

HR Analytics Dashboard

The HR Analytics Dashboard provides a consolidated view of workforce demographics, salary, tenure, and attrition trends to support data-driven HR decision-making.

1. Workforce Overview

- Total Employees: **500**
- Average Salary: **₹7.59K**
- Average Tenure: **9.9 years**
- Gender Split: **50.8% Male, 49.2% Female**
- Balanced workforce distribution across **IT, HR, Sales, Finance, and Operations**.

2. Attrition Insights

- Overall Attrition Rate: **28.2%**.
- **IT Department** shows the highest attrition counts, followed by HR and Operations.
- **Younger employees (20–29 years)** face the highest attrition risk (~34%), suggesting early-career retention challenges.
- Attrition decreases with age, highlighting tenure stability among older employees.

3. Job Satisfaction & Work-Life Balance

- Employees with **low satisfaction (1–2 rating)** experience attrition rates above **43–50%**, signaling a strong link between engagement and turnover.
- Higher satisfaction levels (3–4) are associated with significantly lower attrition (~10–12%).

4. Tenure & Attrition

- Employees who **stay longer** contribute more work years (3.8K vs. 1.1K years for leavers).
- Early exits highlight the need for stronger **onboarding, career development, and retention programs** in the first few years.

Key Recommendations

1. **Focus retention strategies** on the IT department and employees under 30.
2. **Enhance employee engagement** through job satisfaction programs, mentorship, and better work-life balance policies.
3. **Review compensation & career progression** for younger employees to reduce early exits.
4. **Regularly monitor attrition trends** by department, age, and tenure to identify emerging risks.