

HR Attrition Analysis

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- Attrition Analysis
- Demographic Analysis
- Satisfaction & Involvement Analysis
- Career & Progression Analysis
- Compensation & Benefit Analysis
- Geographical Analysis
- Insights & Suggestions
- Thank You

Peddi Praharshita

Key Performance Indicators

1470

Total Employee

16.12%

Attrition Rate

15.21

Avg Percent Salary Hike

2.73

Avg Job Involvement

2.72

Avg Environment Satisfaction

Employee Analysis

1470

Total Employee

2.73

Avg Job Involvement

15.21

Avg Percent Salary Hike

16.12%

Attrition Rate

2.72

Avg Environment Satisfaction

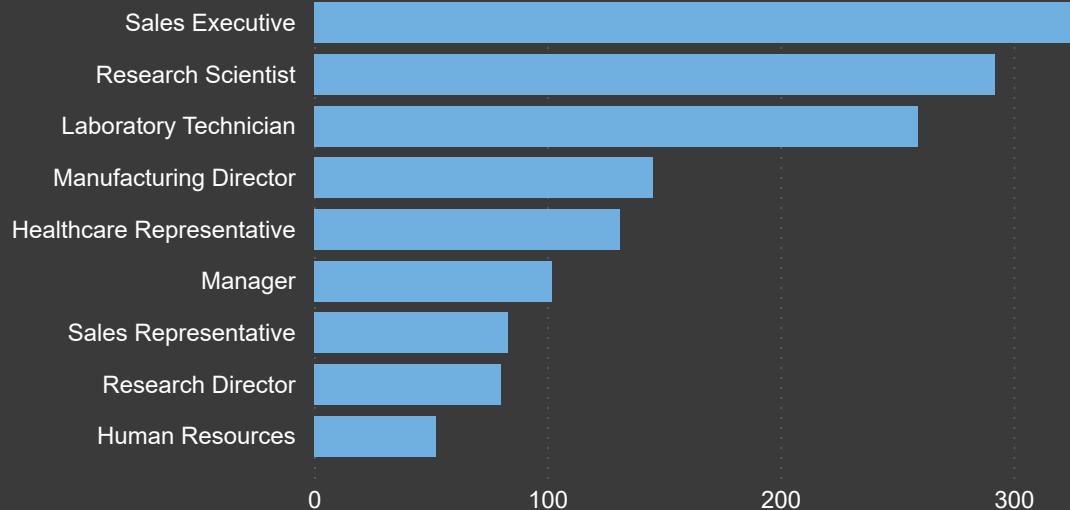
PerformanceRating

All

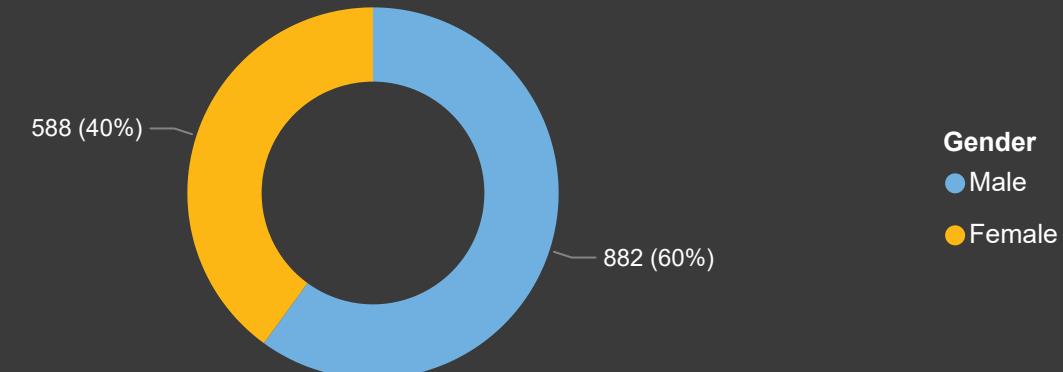
Gender

All

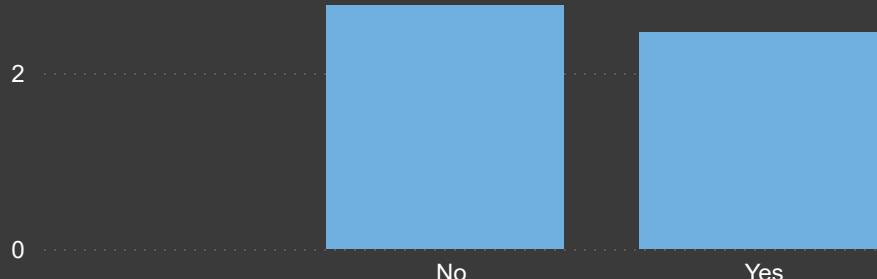
Total Employee by Job Role



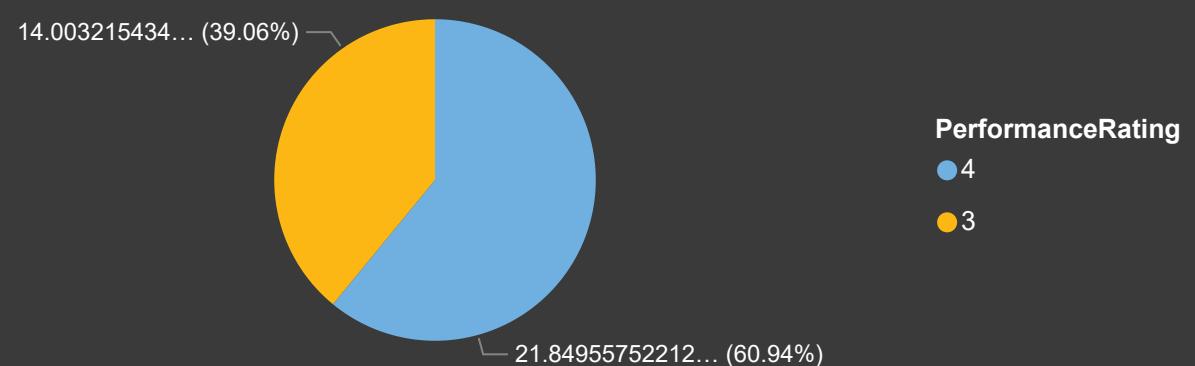
Total Employee by Gender



Average Environment Satisfaction by Attrition



Average Percent Salary Hike by PerformanceRating



Attrition Analysis

16.12%
Attrition Rate

OverTime

