


HR Analytics Dashboard - Key Insights & Analysis

Overview

- **Total Employees:** 1,470
- **Attrition Rate:** 16.1% (237 employees left)
- **Average Age:** 37 years
- **Average Salary:** ₹6.5K
- **Average Tenure:** 7 years


Attrition Analysis

By Education Field


- **Life Sciences:** 38% attrition
- **Medical:** 27% attrition
- **Marketing:** 15% attrition
- **Technical Degree:** 14% attrition 

Insight: Employees with Life Sciences and Medical backgrounds have the highest attrition rates.

By Age Group

- **26-35 years:** 116 employees left (highest attrition group)
- **18-25 years:** 44 employees left
- **36-45 years:** 43 employees left
- **46-55 years:** 26 employees left
- **55+ years:** 8 employees left  *Insight:* Employees aged **26-35** show the highest attrition, likely due to career transitions.

By Salary Slab

- **Up to ₹5K:** 163 employees left
- **₹5K - ₹10K:** 49 employees left
- **₹10K - ₹15K:** 20 employees left
- **₹15K+:** 5 employees left  *Insight:* Employees earning **less than ₹5K** are most likely to leave, indicating salary dissatisfaction.

Job Role Analysis

- **Laboratory Technicians:** 62 employees left
- **Sales Executives:** 57 employees left
- **Research Scientists:** 47 employees left
- **Sales Representatives:** 33 employees left 📌 *Insight: Technical & Sales roles experience the highest turnover.*

Tenure Analysis

- **0-5 years:** 59 employees left
- **6-10 years:** 19 employees left
- **11-15 years:** 18 employees left
- **16+ years:** 8 employees left 📌 *Insight: Most employees leave **within the first 5 years**, suggesting retention challenges.*

By Gender

- **Male:** 140 employees left
- **Female:** 79 employees left 📌 *Insight: Higher attrition among **male employees**.*

Recommendations

- ✓ **Improve Retention for 26-35 Age Group** – Implement career development programs and salary revisions.
- ✓ **Salary Adjustments for Low-Paid Employees** – Employees earning under ₹5K need better compensation to reduce attrition.
- ✓ **Retention Efforts in Sales & Technical Roles** – Address high turnover among Laboratory Technicians & Sales Executives.
- ✓ **Early-Career Support Programs** – Strengthen engagement strategies within the **first 5 years** of employment.

This analysis highlights the key trends affecting employee attrition and provides actionable strategies to enhance retention efforts.