

# HR Attrition Analysis

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- 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

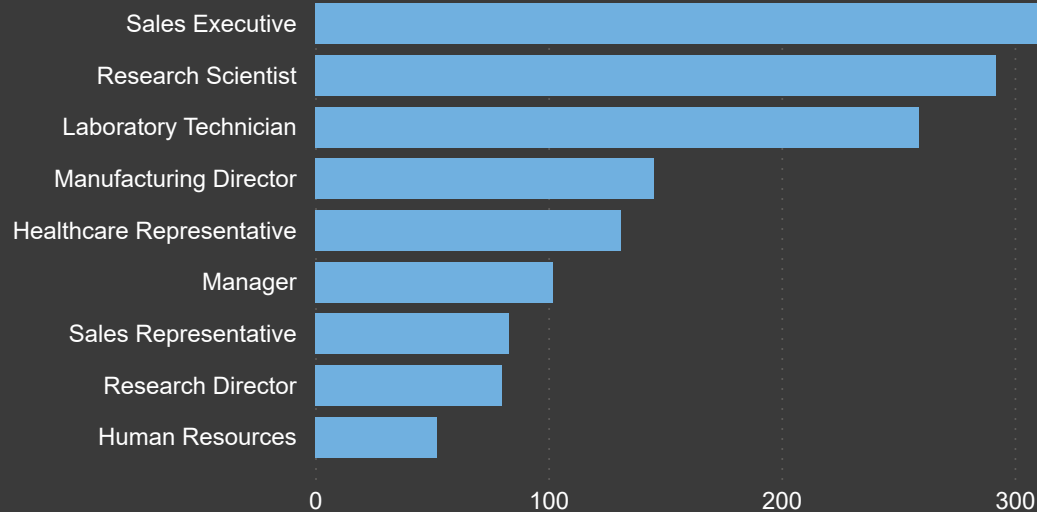
PerformanceRating

All

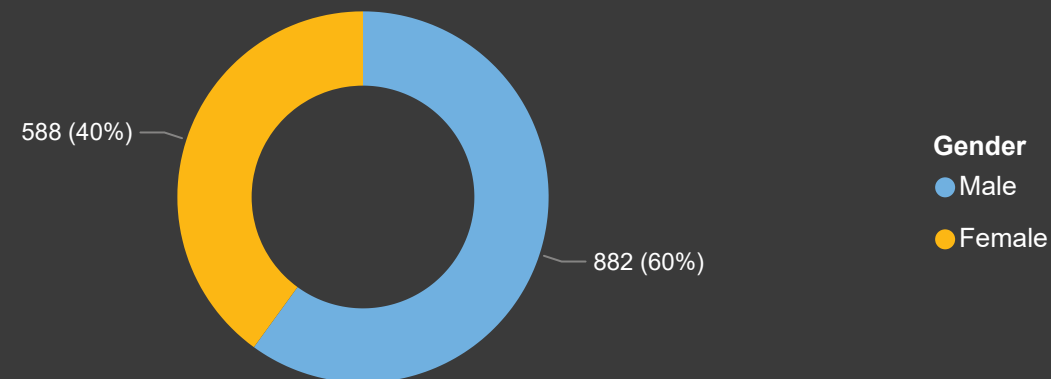
Gender

All

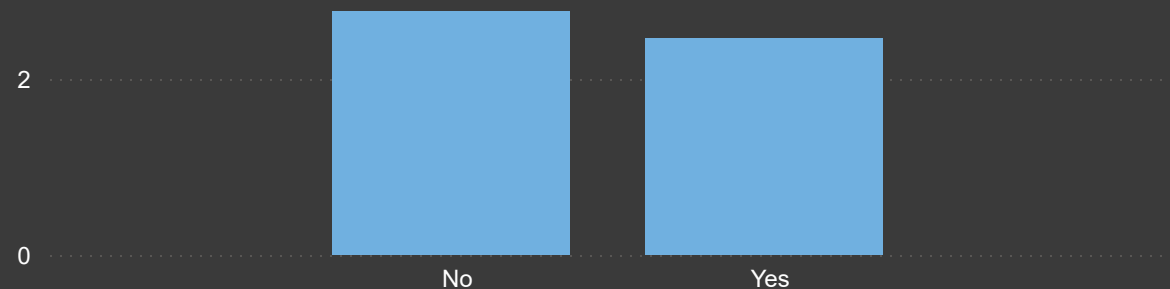
## Total Employee by Job Role



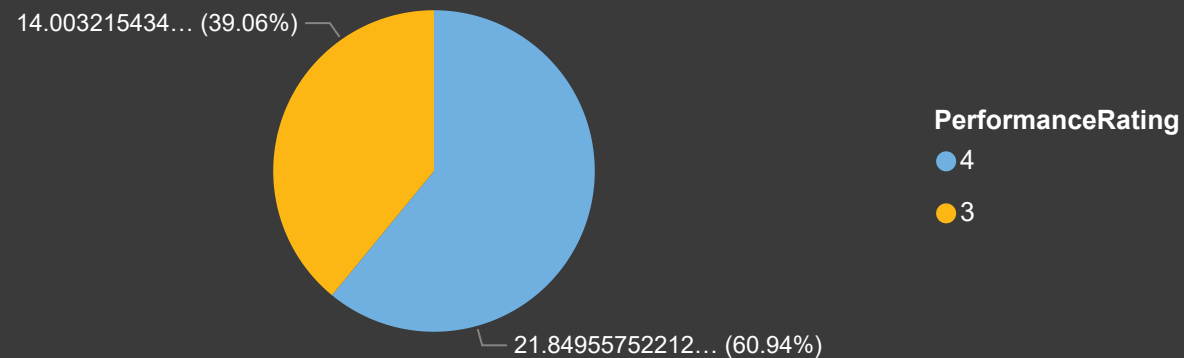
## Total Employee by Gender



## Average Environment Satisfaction by Attrition



## Average Percent Salary Hike by PerformanceRating



# Attrition Analysis

16.12%

Attrition Rate

OverTime

All

