HR Analytics Dashbord

Department

All ▽

Gender

All ▽

Job satisfaction

All ▽

Employee count

50K

Attrition rate

50.21

Departmen

6

Job Role

10

Job leavel

5

Count of JobLevel

Average Attrition rate for all Departments
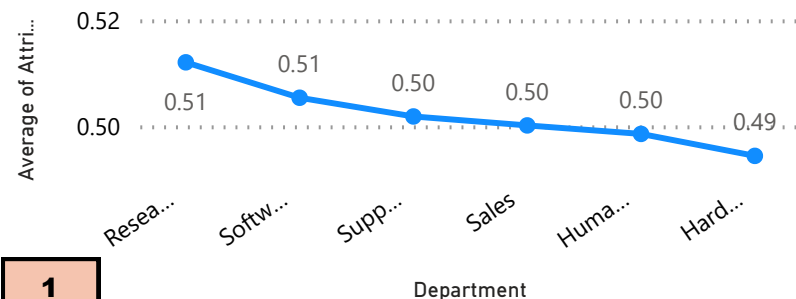
Average of Attri...

0.52

0.51 — 0.51

0.50 — 0.50 — 0.50 — 0.50

0.49

Resea... Softw... Supp... Sales Huma... Hard...

Department

1

Average Hourly rate of Male Research Scientist

114.45

228.89

2

.Attrition rate Vs Monthly income stats

Attrition rate

51 — 50.3 — 50.2 — 50.2 — 51.3

50 — 49.6 — 49.7

0K — 20K — 40K

MonthlyIncome (bins)

3
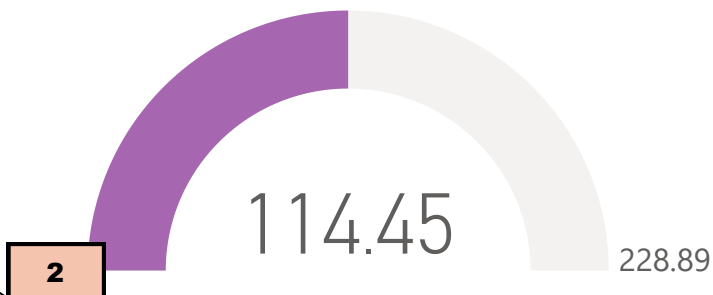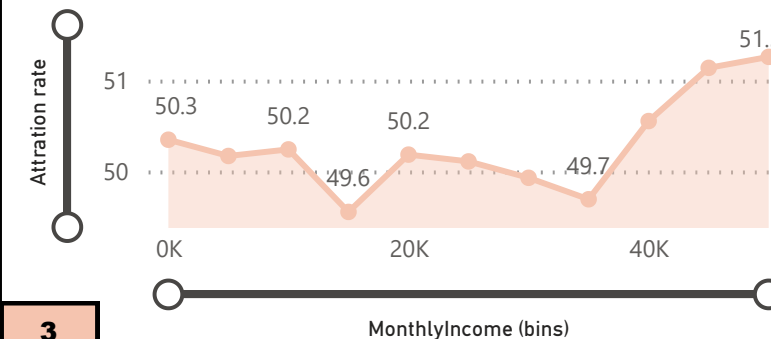
Average working years for each Department

Department	Average of TotalWorkingYears▲
Software	20.65
Sales	20.62
Support	20.48
Hardware	20.48
Total	**20.50**

4

Job Role Vs Work life balance

💡 WorkLifeBalance ✕

Excellent

Good
12684

Count of Department
50000

Avrg
12535

5
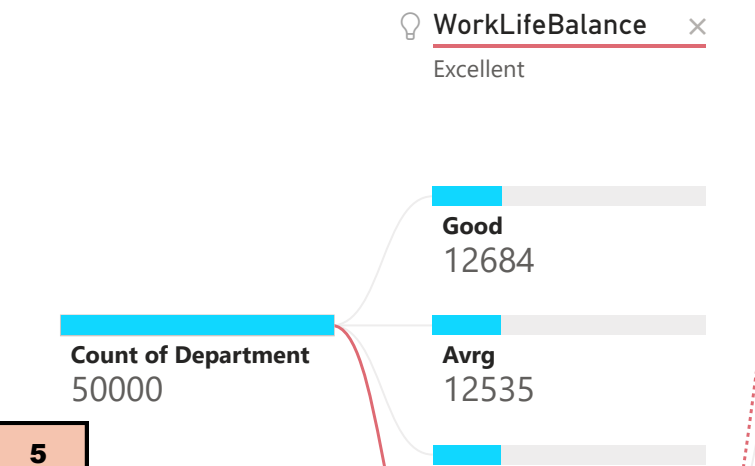
Attrition rate Vs Year since last promotion relation

