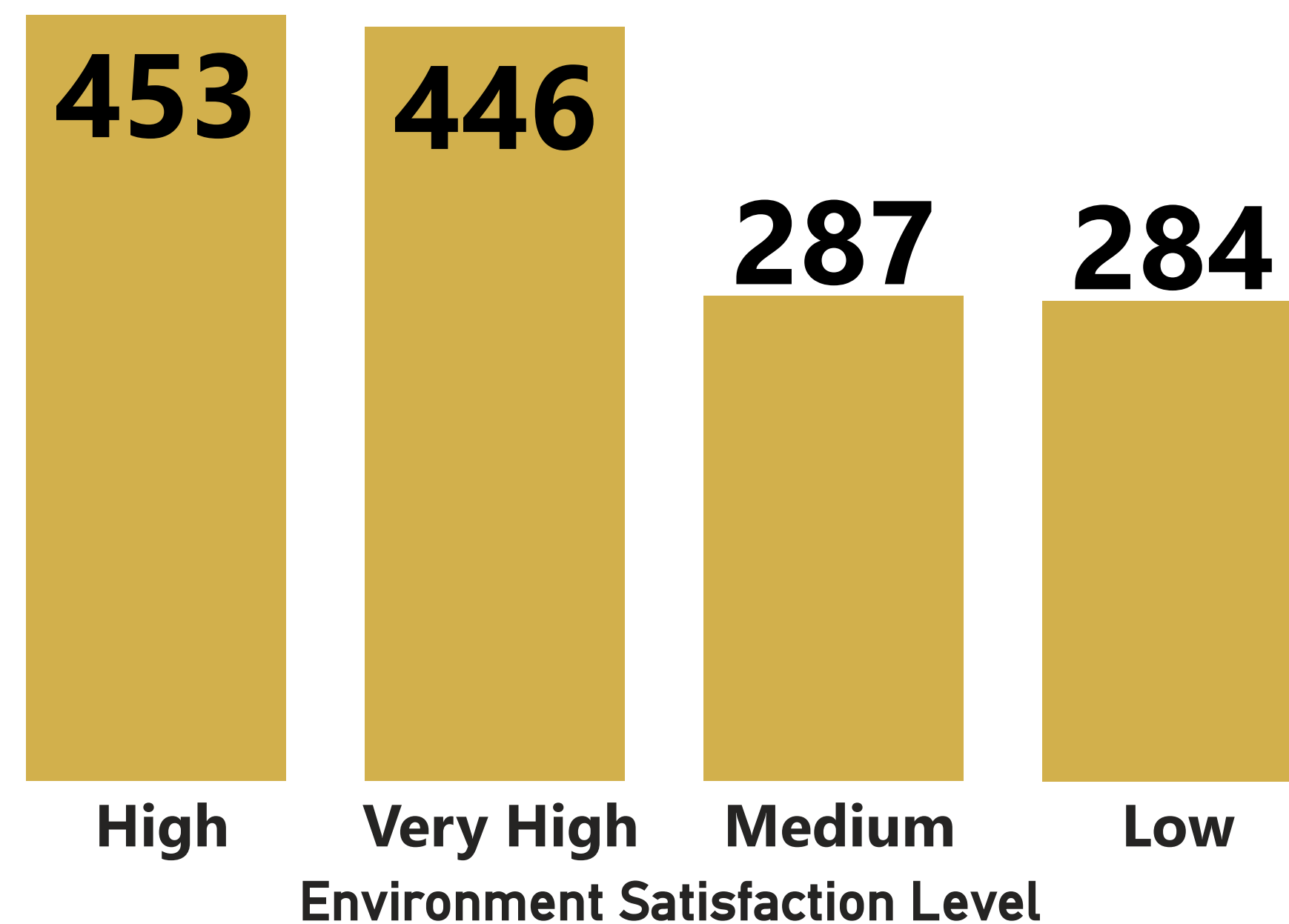
Work Balance Ratio

10.41%

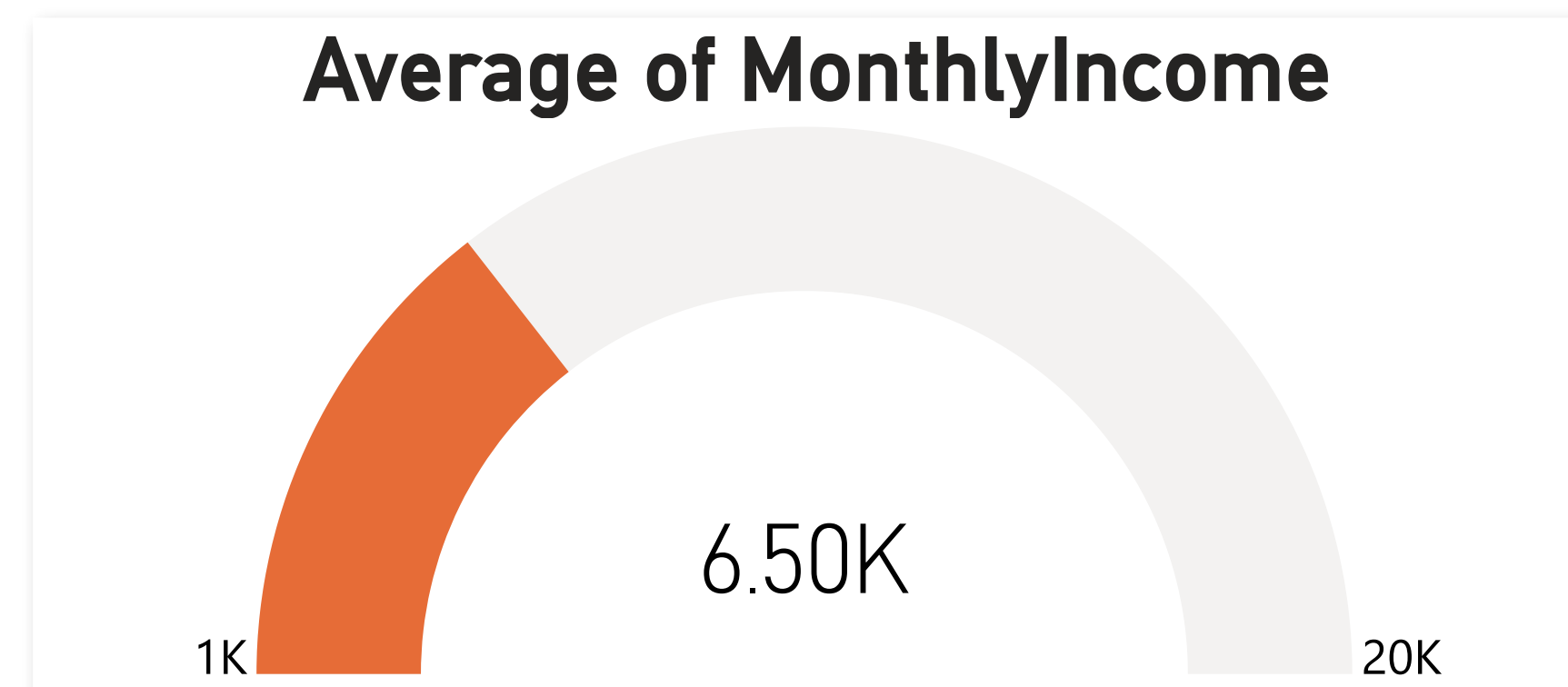
Work Balance Ratio%

| Job Satisfaction For JobRole | | | | | |
|------------------------------|------|-----|--------|-----------|-------|
| JobRole | High | Low | Medium | Very High | Total |
| Healthcare Representative | 115 | 68 | 58 | 122 | 363 |
| Human Resources | 33 | 24 | 47 | 31 | 135 |
| Laboratory Technician | 205 | 150 | 131 | 218 | 704 |
| Manager | 69 | 62 | 54 | 97 | 282 |
| Manufacturing Director | 138 | 74 | 94 | 117 | 423 |
| Research Director | 57 | 42 | 39 | 62 | 200 |
| Research Scientist | 233 | 160 | 153 | 250 | 796 |
| Sales Executive | 250 | 180 | 138 | 303 | 871 |
| Sales Representative | 72 | 33 | 60 | 62 | 227 |
| Total | 1172 | 793 | 774 | 1262 | 4001 |

