* **Major Insight From PowerBI Dashboard**

1. Total number of employees – 1416
2. Attrition Count of the company – 229
3. Attrition Rate of the company – 16 %
4. Average Age of employees in the company – 37 years
5. Average Salary of the Employees – 6500 $
6. Average Retention period of Employees – 7 years
7. Males have higher attrition rates as compared to females
8. Graduates from Life Sciences and Medical backgrounds have highest attrition rates
9. The age group from 26-35 years has the highest attrition rate
10. The job roles of Laboratory Technician and Sales Executive have the highest attrition rates
11. The employees having less than $5000 salary have highest attrition rates
12. Majority of Employees leave the company after 5 years and more employees leave after 10 years

* **Suggestion for Performance Improvements**

1. More salary / incentives to people working under $5000 salary slabs
2. Economic incentives to employees completing 5 years at company through promotions / shares / commissions
3. Skill development courses for employees in age of (26-35) years to stop their attrition
4. Major changes in work pattern in Laboratory Technician and Sales Executive job roles
5. Understanding the job expectation from Life Sciences and Medical backgroung graduates to fully utilize their potential skills and knowledge.