Attrition rate

80 — 78

60 — 50 — 56 — 61

47

40 — 32

20

0

0 10 20 30 40

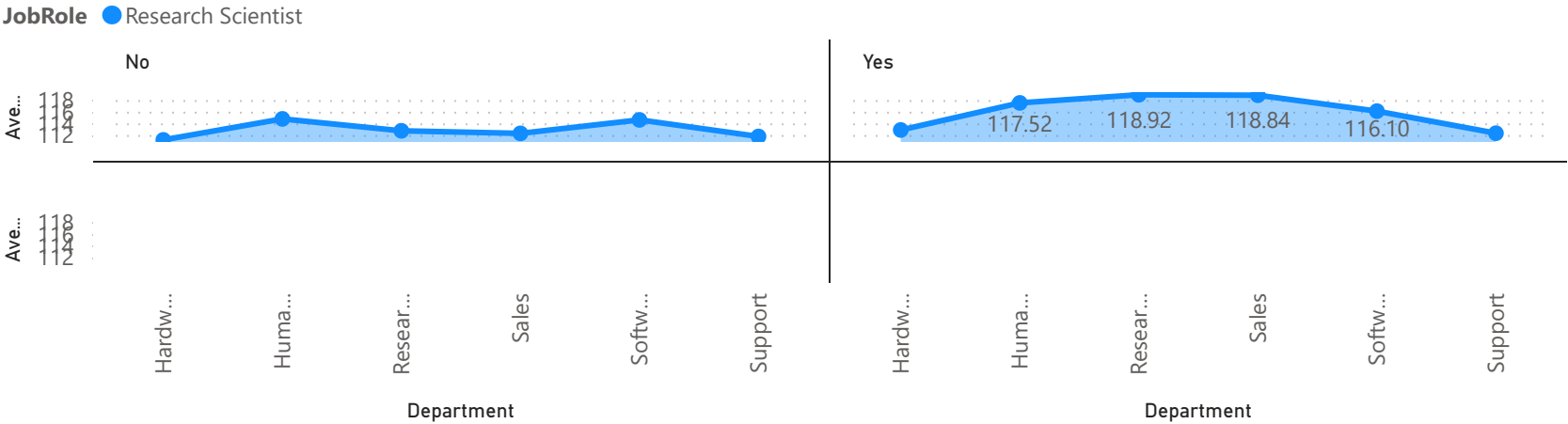YearsSinceLastPromotion (bins)

6
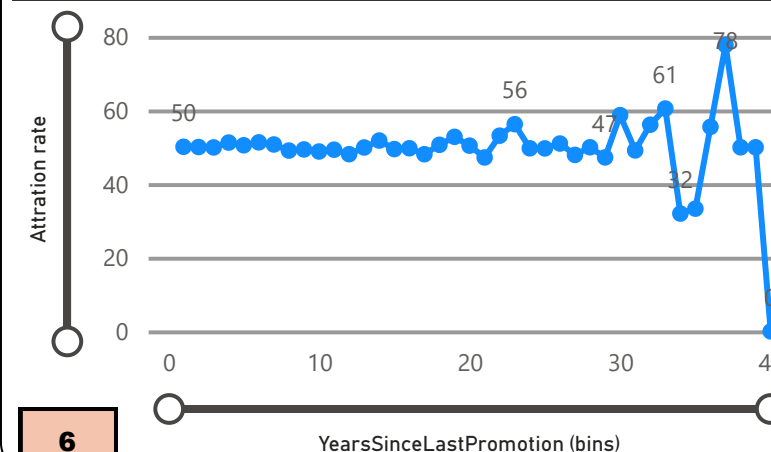
Factor affecting the attration rate of all Department

Department	Attration rate	Average of DailyRate	Average of HourlyRate	Average of MonthlyRate	Average of N
Support	50.19	795.18	115.60	407140.94	
Software	50.54	798.22	115.41	408503.39	
Sales	50.02	799.92	115.06	403336.11	
Research & Development	51.21	794.67	115.89	395251.16	
Human Resources	49.86	801.38	116.00	404860.20	
Hardware	49.44	802.73	114.63	405198.00	
Total	**50.21**	**798.68**	**115.43**	**404043.58**	

Daily rate decreases attration rate increase

Department ● Hardware ● Human Resources ● Research & Development ● Sales ● Software ● Support
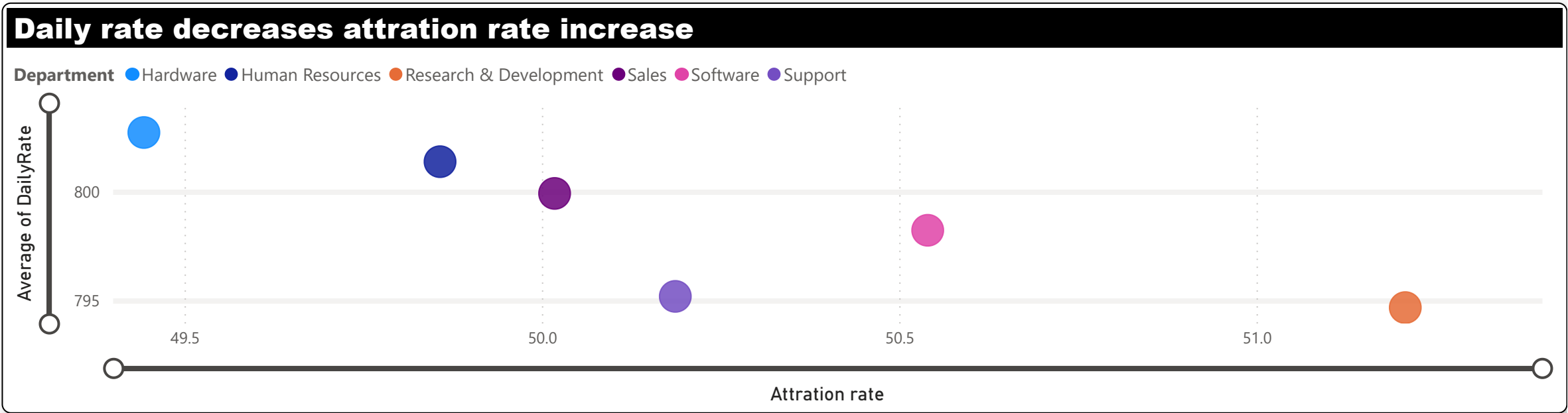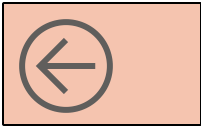
Average Hourly rate of Male Research Scientist as per Overtime