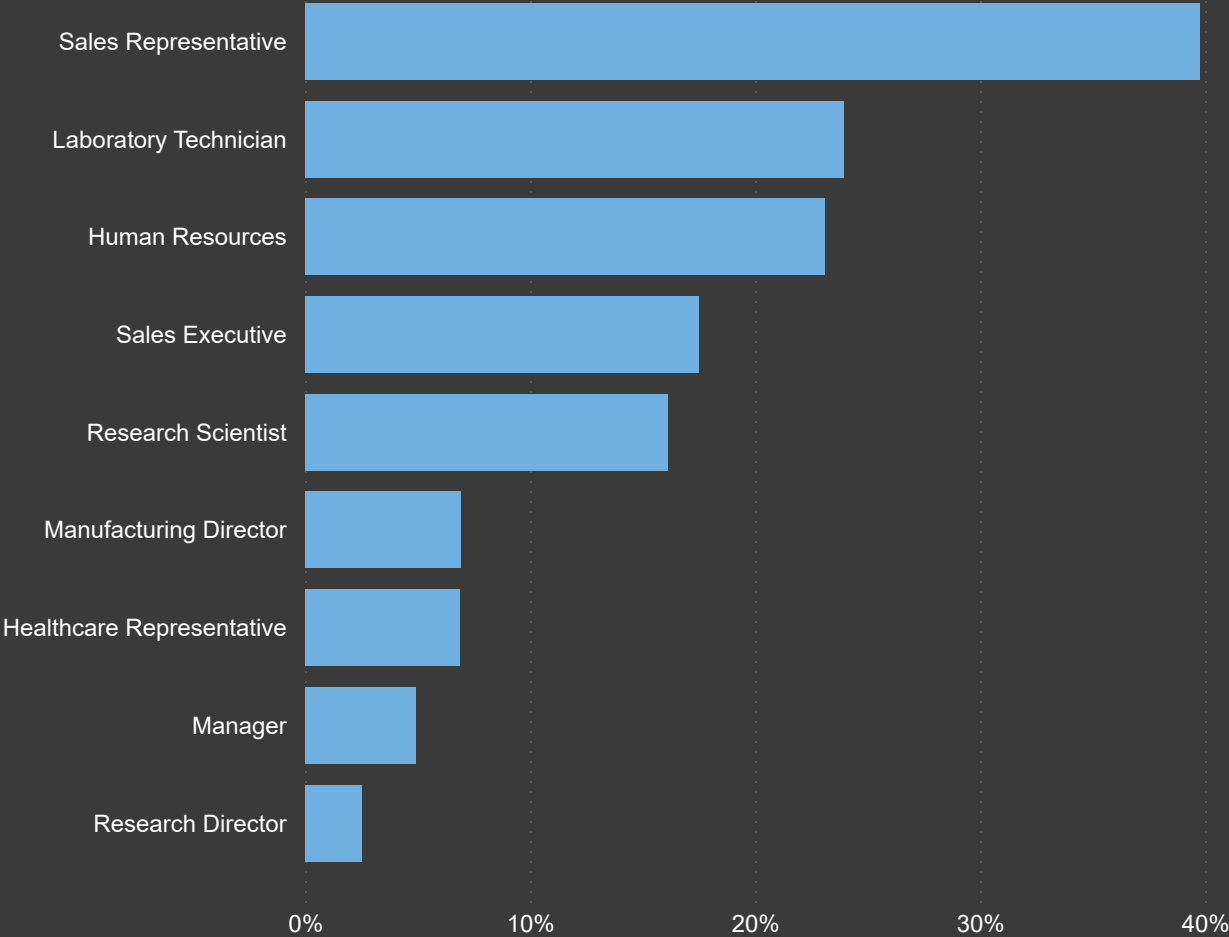
EducationField

All

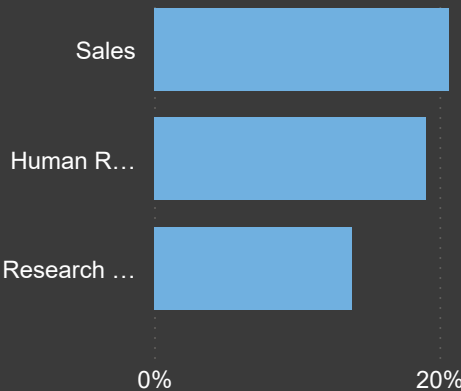
MaritalStatus

All

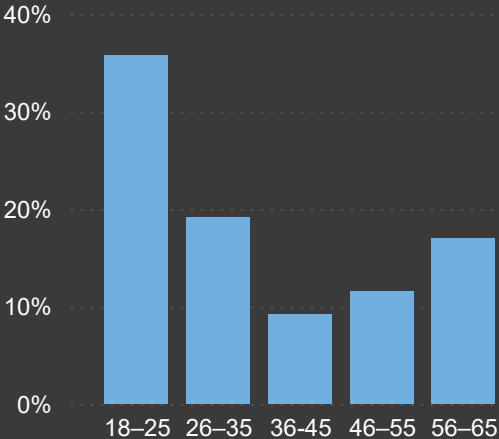
Attrition Rate by Job Role



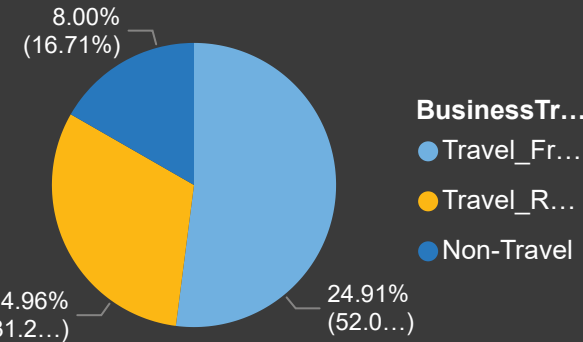
Attrition Rate by Department



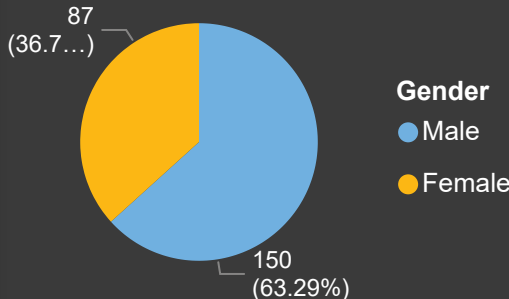
Attrition Rate by Age Group



Attrition Rate by BusinessTravel



Attrition Rate(yes) by Gender



# Demographic Analysis

1470

Total Employee

JobRole

All



BusinessTravel

All



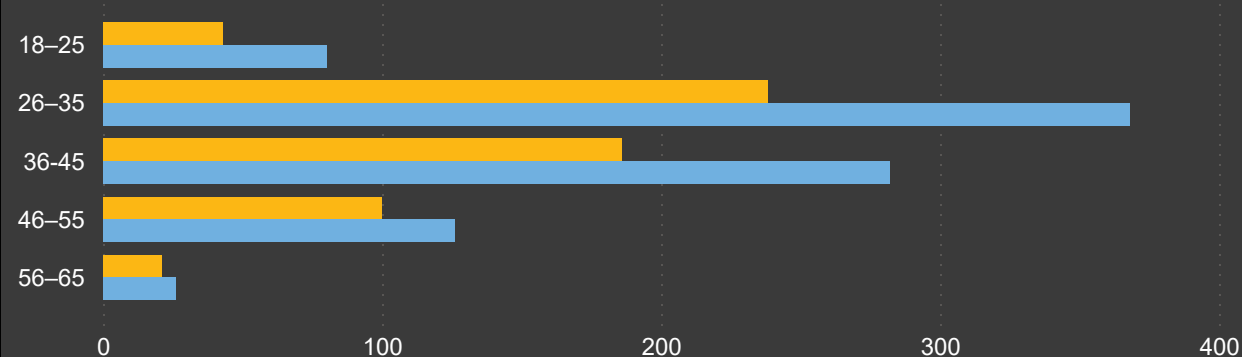
Distance from Home GroupDistance fro...

