

HR Analytics

A Deep Dive into Employee
Metrics and Attrition Rates

Introduction

This presentation examines employee demographics, attrition rates, and various factors influencing employee retention.

Employee Overview

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Total Employees

The company is currently tracking a total of 1,470 employees. Understanding the workforce metrics helps in identifying trends and making informed decisions.

Attrition Rate

The attrition rate stands at 16.1%, indicating a concern regarding employee retention. Analyzing this rate is crucial for understanding the underlying causes and implementing strategies for improvement.



Average Employee Metrics

The average age of employees is 37 years, which indicates a moderately experienced workforce. The average salary is ₹ 7,000, reflecting a relatively consistent salary distribution across various roles. Employees tend to stay with the company for an average of 7 years, which highlights the company's ability to retain staff but also points to potential issues with newer employees leaving.

Attrition Analysis

Gender and Age Impact

Attrition varies between genders, with 123 male employees and 66 female employees leaving the company. Younger employees aged 18-25 show the highest attrition rate at 36%, indicating they may be leaving due to job dissatisfaction or limited career opportunities. The stability appears greater in the 26-35 age group, while older employees also show lower attrition, possibly due to retirement considerations.



Education Level Insight

The attrition rate is highest among employees with a background in Human Resources (26%). This suggests potential dissatisfaction or pressure in this role. Technical degree holders and marketing professionals also report higher attrition rates, prompting a review of work conditions or career opportunities within these fields to enhance retention.

Salary and Tenure Effects

Employees earning up to ₹5,000 exhibit the highest attrition levels, suggesting dissatisfaction with compensation. Moreover, the first year of employment sees the greatest number of departures (50 employees), underscoring the importance of improving onboarding processes and ensuring expectations are met for new hires. Attrition stabilizes after the first year, indicating potential for long-term retention.

Conclusions

The analysis reveals that employee retention challenges are multifaceted, relating to gender, age, educational background, and salary. Addressing these areas, particularly for younger employees and those in lower salary brackets, is essential for improving overall attrition rates and fostering a more stable workforce.

Thank you!

Do you have any questions?