All

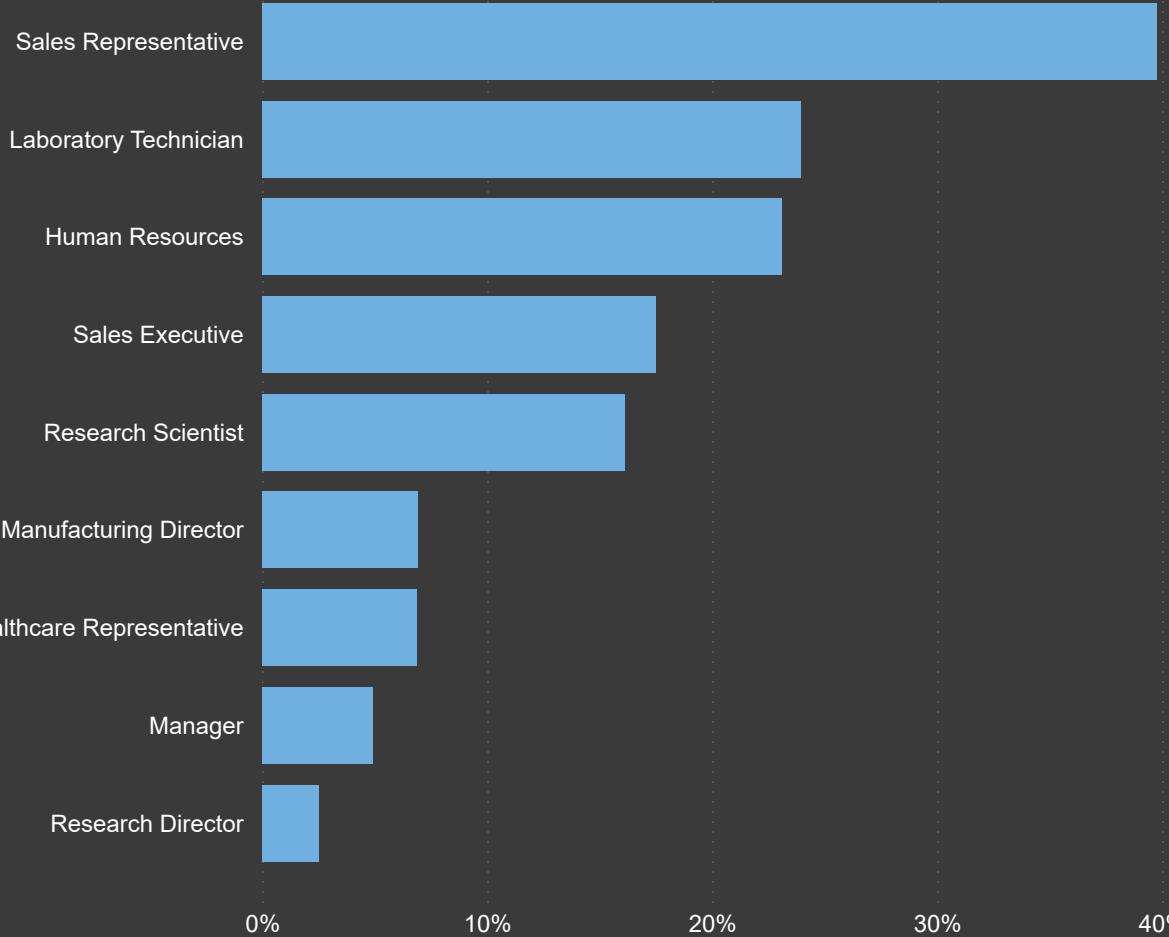
EducationField

All

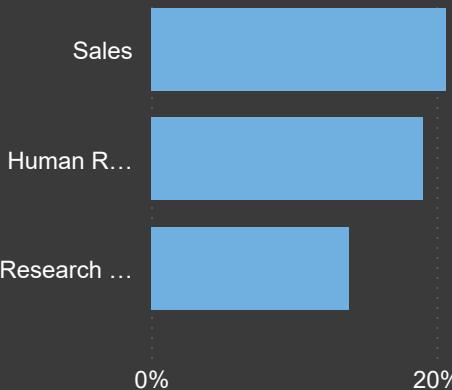
MaritalStatus

All

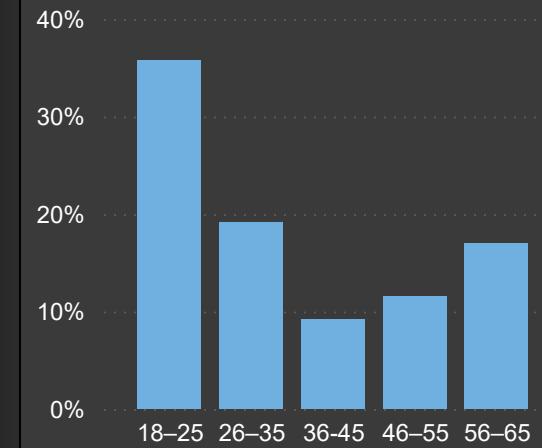
Attrition Rate by Job Role



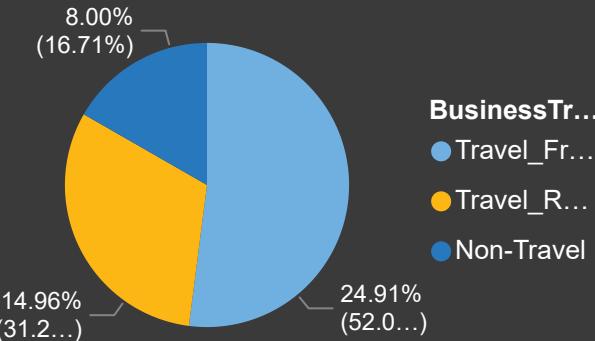
Attrition Rate by Department



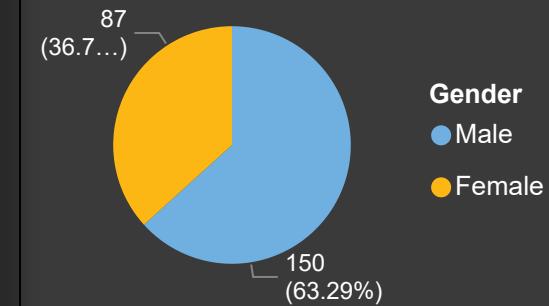
Attrition Rate by Age Group



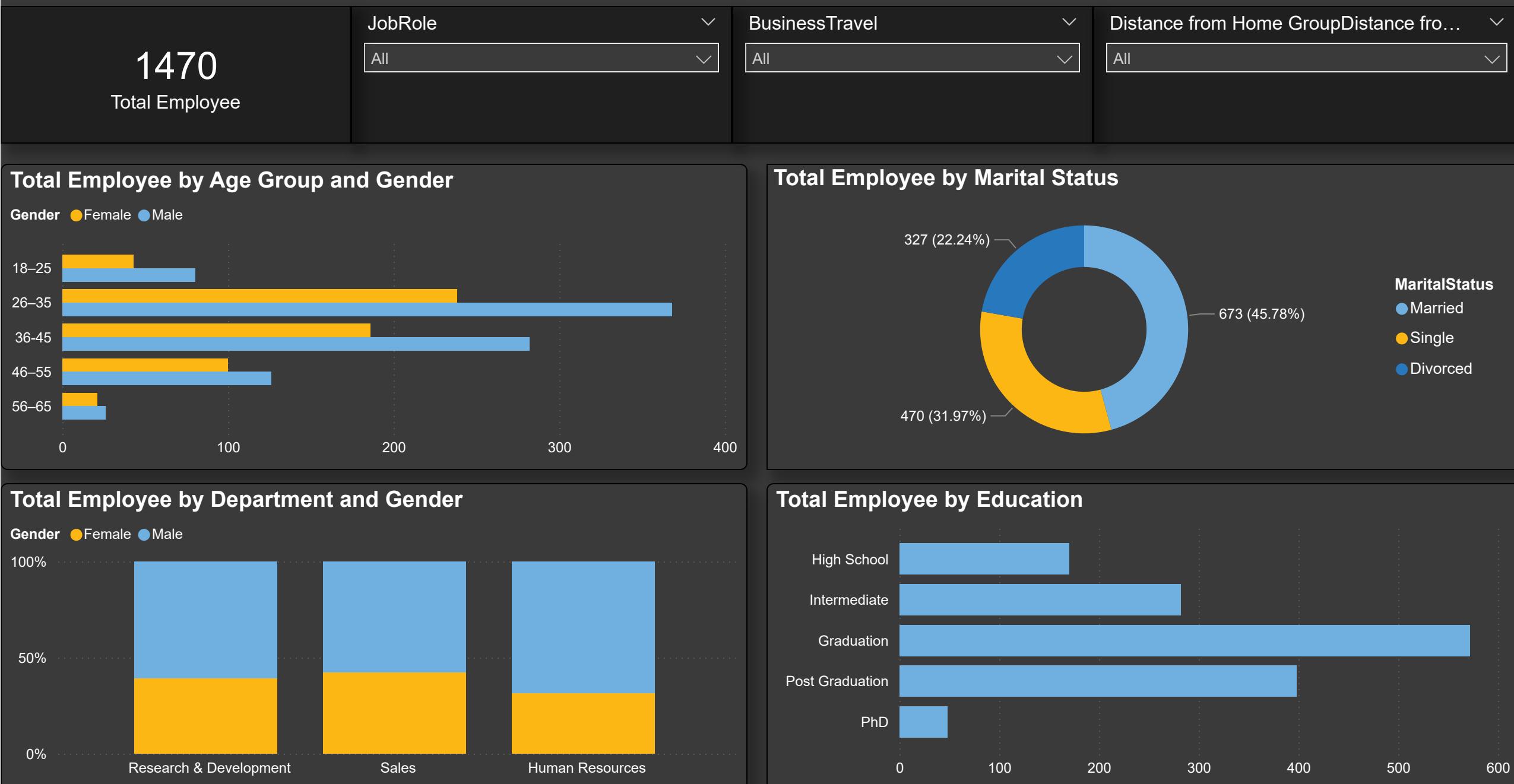
Attrition Rate by BusinessTravel



Attrition Rate(Yes) by Gender



Demographic Analysis



Satisfaction & Involvement Analysis

2.72