All

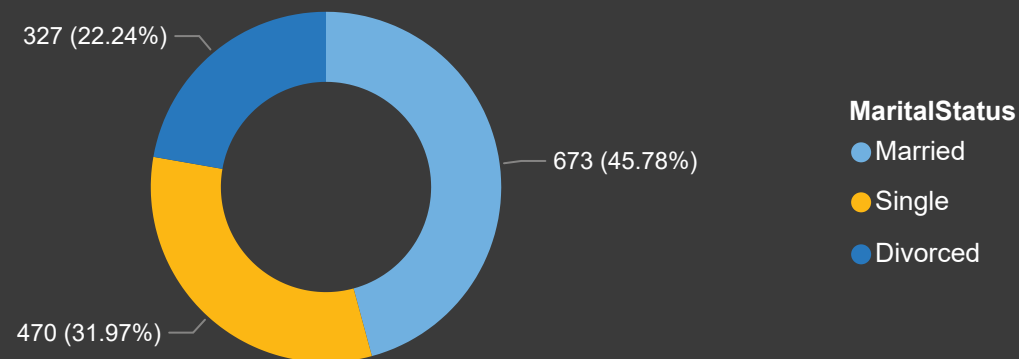


## Total Employee by Age Group and Gender

Gender ● Female ● Male

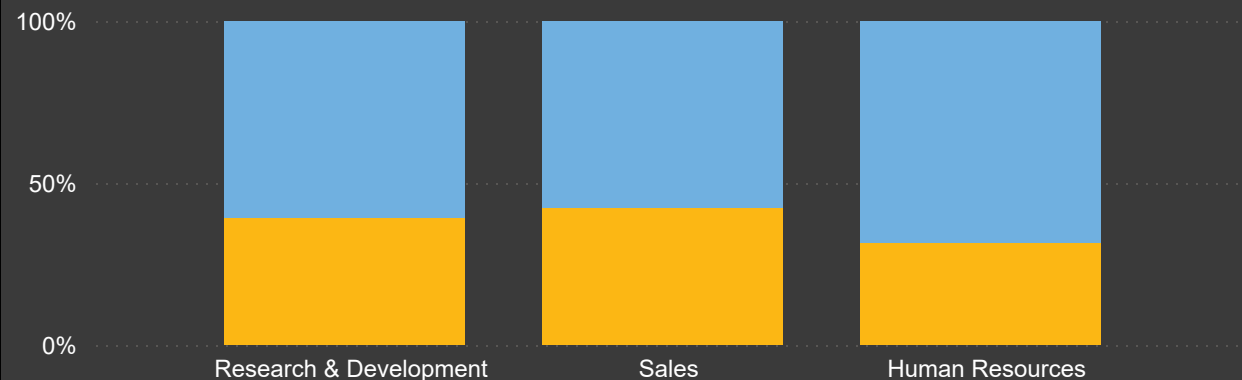


## Total Employee by Marital Status

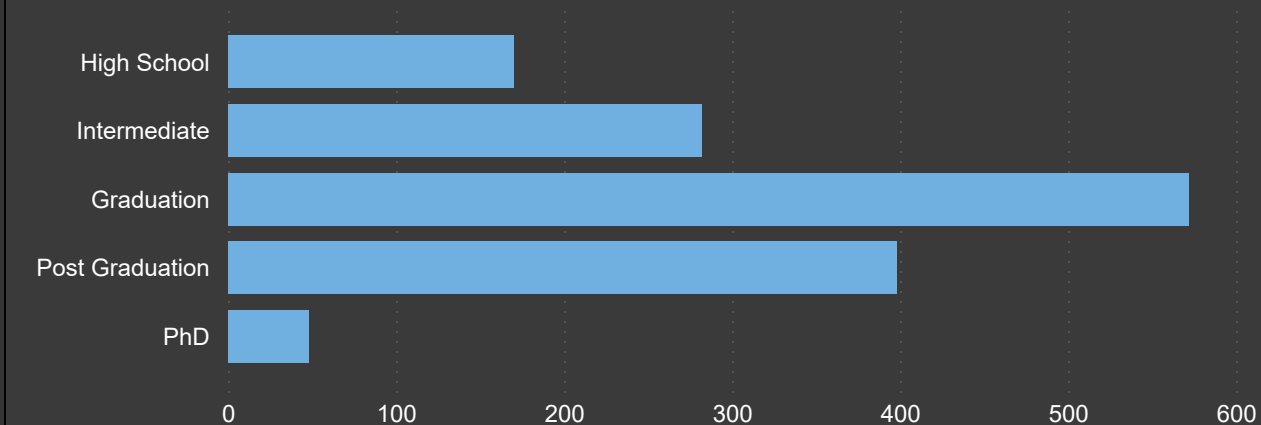


## Total Employee by Department and Gender

Gender ● Female ● Male



## Total Employee by Education



# Satisfaction & Involvement Analysis

2.72