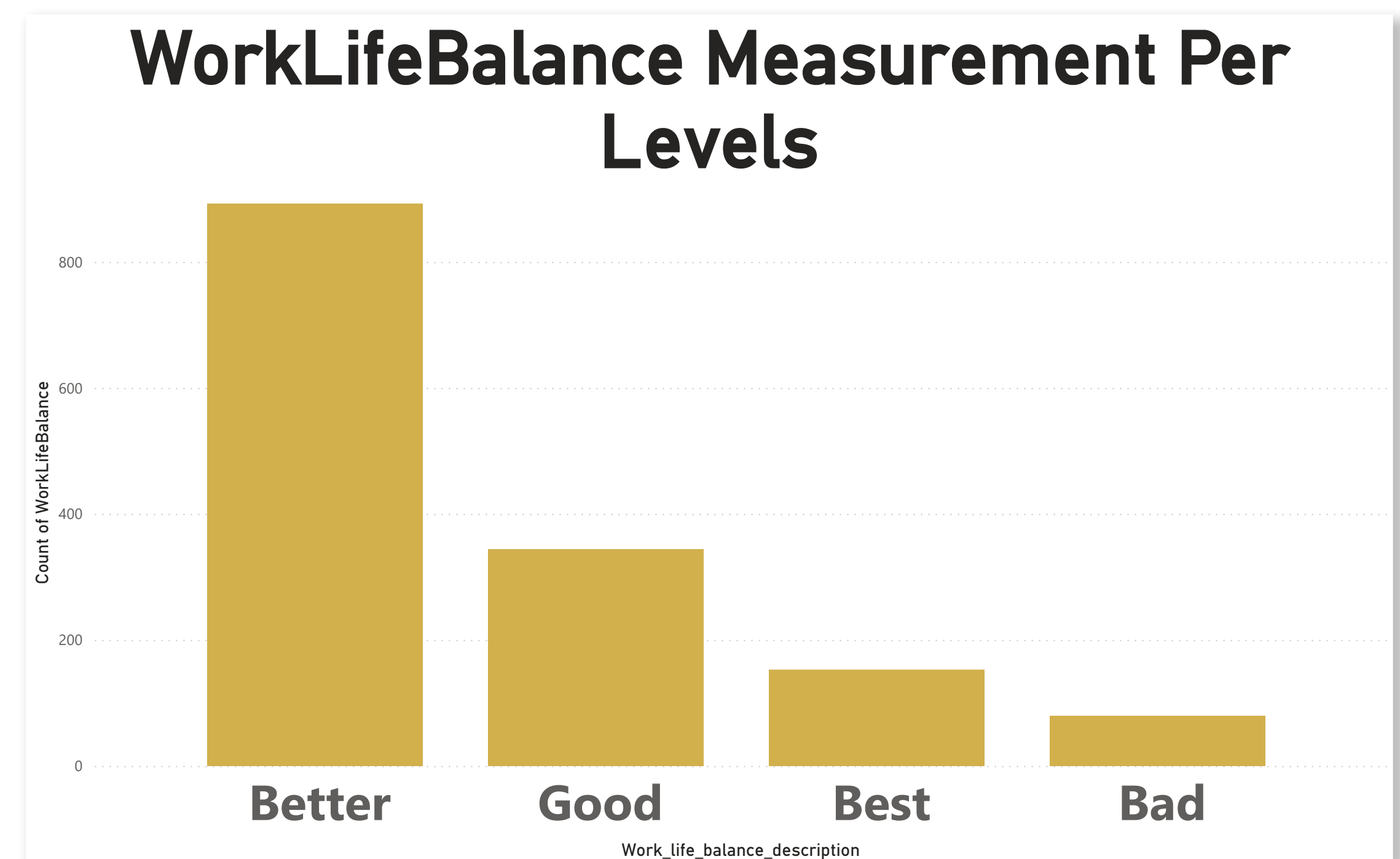
Environment satisfaction Measurement Per Levels



