

# Attrition Analysis Dashboard

## Department

- ☐ Human Resources
- ☐ Research & Development
- ☐ Sales

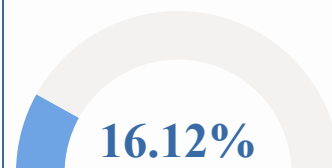
1470

Total Employee

1233

Active Employees

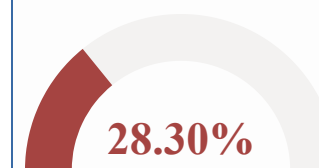
## Attrition Rate %



## Average Tenure



## Overtime %



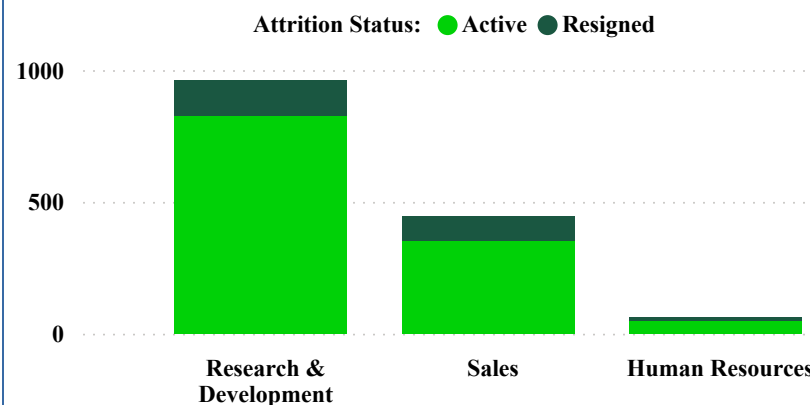
## Income Band

- ☐ High
- ☐ Low
- ☐ Medium

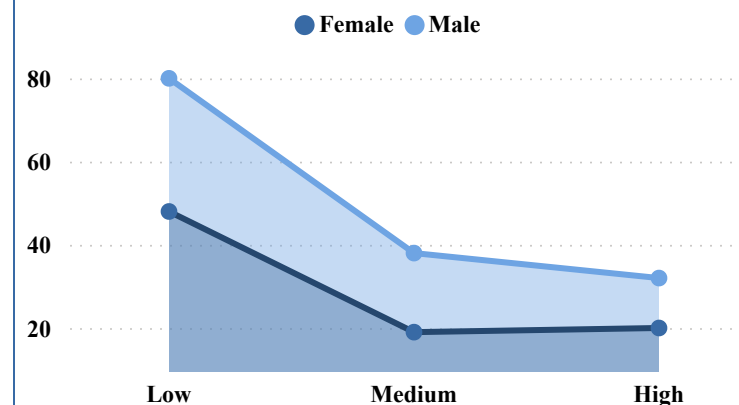
## Job Role

- ☐ Healthcare Representat...
- ☐ Human Resources
- ☐ Laboratory Technician
- ☐ Manager
- ☐ Manufacturing Director
- ☐ Research Director
- ☐ Research Scientist
- ☐ Sales Executive
- ☐ Sales Representative

## Department-wise Employee Attrition



## Monthly Income vs Attrition



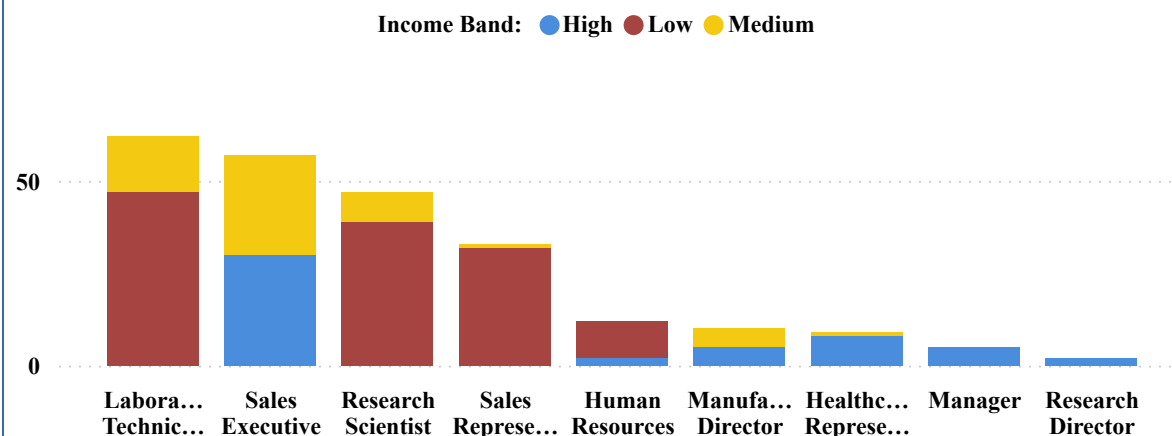
## MaritalStatus

- ☐ Divorced
- ☐ Married
- ☐ Single

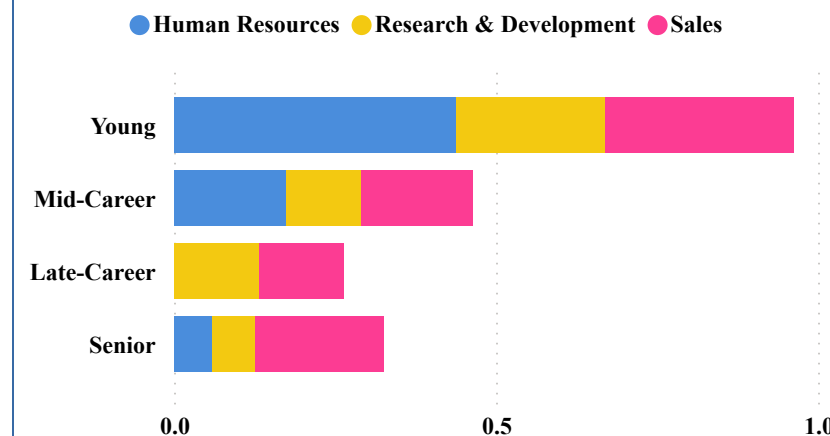
## Over Time

- ☐ No
- ☐ Yes

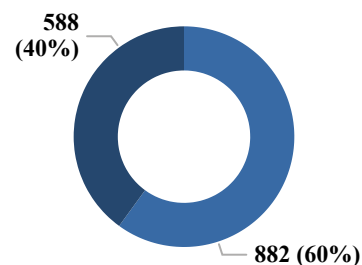
## Attrition by Job Role and Income Band



## Attrition Rate by Career Stage and Department



Male Female



## **HR Analytics – Key Findings on Employee Attrition**

**Overall Workforce & Attrition:** The company maintains a majority of active employees, but attrition remains significant at around one-sixth of the workforce.

**Department-wise Insights:** Research & Development and Sales contribute the highest attrition counts, while Human Resources, despite being smaller, shows proportionally high attrition.

**Income & Attrition:** Employees in lower income bands are most likely to leave, though attrition is also visible among high-income Sales Executives, suggesting non-financial factors as well.

**Job Role Trends:** Laboratory Technicians, Research Scientists, and Sales Representatives face higher attrition at lower incomes; Sales Executives show attrition across income levels.

**Career Stage Patterns:** Younger employees are most prone to leaving, particularly in Sales and Human Resources, while attrition reduces steadily in senior and late-career groups.

**Other Key Drivers:** Longer working hours (overtime) and limited career growth opportunities are linked with higher attrition rates.