Avg Environment Satisfaction

2.73

Avg Job Involvement

Gender

All

JobRole

All

OverTime

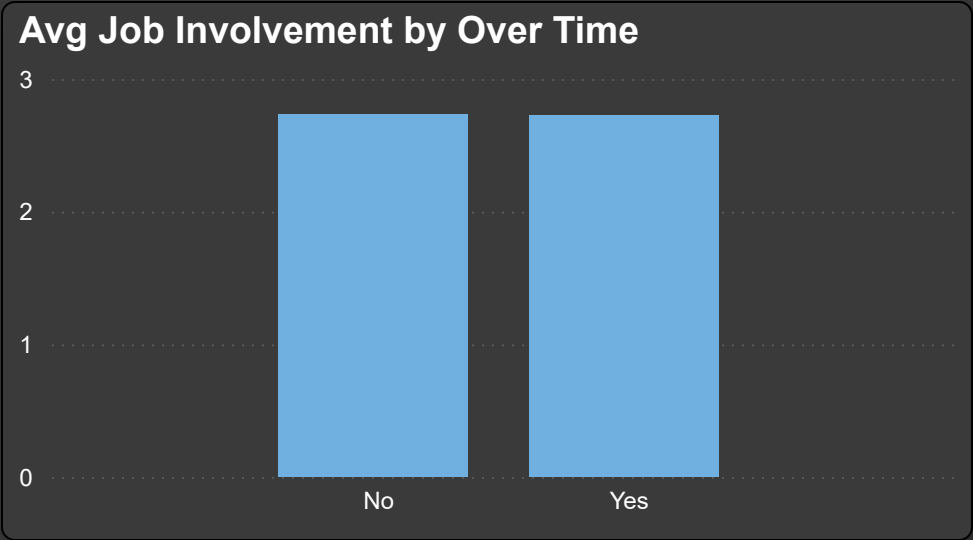
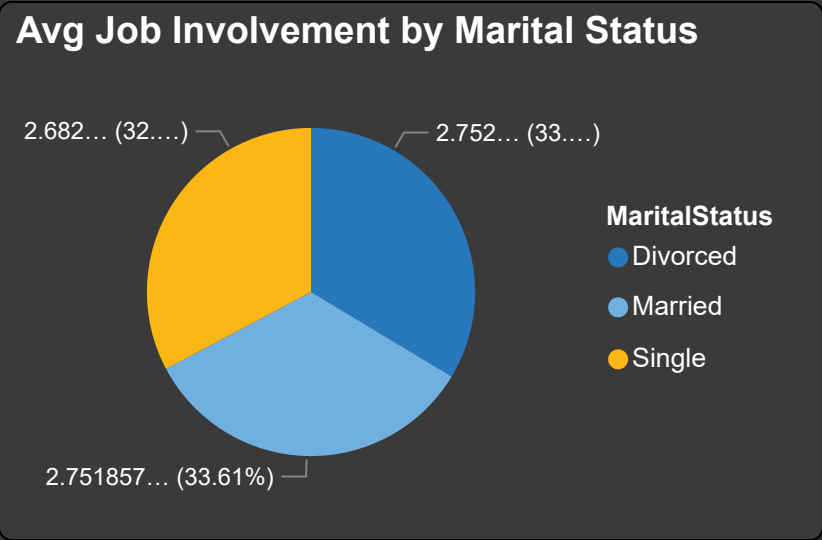
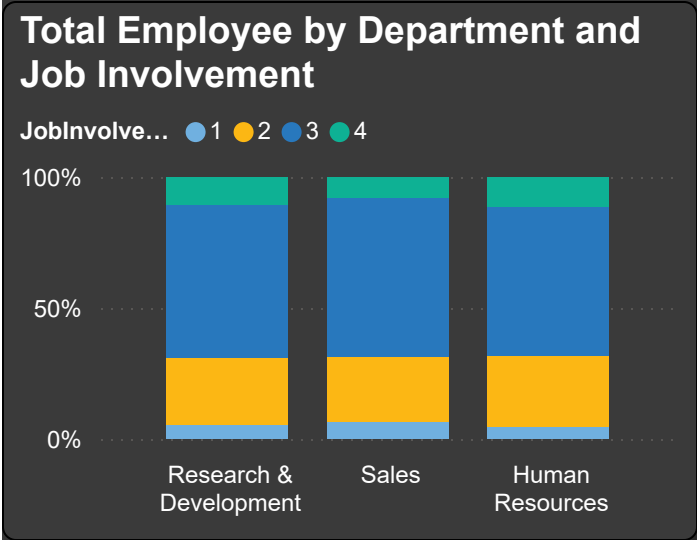
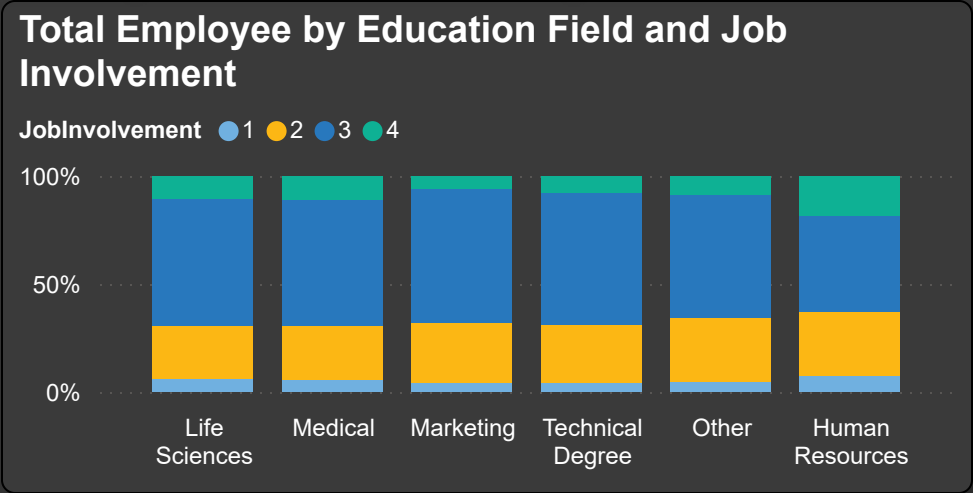
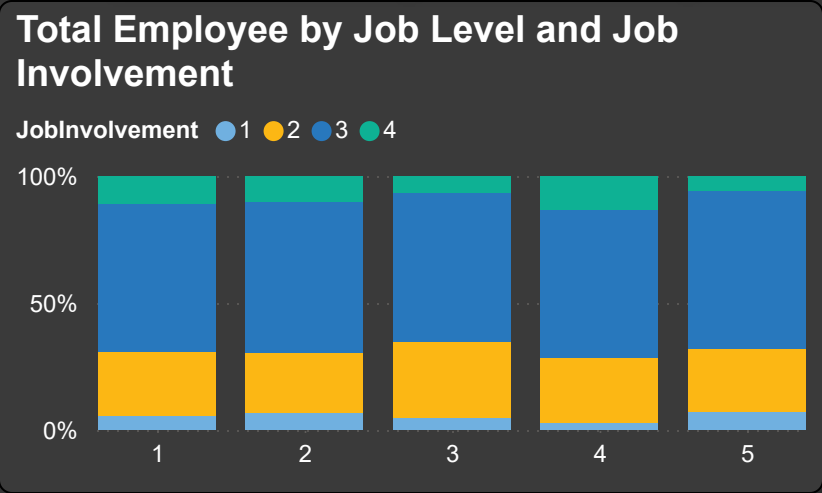
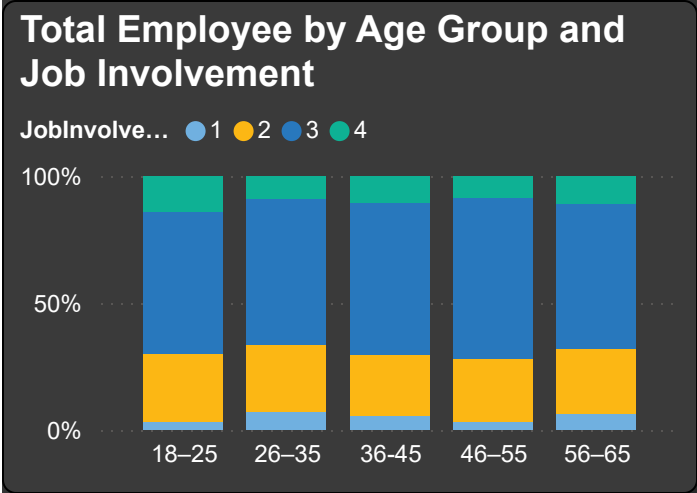
All

