Objective

Help an organization to improve employee performance and improve employee retention(reduce attrition) by creating a HR ANALYTICS DASHBOARD

HR ANALYTICS DASHBOARD

| Human Resources | Research & Development | Sales |

Attrition By Gender

Male	Female
126	66

Overall Employees	Attrition	Attrition Rate	Avg Age	Avg Salary	Years at Company
1413	229	16.2%	37	6.5K	7.0

Attrition By Educaion

- Other 5%
- Technical Degree 14%
- Life Sciences 38%
- Marketing 15%
- Medical 25%

Attrition By Age

26-35	18-25	36-45	46-55	55+
111	43	41	26	8
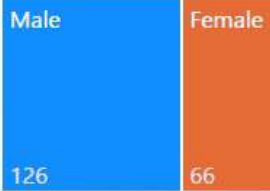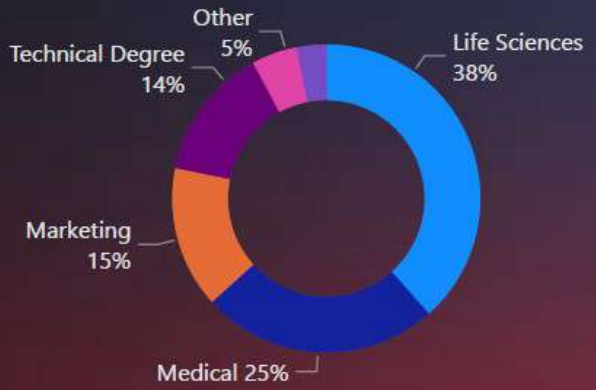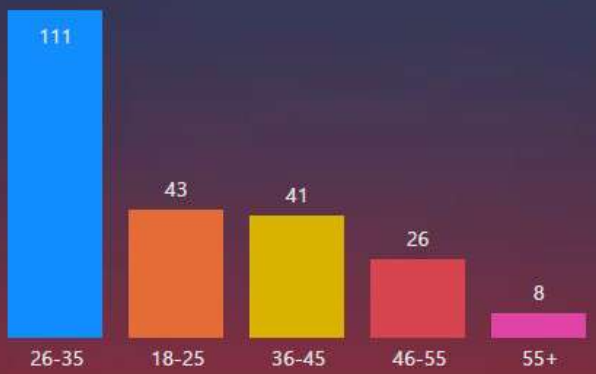
JobRole	1	2	3	4	Total
Sales Representative	7	10	9	7	33
Sales Executive	16	9	18	12	55
Research Scientist	11	10	14	9	44
Research Director	0	1	1	0	2
Manufacturing Director	2	2	3	2	9
Manager	1	2	1	1	5
Laboratory Technician	18	8	21	13	60
Human Resources	5	2	3	2	12
Healthcare Representative	2	2	1	4	9
Total	**62**	**46**	**71**	**50**	**229**

Attrition By Salary Slab

Upto 5k	158
5k-10k	48
10k-15k	18
15k+	5
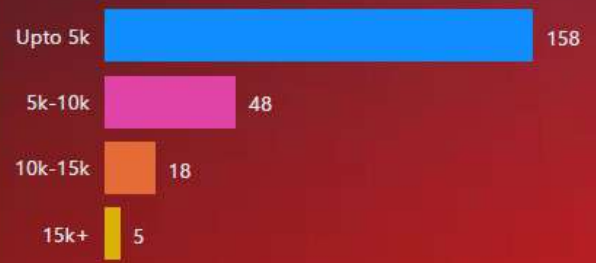
Attrition By Years At Company

49, 16, 16, 17, 7, 9, 2
0, 5, 10

Attrition By Job Role

| Laboratory Technician | 60 |
Sales Executive	55
Research Scientist	44
Sales Representative	33
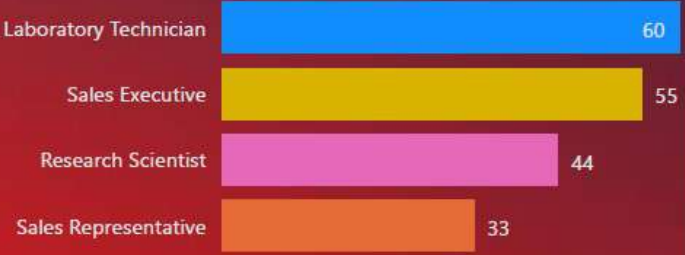
Insight

- Identified key factor to reduce attrition
- Improved the hiring process
- Improved the employee experience
- Made workforce more productive
- Gained employee trust