Average of MonthlyIncome



WorkLifeBalance Measurement Per Levels

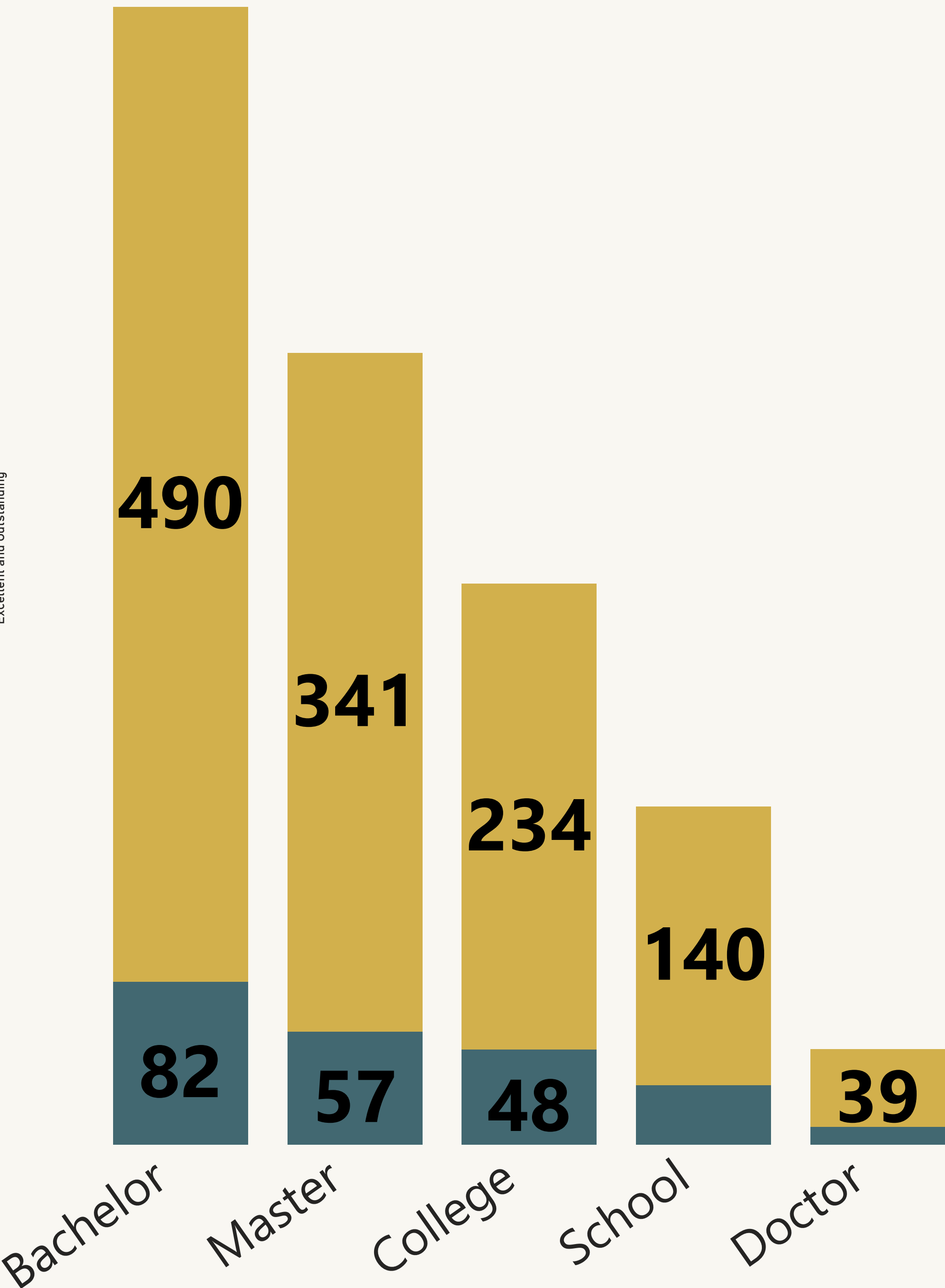


Next

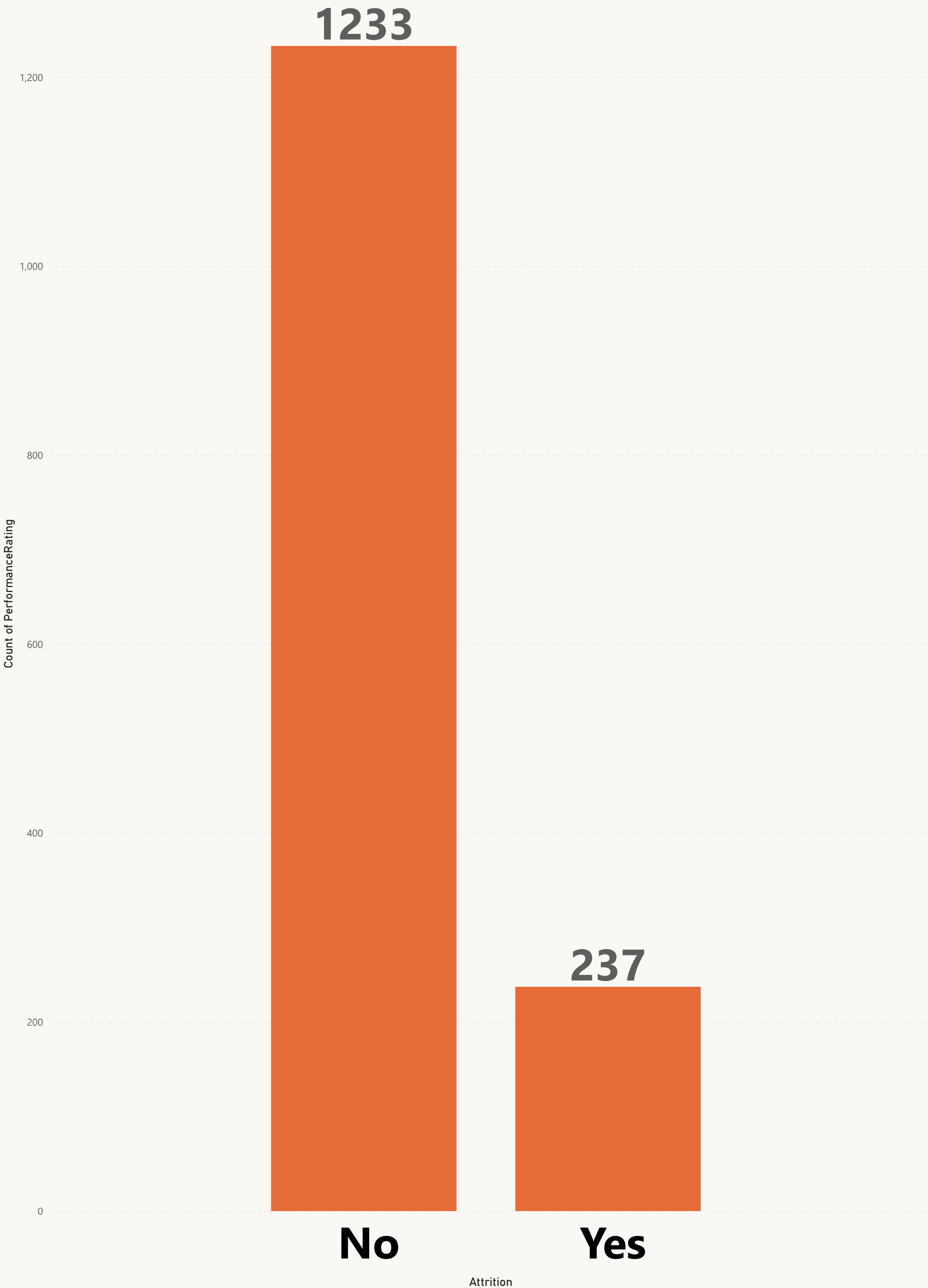
Employee Performance

Performance by Education level