BusinessTravel

All

MaritalStatus

All



# Career Progression Analysis

OverTime



Age Group



JobRole



Gender



All



All



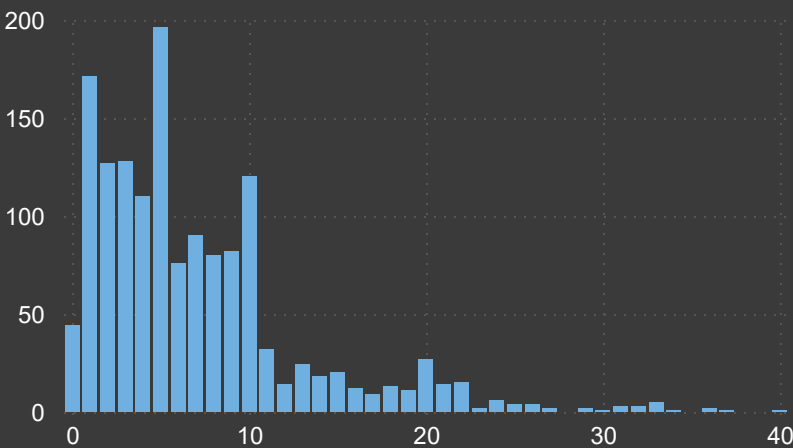
All



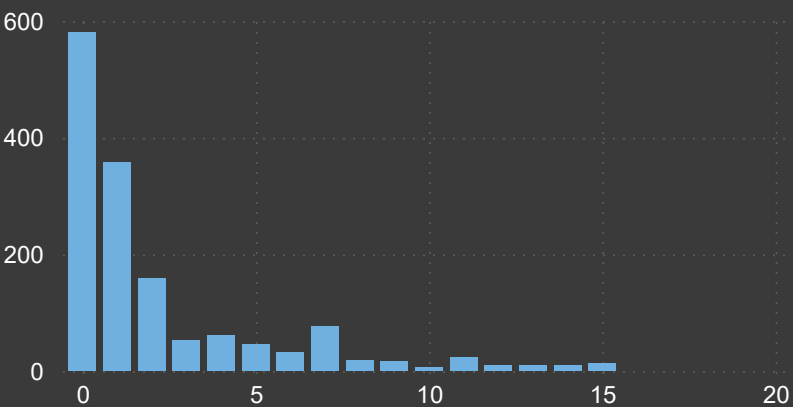
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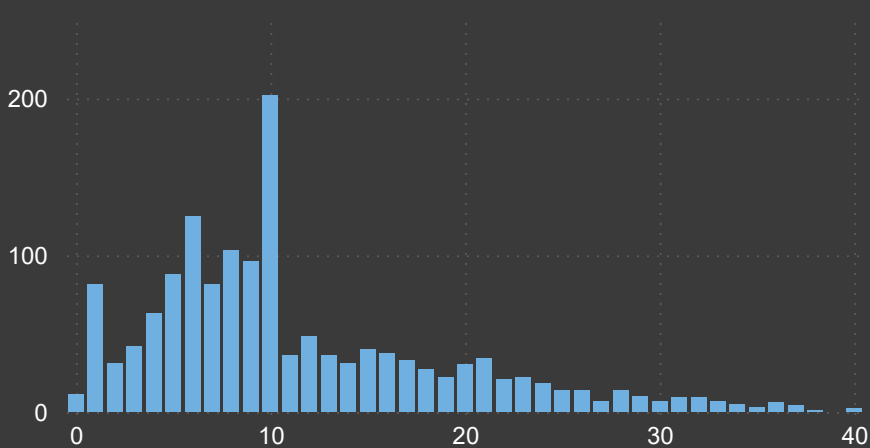
Total Employee by Years At Company



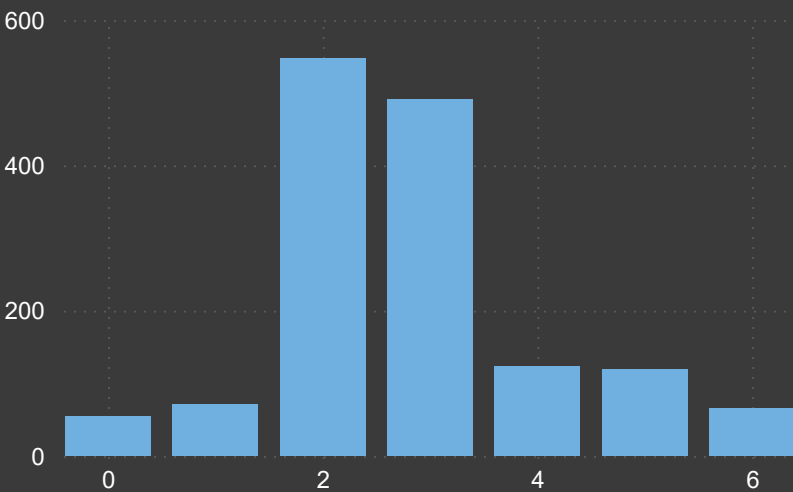
Total Employee by Years Since Last Promotion