JobRole ● Research Scientist

No

Ave... 118
114
112

Yes

Ave... 118
114
112

117.52   118.92   118.84   116.10

Hardw... | Huma... | Resear... | Sales | Softw... | Support

Department

Hardw... | Huma... | Resear... | Sales | Softw... | Support

Department

Average Hourly rate of Male Research Scientist as per job level

Department ✕	JobRole ✕	JobLevel ✕
Human Resources	Research Scientist	

Human Resour...
116.11

Research Scien...
116.11

4
120.91

Average of Ho...
114.45

Research & Dev...
115.86

3
120.12

Sales
115.65

1
115.91
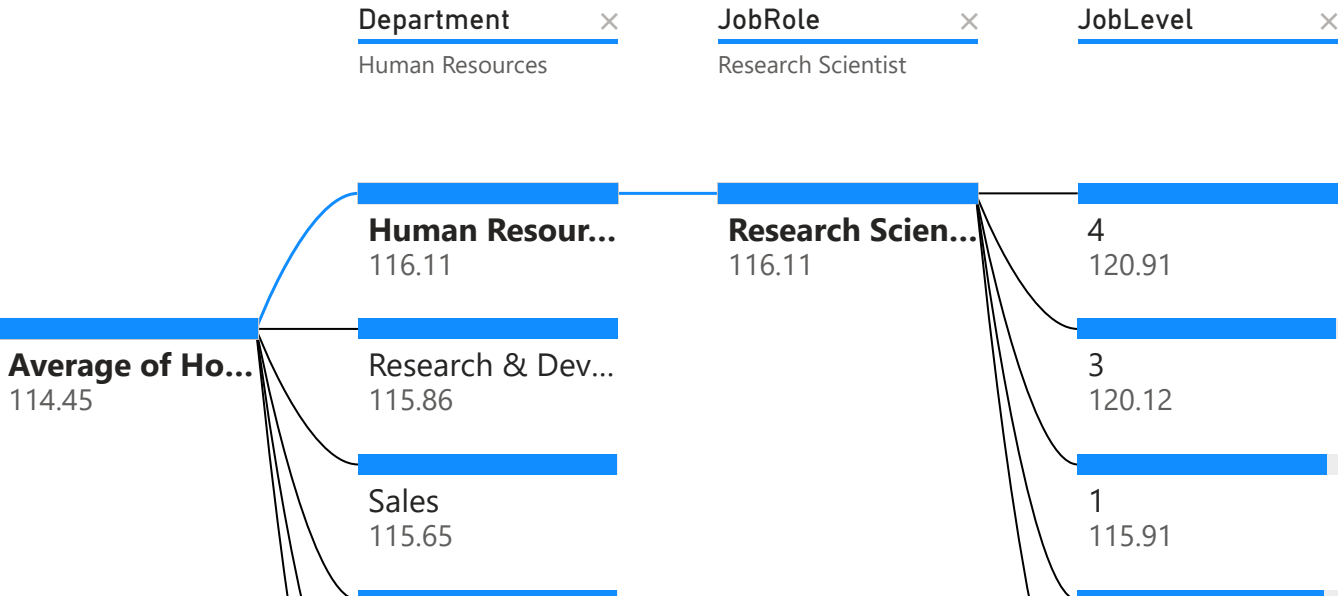
Top 50 of Male Research Scientist as per Hourly rate rate

Employee ID	Male	Total
⊟ **10067**	**184**	**184**
⊟ **Research Scientist**	**184**	**184**
Sales	184	184
⊟ **10080**	**95**	**95**
⊟ **Research Scientist**	**95**	**95**
Software	95	95
⊟ **10085**	**36**	**36**
⊟ **Research Scientist**	**36**	**36**
Hardware	36	36
⊟ **10092**	**124**	**124**
⊟ **Research Scientist**	**124**	**124**
Research & Development	124	124
⊟ **10131**	**70**	**70**
⊟ **Research Scientist**	**70**	**70**
Hardware	70	70
⊟ **10144**	**150**	**150**
⊟ **Research Scientist**	**150**	**150**
Human Resources	150	150
⊟ **10155**	**166**	**166**
⊟ **Research Scientist**	**166**	**166**
Sales	166	166
⊟ **10162**	**120**	**120**
⊟ **Research Scientist**	**120**	**120**
Human Resources	120	120
⊟ **10166**	**147**	**147**
⊟ **Research Scientist**	**147**	**147**
Sales	147	147
⊟ **10173**	**92**	**92**
⊟ **Research Scientist**	**92**	**92**
Total	**296303**	**296303**

Filters

Department ⌄
All ⌄

JobRole ⌄
Developer ⌄

JobLevel ⌄
All ⌄

Gender ⌄
All ⌄

AVR Monthly income
26.01K

MAX Monthly income
51K

MIN Monthly income
1K

Department wise Avr monthlyincome and Attration rate

● Average of MonthlyIncome (bins) 2   ● Attration rate

26439.46
26355.65
25801.80
25496.63
25229.72

Average of MonthlyIncome (bins) 2

Departments (x-axis): Hard..., Supp..., Hum..., Sales, Soft..., Rese...

