

# Summary

## HR Analytics Dashboard Project

### Objective:

The primary objective of this project was to analyze employee attrition patterns within the organization and identify factors contributing to turnover. This insight aims to help the organization design effective employee retention strategies, reduce attrition rates, and enhance workforce stability.

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### Key Insights :

#### 1. Attrition Overview

- Total Employees: 1,470
- Attrition Count: 237 employees (16.12%)
- Attrition Status:
  - Retained Employees: 84%
  - Attrition Cases: 16%

#### 2. Demographic Analysis

- Attrition by Age Group:
  - The highest attrition (49%) occurs among employees aged 26-35.
  - Younger employees aged 18-25 contribute to 18.57% of the attrition cases.
  - Attrition significantly decreases among employees over 45 years old, accounting for less than 15% of cases combined.
- Attrition by Gender:
  - Males and females show balanced attrition rates, with no significant gender-specific trends observed.

#### 3. Job Role Insights

- Top 5 Job Roles by Attrition Count:
  - Laboratory Technicians: 62 (26.16%)
  - Sales Executives: 57 (24.05%)
  - Research Scientists: 47 (19.83%)
  - Sales Representatives: 33 (13.92%)
  - Human Resources: 12 (5.06%)

#### 4. Business Travel Impact

- Employees who travel rarely exhibit the highest attrition rates (65.82%).
- Frequent travelers account for 29.11% of attrition cases, while non-traveling employees contribute only 5.06%.

#### 5. Educational Background

- Employees with medical degrees experience the highest attrition (38%).
- Employees with technical degrees and life sciences backgrounds also contribute significantly, at 27% and 15% respectively.

#### 6. Salary and Experience Trends

- Attrition by Salary Slab:
  - Employees earning up to ₹5K constitute 68.78% of attrition cases.
  - Attrition decreases significantly in higher salary brackets:
    - ₹5K-₹10K: 20.68%
    - ₹10K-₹15K: 8.44%
    - ₹15K+: 2.11%
- Attrition by Years at Company:
  - Employees with less than 2 years at the company form the majority of attrition cases.

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### Conclusion:

This dashboard successfully highlights key patterns in employee attrition, providing actionable insights to HR teams. The primary drivers of attrition include:

1. Younger age groups, particularly 26-35 years.
2. Roles with high demand, such as Laboratory Technicians and Sales Executives.
3. Low salary brackets and fewer years of tenure.
4. Employees with frequent or rare travel schedules.

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### Recommendations:

- Enhance career growth and development programs for employees aged 26-35.
- Revise salary structures for lower salary brackets.
- Implement targeted retention strategies for job roles with high attrition, such as Laboratory Technicians and Sales Executives.
- Reassess work-life balance policies for employees with travel-related responsibilities.