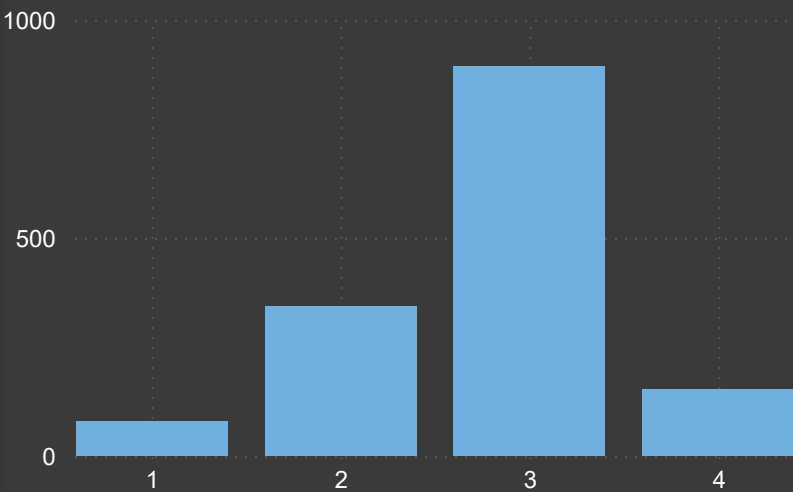
Total Employee by Total Working Years



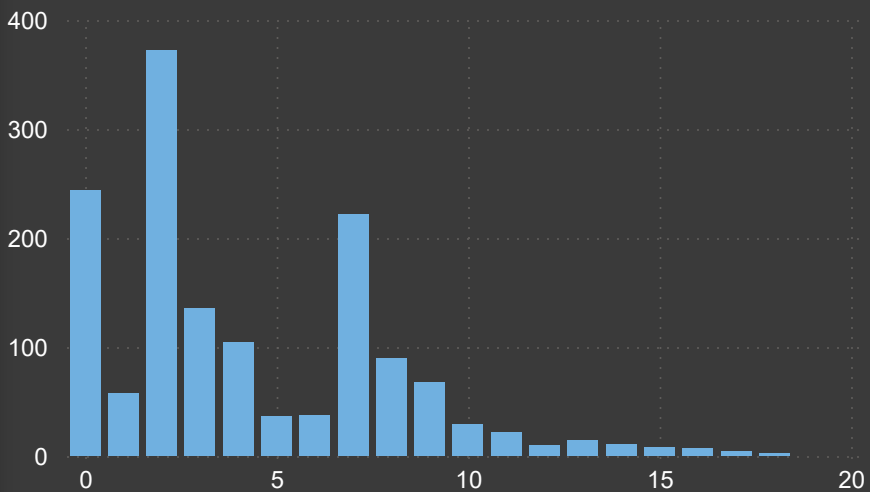
Total Employee by Training Times Last Year