Y-axis: Average of MonthlyIn... (26000, 25000)
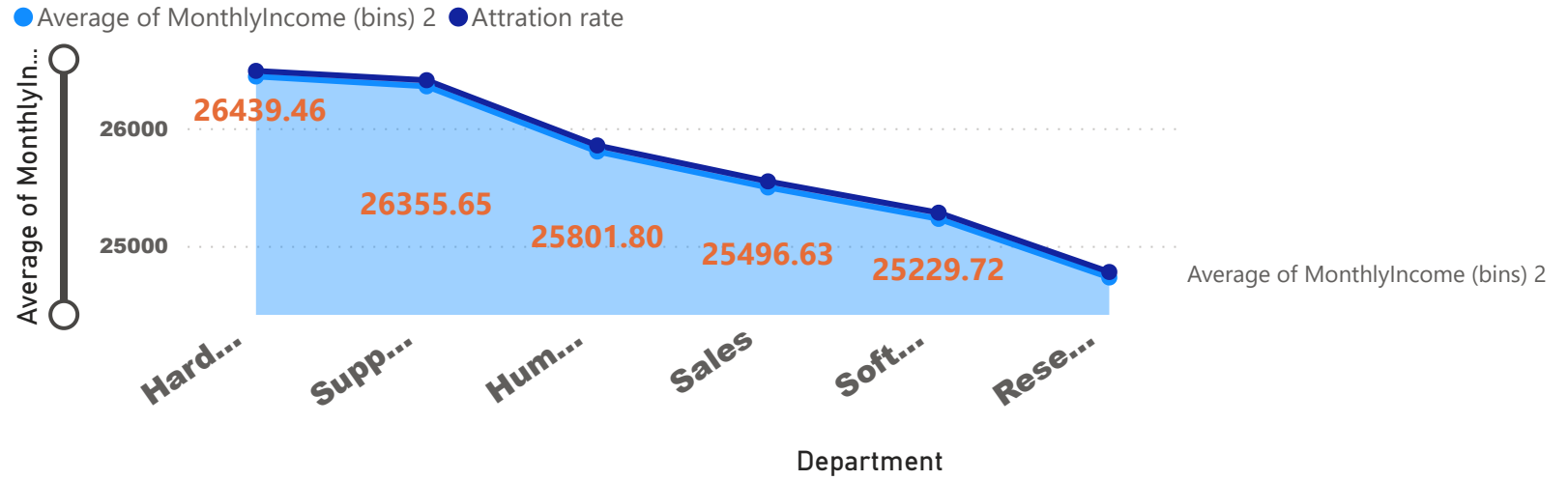
Department

Minimum ,maximum ,average Monthly income and Attrition rate

Attrition rate
50.37
0.00   100.74

Hourly rate
114.18
0.00   228.35

Job Satisfaction
2.50
0.00   5.00

Filters
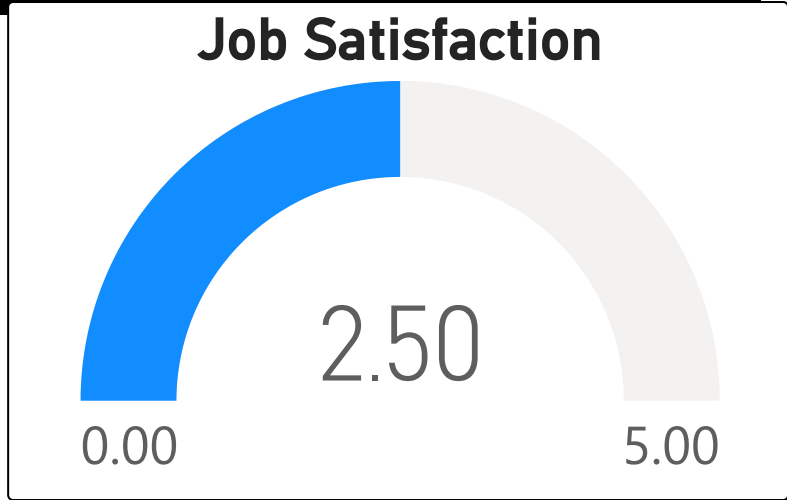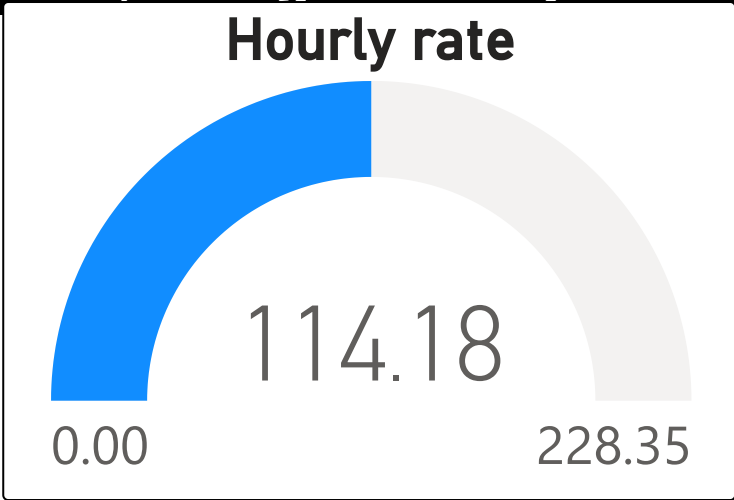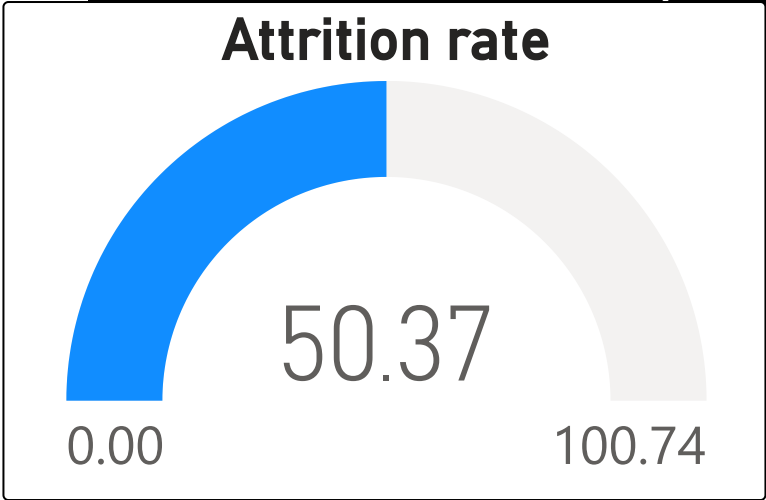
Department
All

