

# HR ANALYTICS DASHBOARD - Insights Report

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## 1. Overall Summary

- Overall Employees: 1,470
- Attrition Count: 237
- Attrition Rate: 16.12%
- Average Age: 37 years
- Average Salary: \$6.5K
- Average Tenure: 7.01 years

## 2. Attrition by Age

- Highest attrition in the 26–35 age group (116 employees).
- Followed by 18–25 (44) and 36–45 (43).
- Indicates younger professionals are more likely to leave.

## 3. Attrition by Salary Slab

- Upto \$5K: 163 employees (~69% of total attrition).
- Strong correlation between low salary and high attrition.

## 4. Attrition by Education Field

- Life Sciences (38%) and Medical (27%) dominate attrition.
- Followed by Marketing (15%) and Technical Degrees (14%).

## 5. Attrition by Gender

- Male: 148 attritions
- Female: 84 attritions
- Male employees show higher turnover.

## **6. Attrition by Years at Company**

- Peak attrition in Year 1 (73) and Year 2 (68).
- Drop-off after Year 3; another spike at Year 6 (31).

## **7. Attrition by Job Role**

- Laboratory Technician: 62
- Sales Executive: 57
- Research Scientist: 47
- Sales Representative: 33
- Human Resources: 12
- Sales and Technical roles have the highest attrition.

## **8. Employee Reviews**

- Most attrition occurred among employees with performance ratings of 1 to 3.
- Few top-rated employees (rating 4) left the organization.

## **9. Strategic Insights & Recommendations**

1. Improve onboarding and early-career engagement to reduce Year 1–2 attrition.
2. Review compensation strategy, especially for low-salary brackets.
3. Address workload, support, or growth opportunities in Sales and Technical roles.
4. Focus on retaining younger employees who are more likely to leave.
5. Tailor retention strategies by department and role.