Total Employee by Work Life Balance



Total Employee by Years In Current Role



# Compensation And Benifit Analysis

JobRole

▼

All

▼

OverTime

▼

All

▼

EducationField

▼

All

▼

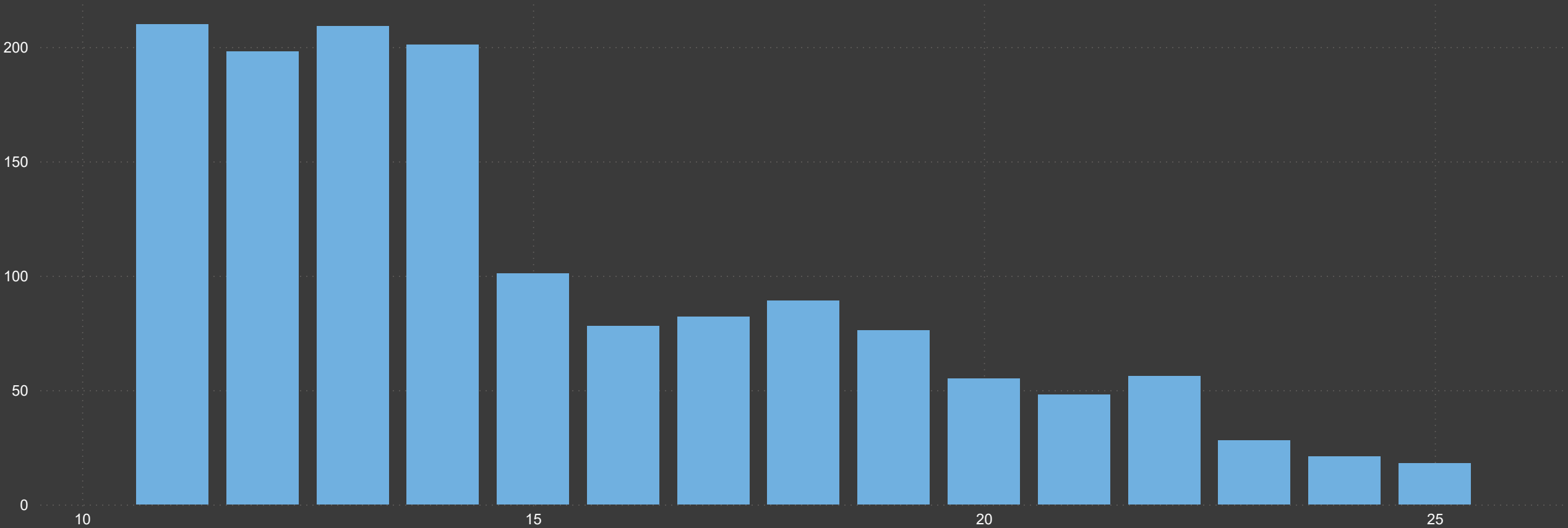
Gender

▼

All

▼

Total Employee by Percent Salary Hike





# Geographical Analysis

JobSatisfaction