Avg Environment Satisfaction

2.73

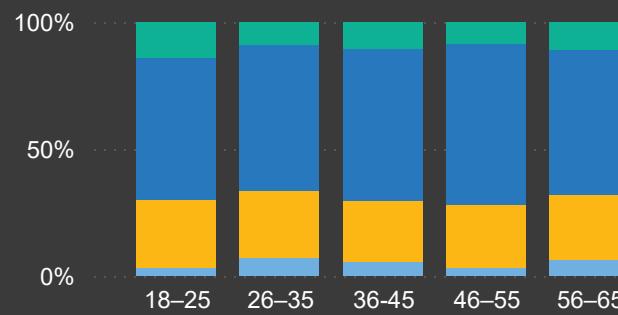
Avg Job Involvement

Gender ▾ JobRole ▾ Overtime ▾ BusinessTravel ▾ MaritalStatus ▾

All All All All All

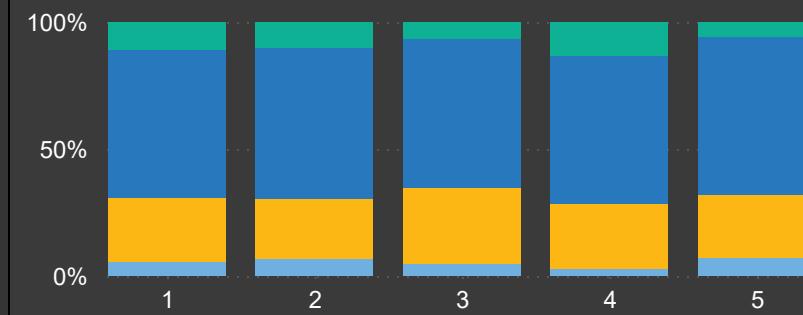
Total Employee by Age Group and Job Involvement

JobInvolvement ● 1 ● 2 ● 3 ● 4



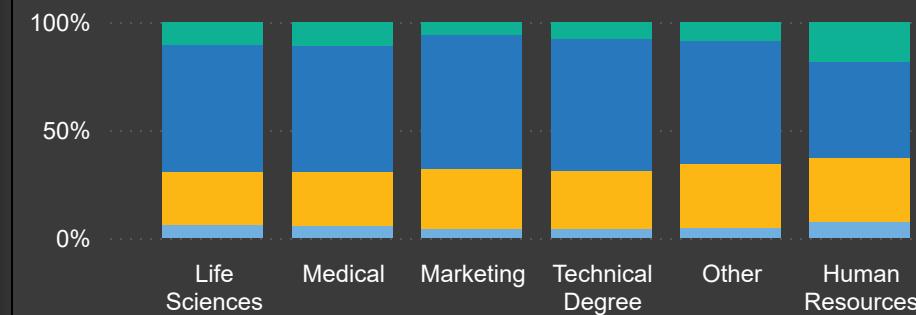
Total Employee by Job Level and Job Involvement

JobInvolvement ● 1 ● 2 ● 3 ● 4



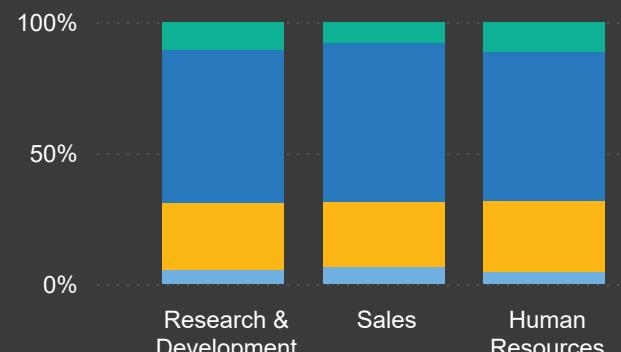
Total Employee by Education Field and Job Involvement