JobRole
Laboratory Technician

JobLevel
2

Gender
All

TotalWorkingYears
1 — 40

WorkLifeBalance
Excellent

| Employee ID	TotalWorkingYears	YearsAtCompany	YearsInCurrentRole	YearsSinceLastPromotion	JobSatisfaction	First WorkLifeBal
9670	8	3	1	2	2	Excellent
9533	35	20	3	3	1	Excellent
9475	21	2	1	1	2	Excellent
9467	13	4	3	1	3	Excellent
9395	27	25	24	1	3	Excellent
9383	38	36	1	24	1	Excellent
8712	32	4	2	2	4	Excellent
8623	38	28	2	1	1	Excellent
8418	3	3	1	2	1	Excellent
8111	40	9	1	6	4	Excellent
8023	40	40	33	20	2	Excellent
7958	19	9	8	7	1	Excellent
792	28	3	3	2	2	Excellent
7889	29	23	18	20	4	Excellent
7751	1	1	1	1	2	Excellent
7715	36	7	7	1	3	Excellent
7576	21	13	2	5	1	Excellent
6863	25	11	2	11	3	Excellent
6795	17	9	2	4	3	Excellent
6274	14	10	6	9	2	Excellent
Total	**4689**	**2515**	**1363**	**1340**	**537**	**Excellent**

WorkLifeBalance

- ☑ Select all
- ☐ Avrg

Factors affecting work-life balance

Employee ID	JobRole	JobLevel	MonthlyIncome	JobSatisfaction	JobInvolvement	WorkLifeBalance
10009	Sales Representative	4	34626	4	4	Excellent
10015	Sales Executive	3	44131	1	1	Excellent
10021	Sales Executive	2	28765	3	2	Excellent
1003	Research Director	4	18707	3	3	Excellent
10035	Healthcare Representative	4	42488	4	2	Excellent
1007	Sales Representative	5	23057	3	1	Excellent
10075	Sales Representative	1	4355	2	3	Excellent
10089	Manufacturing Director	2	23565	2	2	Excellent
10091	Research Director	5	8974	3	2	Excellent
10094	Sales Executive	2	43904	4	1	Excellent
10104	Research Director	5	17013	1	1	Excellent
10108	Human Resources	4	48116	4	1	Excellent
10114	Manager	4	48997	2	1	Excellent
10119	Human Resources	3	44755	2	2	Excellent
10121	Research Scientist	4	47219	1	2	Excellent
10125	Research Director	1	48877	1	4	Excellent
Total		18710	162858226	15589	15569	

Job role and total working years and work life balance relationn

WorkLifeBalance ● Excellent ● Poor

JobRole
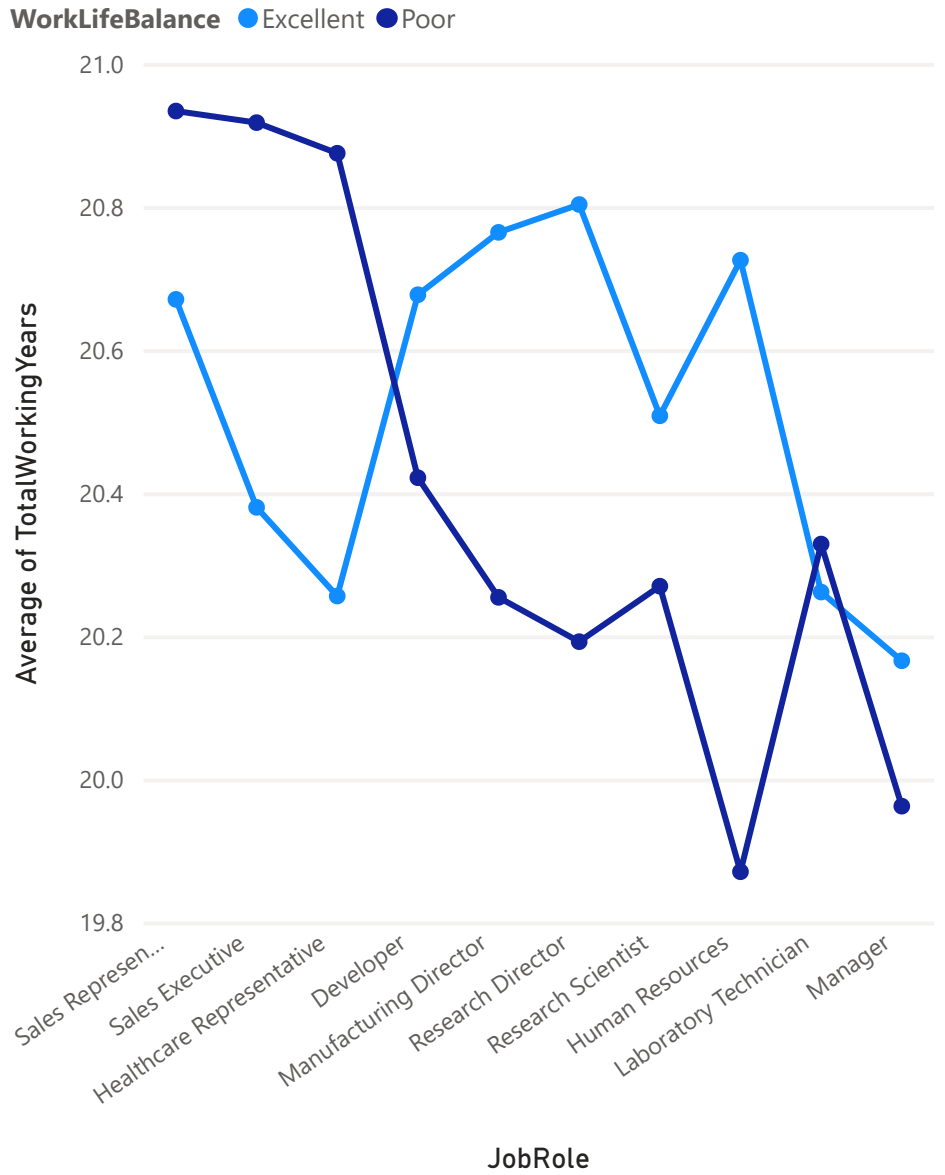
Attration rate and Average of PercentSalaryHike by YearsSinceLastPromotion Affected by job satisfaction