Attrition



Gender



1

4

☐

No

☐

Yes

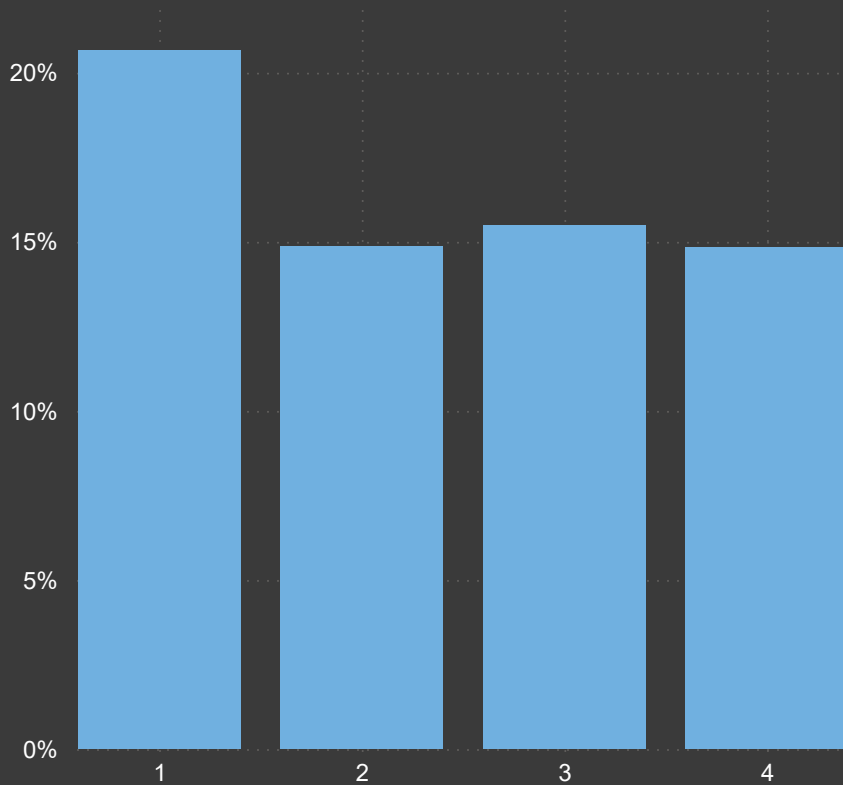
☐

Female

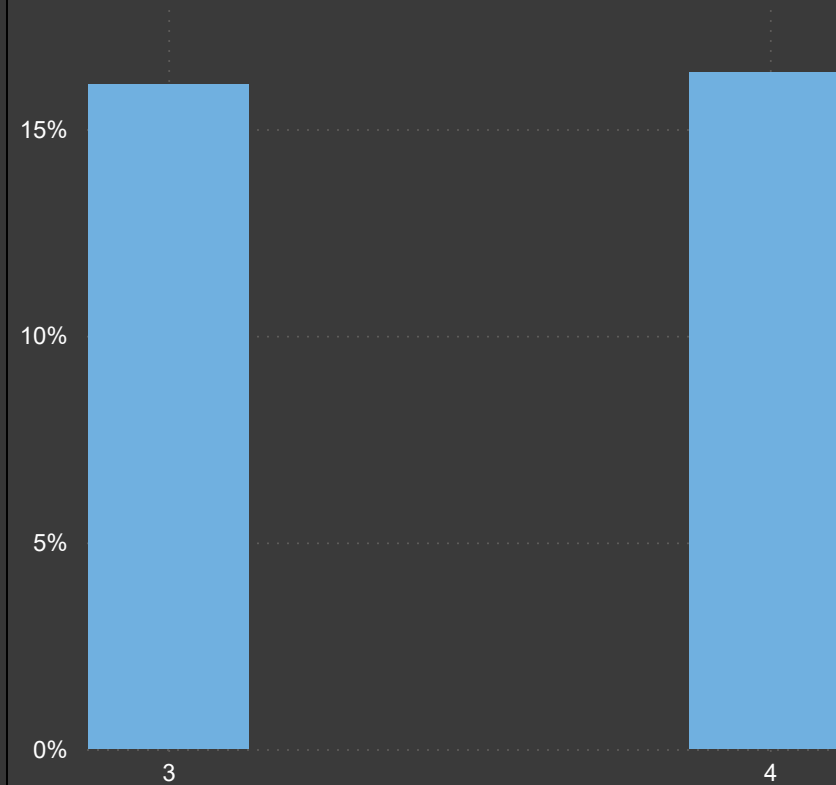
☐

Male

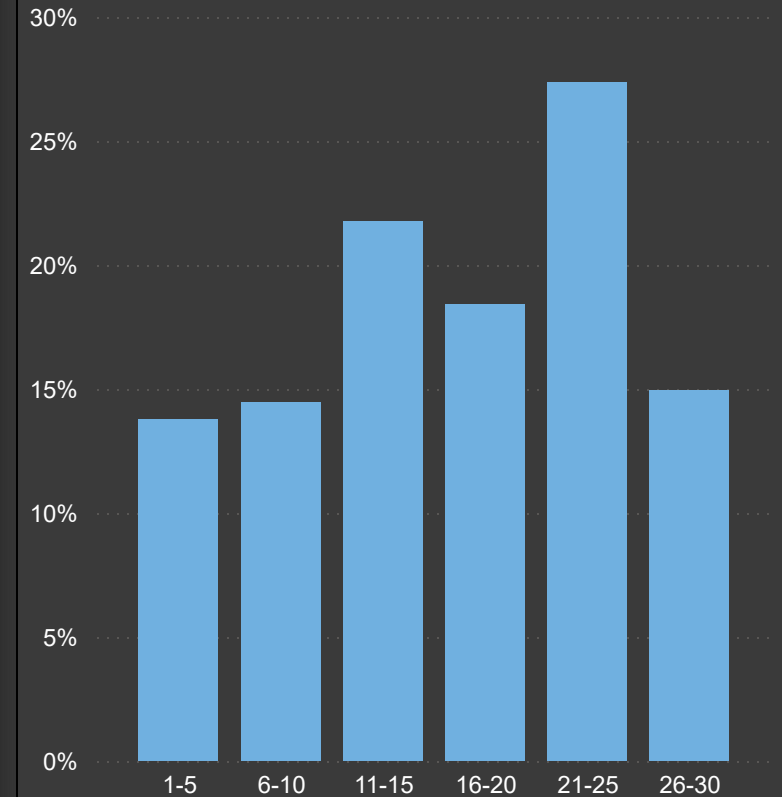
## Attrition Rate by Relationship Satisfaction



## 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