JobInvolvement ● 1 ● 2 ● 3 ● 4

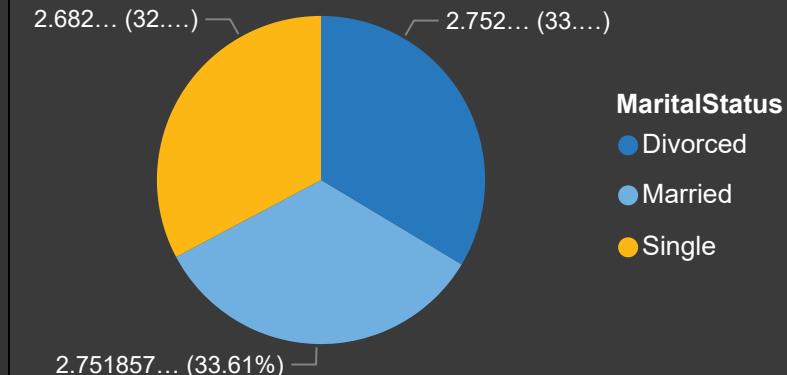


Total Employee by Department and Job Involvement

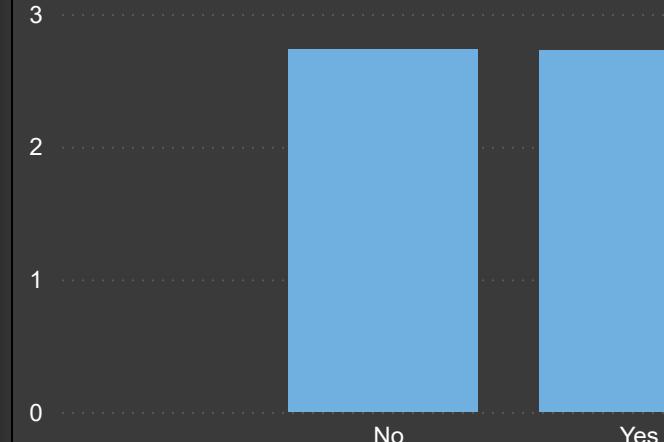
JobInvolvement ● 1 ● 2 ● 3 ● 4



Avg Job Involvement by Marital Status



Avg Job Involvement by Over Time

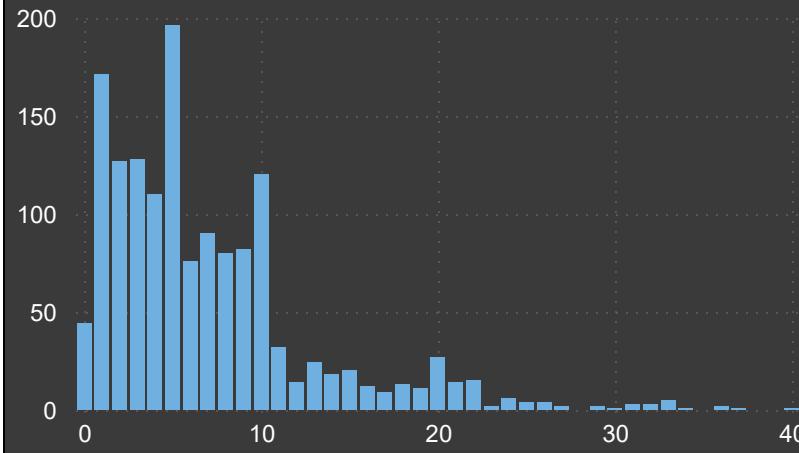


Career Progression Analysis

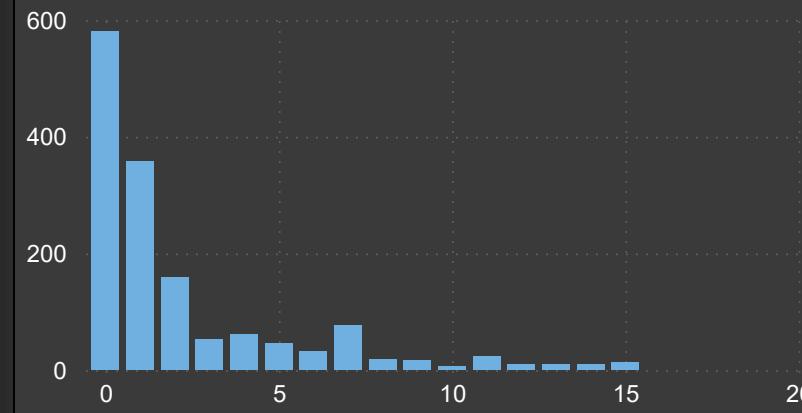
OverTime ▾ Age Group ▾ JobRole ▾ Gender ▾