● Attration rate ● Average of PercentSalaryHike
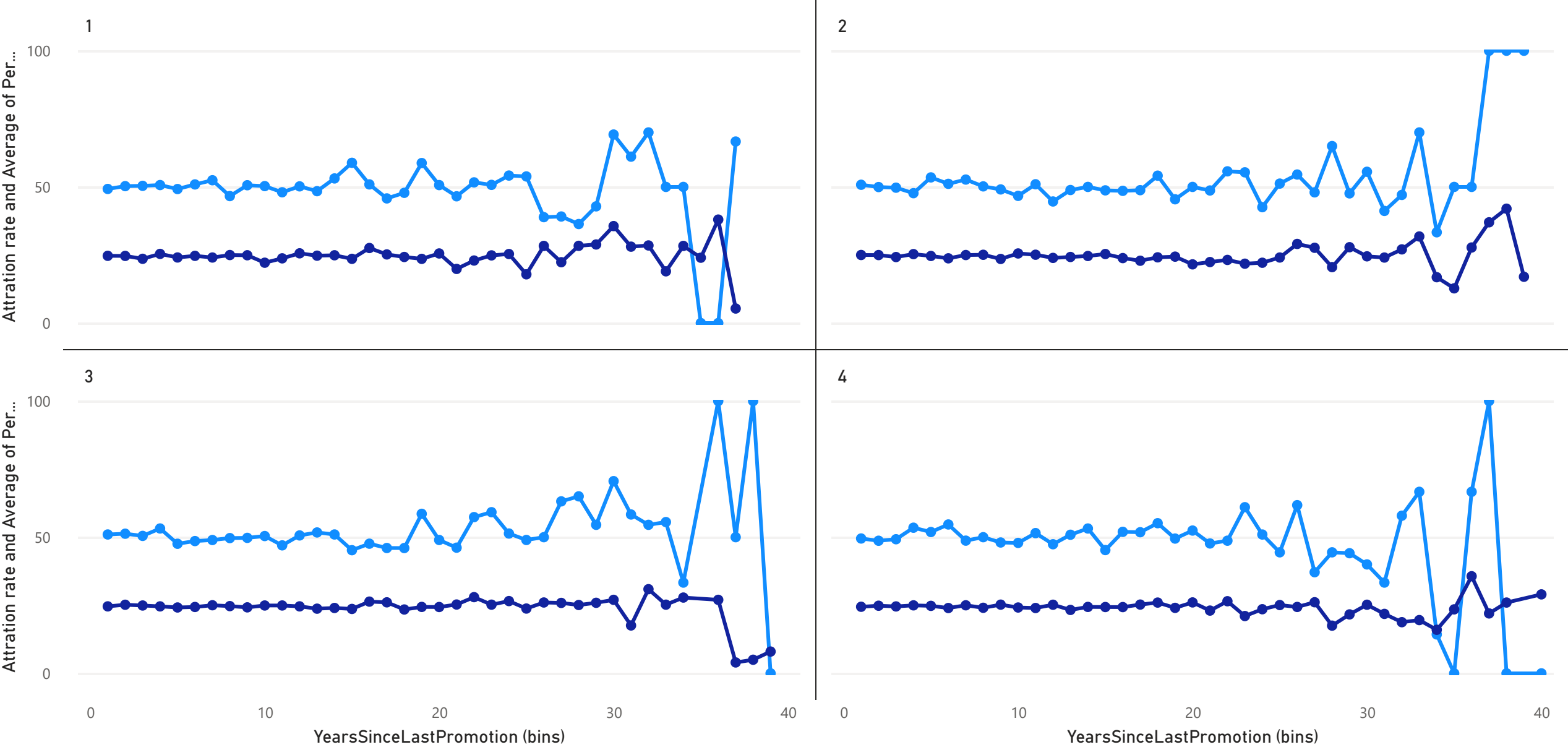
factor affecting female attration

Gender	Attration rate	Average of HourlyRate	Average of JobInvolvement	Average of PercentSalaryHike	Average of StandardHours
Female	50.36	115.25	2.50	24.55	80.00
Male	50.06	115.61	2.51	24.69	80.00
Total	**50.21**	**115.43**	**2.50**	**24.62**	**80.00**