● Excellent ● Outstanding



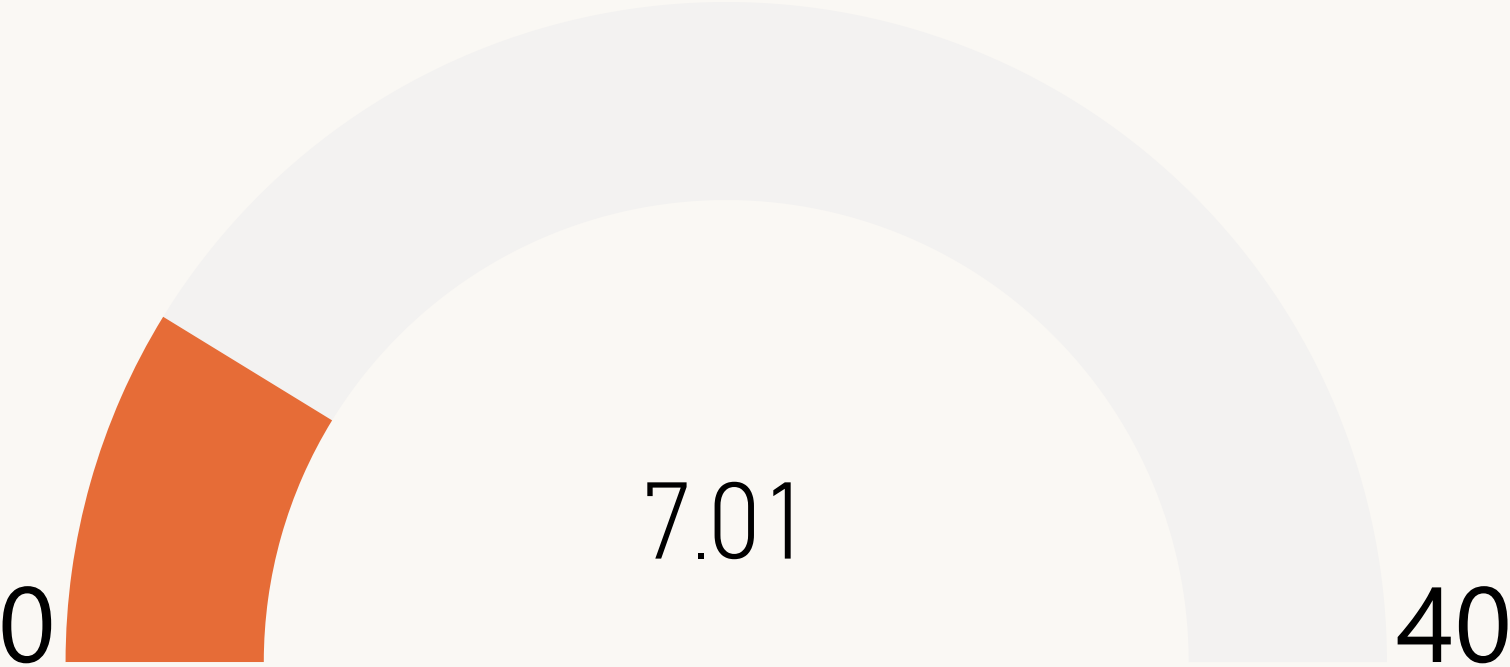
PerformanceRating by Attrition



Performance by Department

| Department | excellent | outstanding | Total |
|------------------------|-----------|-------------|-------|
| Human Resources | 54 | 9 | 63 |
| Research & Development | 805 | 156 | 961 |
| Sales | 385 | 61 | 446 |
| Total | 1244 | 226 | 1470 |

Average of Years At Company



Performance Rate