All ▾ All ▾ All ▾ All ▾

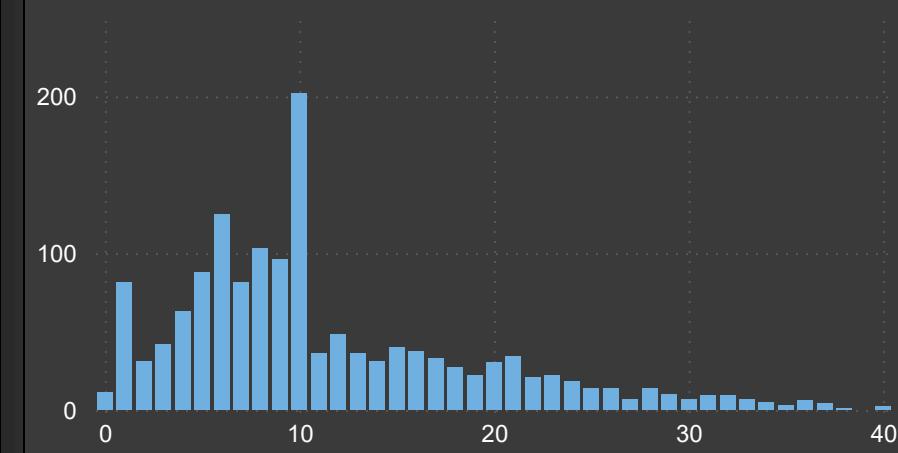
Total Employee by Years At Company



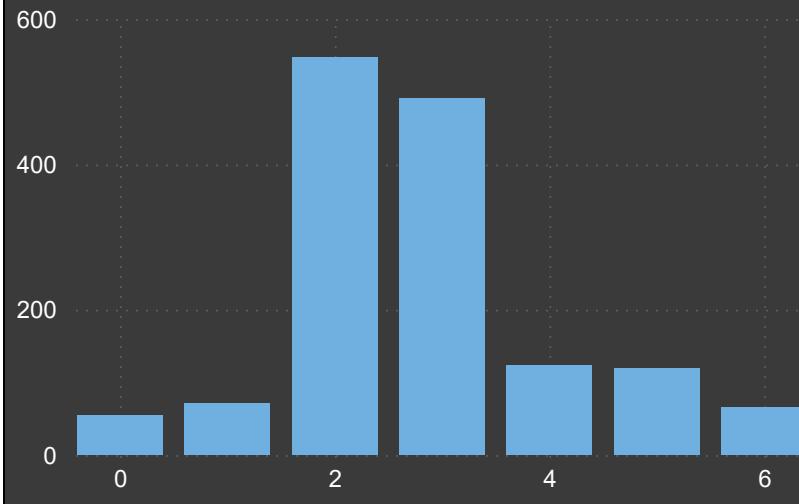
Total Employee by Years Since Last Promotion



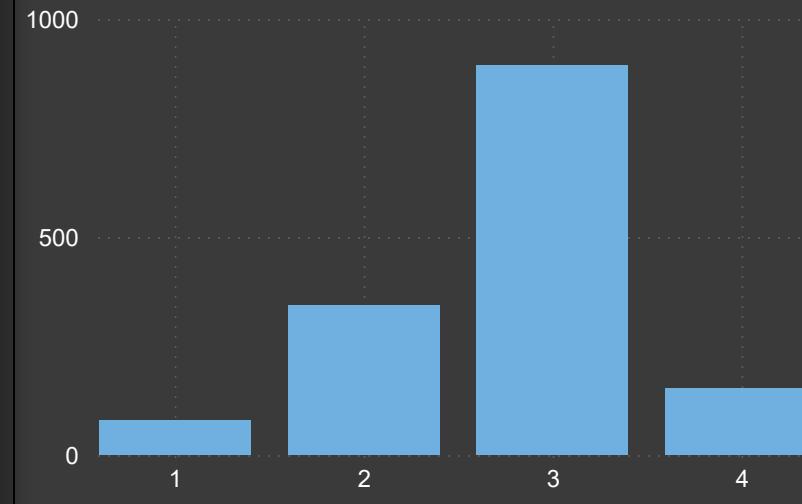
Total Employee by Total Working Years



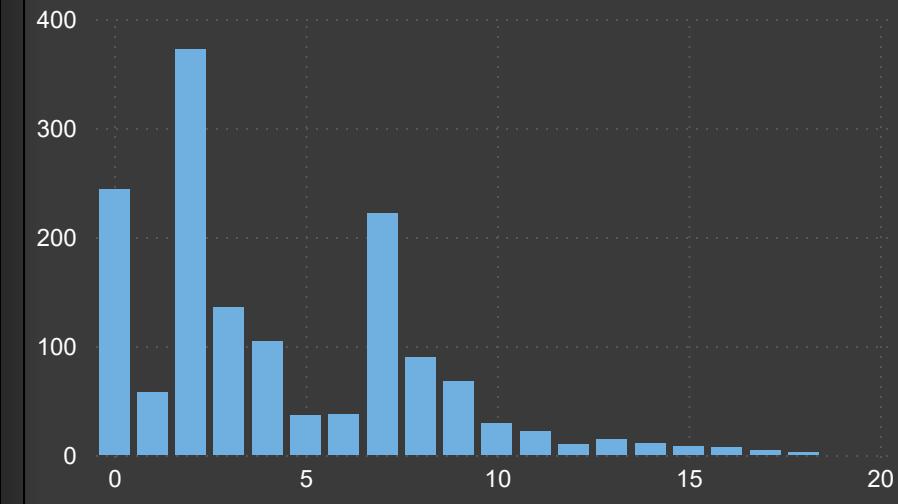
Total Employee by Training Times Last Year