Male and Female employee count and attration rate

Male and Female empl...   ● **Male**   ● **Female**

1995280 (49.9%)

2004720 (50.1%)
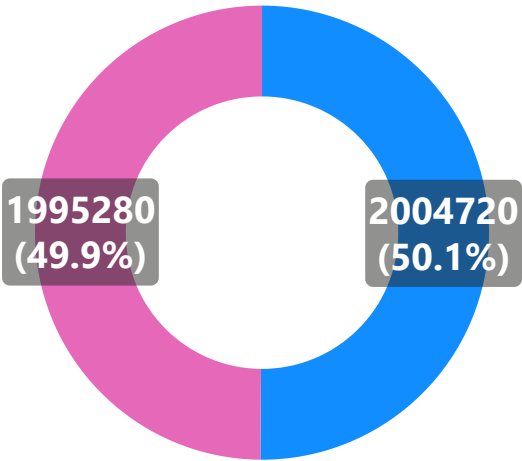
Department	EmployeeCount
Hardware	8169
Human Resources	8418
Research & Development	8319
Sales	8453
Software	8336
Support	8305
Total	**50000**

JobRole

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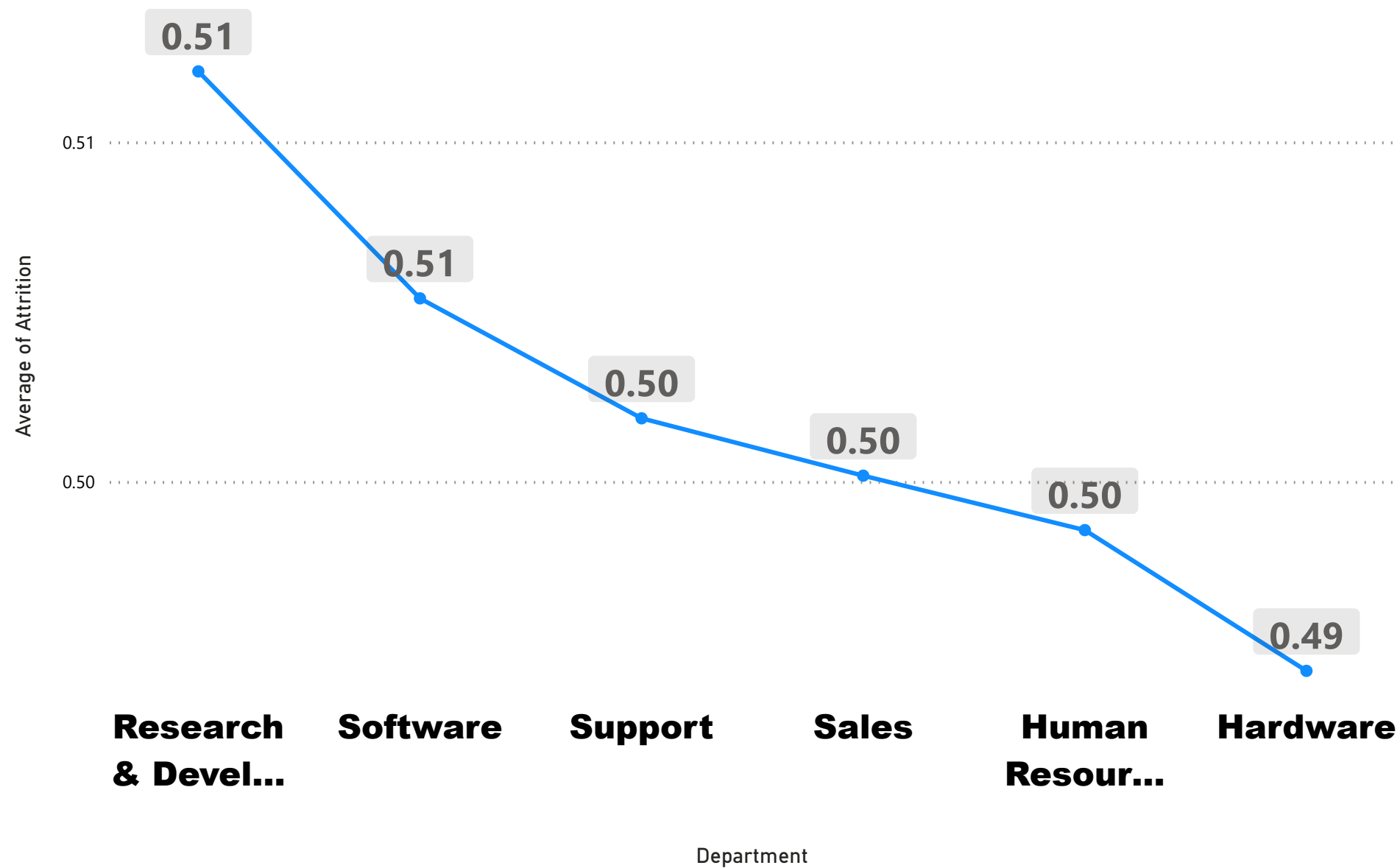Manager
Manufacturing Director
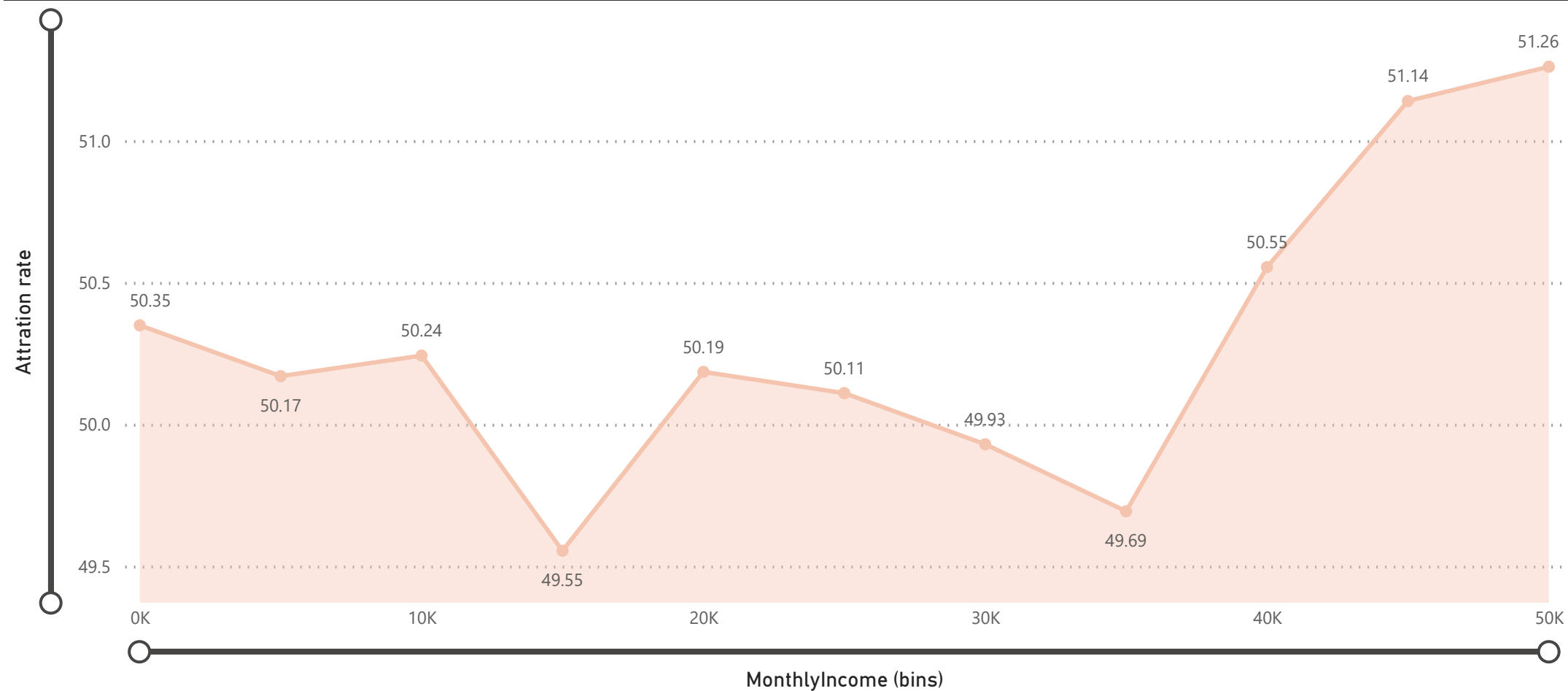Research Director
Research Scientist
Sales Executive

