

HR Analytics Report

Summary

This report presents an analysis of employee attrition trends based on data visualized in the HR Analytics Dashboard. The primary focus is to uncover patterns related to attrition rates across job roles, education levels, age groups, salary brackets, and tenure at the company. These insights help inform strategies for retention, engagement, and workforce planning.

Detailed Insights

- What is the overall attrition rate?
→ Out of 1473 employees, 237 have left the company, resulting in an overall attrition rate of approximately 16%. This is a moderate level that may warrant strategic interventions, especially in specific departments or roles with higher rates.
- Which job roles experience the highest attrition?
→ Laboratory Technicians (62), Sales Executives (57), and Research Scientists (47) account for the highest attrition counts. This may reflect high work pressure, competitive market dynamics, or limited career growth opportunities in these roles.
- 3. How does attrition vary by education level?
→ Employees with a Bachelor's degree form the largest group of those who left (~37.55%), followed by Master's (~26.58%) and Below College (~14.77%). Higher attrition among graduates may indicate they are actively exploring better opportunities or face mismatched expectations.
- 4. What age group has the highest attrition?
→ Employees aged 26–35 show the highest attrition. This group is typically early-career professionals seeking rapid growth, and may be more inclined to switch jobs for better roles or compensation.
- 5. Is salary a key factor in attrition?
→ The highest attrition is observed in the 5k–10k and 10k–15k salary ranges. While those earning below 5k also show notable attrition, it suggests salary dissatisfaction plays a significant role, especially among mid-level earners.

- 6. What trends are seen with years at the company?
→ Attrition peaks within the first 5 years of employment. This pattern indicates that retaining new hires and improving early employee experience should be a strategic priority for HR.
- 7. Are there gender differences in attrition?
→ The dashboard shows slightly higher attrition among males, but both genders reflect a need for improved engagement. This insight can be used to promote inclusive retention strategies.
- 8. Which departments are most affected?
→ Departments like Research & Development and Sales are most impacted by attrition. These departments likely have dynamic roles and higher expectations, suggesting a need for better support and career development pathways.

Key Insights

- Laboratory Technicians and Sales Executives are at the highest risk of turnover.
- Early-career professionals (age 26–35) are the most likely to leave.
- Bachelor's degree holders and mid-income earners are key groups driving attrition.
- Attrition is highest within the first 5 years of employment, indicating onboarding and early engagement are critical.
- Sales and R&D departments require focused retention initiatives.

Recommendations

- Implement structured onboarding and mentorship programs for new hires.
- Create clearer growth paths for technical and sales roles.
- Conduct stay interviews with early-career employees to understand pain points.
- Review compensation strategies for mid-income earners to improve satisfaction.
- Offer targeted career development for graduate-educated employees.
- Use pulse surveys to detect early signs of disengagement across departments.