Total Employee by Work Life Balance



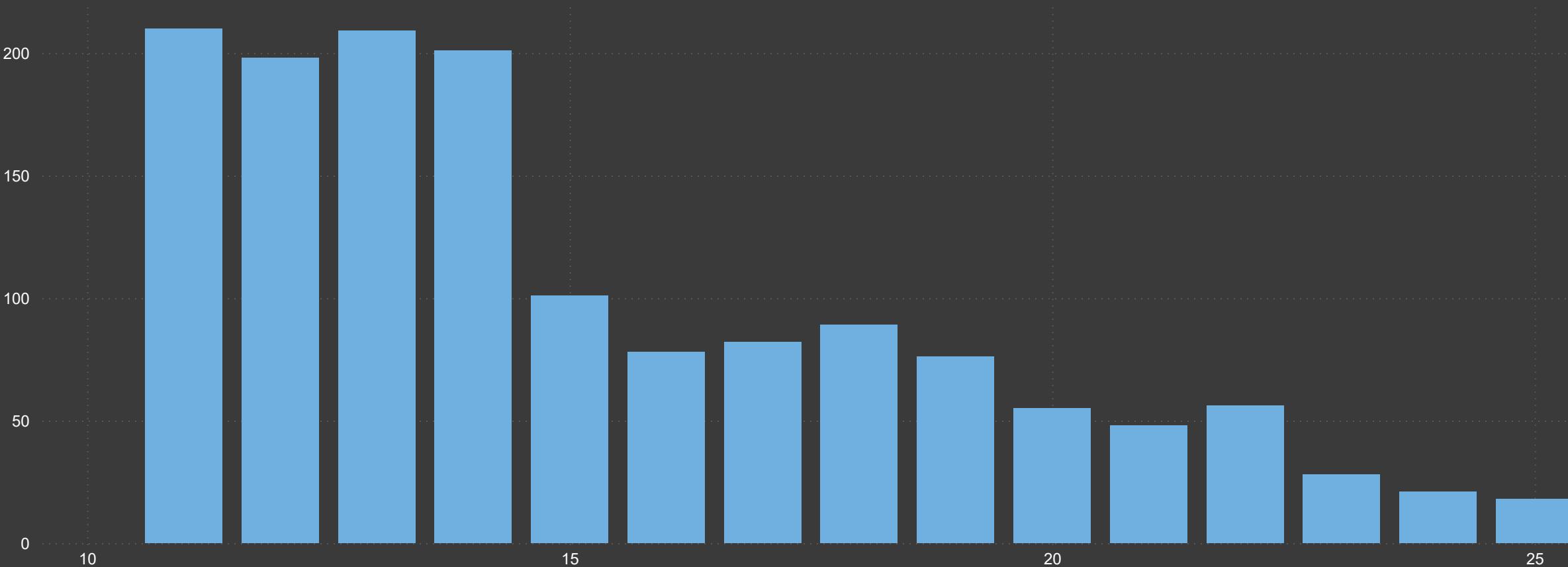
Total Employee by Years In Current Role



Compensation And Benifit Analysis

JobRole	OverTime	EducationField	Gender
All	All	All	All

Total Employee by Percent Salary Hike



Geographical Analysis

Job Satisfaction

1

4

Attrition

No

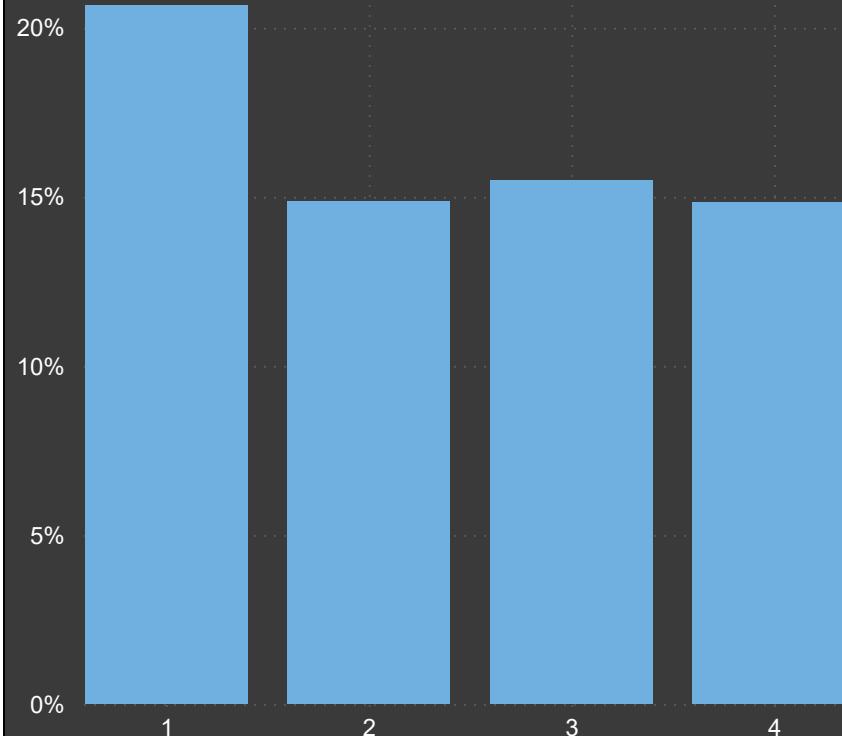
Yes

Gender

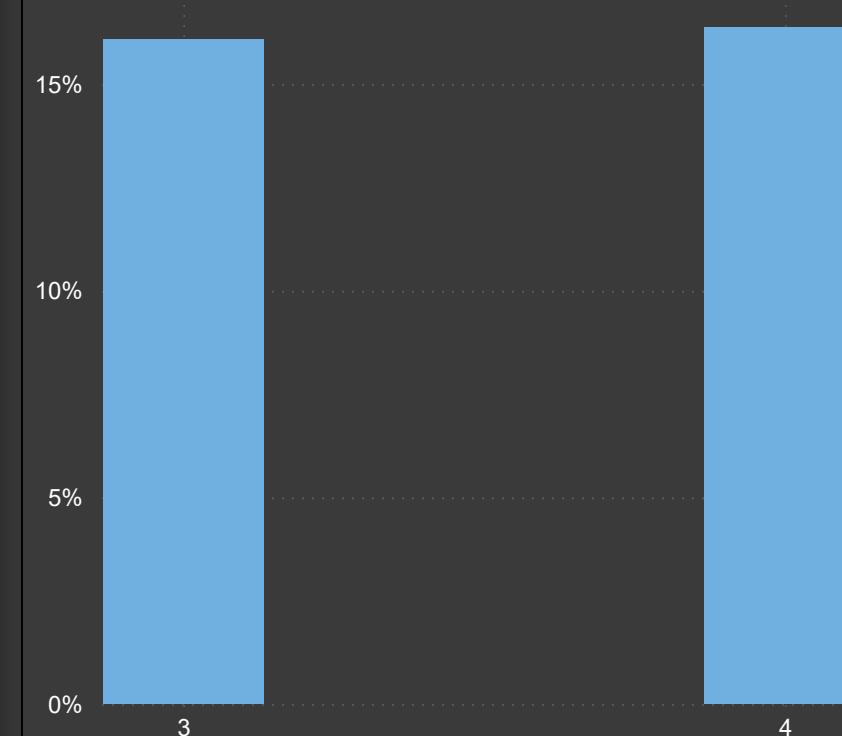
Female

Male

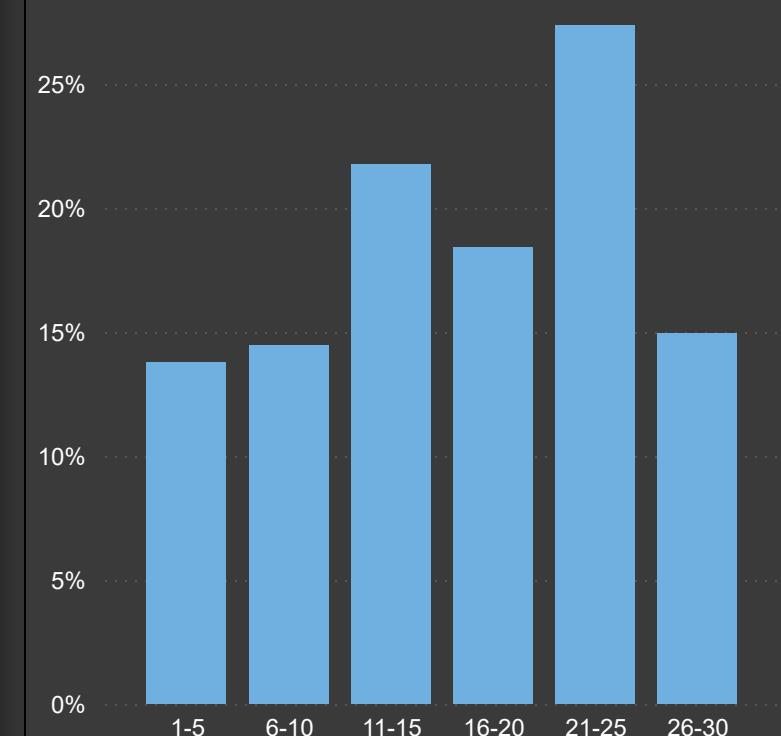
Attrition Rate by Relationship Satisfaction



Attrition Rate by Performance Rating



Attrition Rate by Distance from Home



Insights:

- Sales Representatives show the highest attrition, making it a critical risk role for the organization.
- Employees aged 36–45 form the largest workforce segment, indicating a mid-career dominated workforce.
- Most employees fall in medium-job involvement (level 2 & 3), signaling average engagement across the company.
- Most employees have been in the company less than 5 years, indicating limited long-term retention.
- Majority of employees receive a salary hike between 10–15%, showing a uniform increment structure.
- Employees with poor relationship satisfaction (rating 1) show the highest attrition, making job satisfaction a key retention factor.

Suggestions:

- **Improve career growth paths** — offer faster promotions and learning programs so employees stay longer.
- **Support high-risk roles like Sales & HR** with incentives, mental wellness, and lower workload.
- **Introduce flexible/remote options** to reduce attrition caused by travel and long commutes.
- **Reward top performers fairly** — give differentiated hikes instead of uniform increments.
- **Boost employee engagement** through feedback surveys, recognition, and team activities.

Thank You!

Peddi Praharshita