Average Attrition rate for all Departments

Department	Average of Attrition	Average of PercentSalaryHike	Average of EnvironmentSatisfaction	Average of JobInvolvement	Average of Hc
Research & Development	0.51	24.71	2.50	2.52	
Software	0.51	24.64	2.51	2.48	
Support	0.50	24.57	2.50	2.51	
Sales	0.50	24.53	2.51	2.50	
Human Resources	0.50	24.71	2.49	2.52	
Hardware	0.49	24.55	2.48	2.48	
Total	**0.50**	**24.62**	**2.50**	**2.50**	

Average Hourly rate of Male Research Scientist

114.45

0.00   228.89
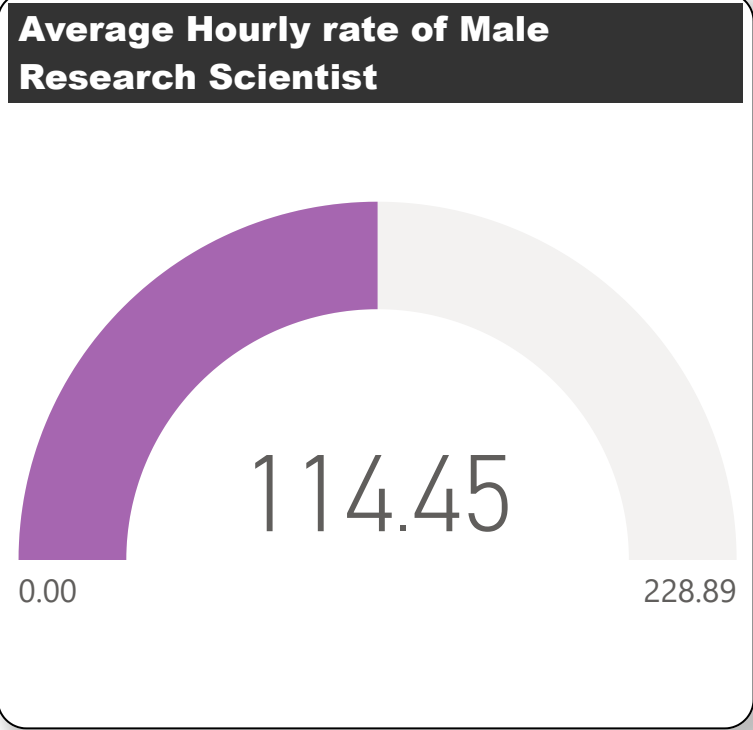
.Attrition rate Vs Monthly income stats

Department wise Avr monthlyincome and Attration rate

● Average of MonthlyIncome (bins) 2 ● Attration rate