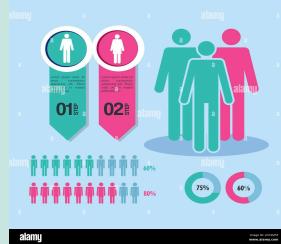


# HR ANALYTICS DASHBOARD



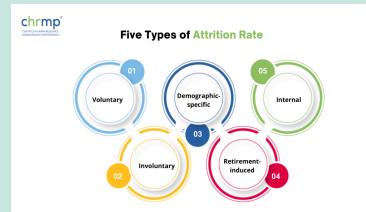
## EMPLOYEE DEMOGRAPHIC



## JOB ROLE AND DEPARTMENT ANALYSIS



## PERFORMANCE AND SATISFACTION ANALYSIS



## ATTRITION RATE



## COMPENSATION ANALYSIS



## DETAILED VIEW-DRILL THROUGH

WORKFORCE  
INSIGHT

## WORKFORCE INSIGHTS DASHBOARD



# EMPLOYEE DEMOGRAPHIC

Total Employees

1480

Departm...

Human R...

Research ...

Sales

JobRole

Healthcare R...

Human Reso...

Laboratory T...

Manager

Manufacturin...

Research Dir...

-

Gender

Female

Male

Employee Count by Age Group

700

600

500

400

300

200

100

0

26-35

36-45

46-55

18-25

55+

AgeGroup

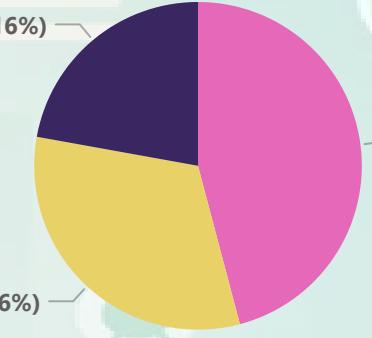
Employee Count by Marital Status

328 (22.16%)

679 (45.88%)

473 (31.96%)

MaritalStatus  
● Married  
● Single  
● Divorced



EmplID by EducationField

Life Sciences



Medical

Marketing

Technical Degree

Other

Human Resources

Emp ID by Gender

Gender

● Male

● Female

591 (39.93%)

889 (60.07%)



# JOB ROLE AND DEPARTMENT ANALYSIS

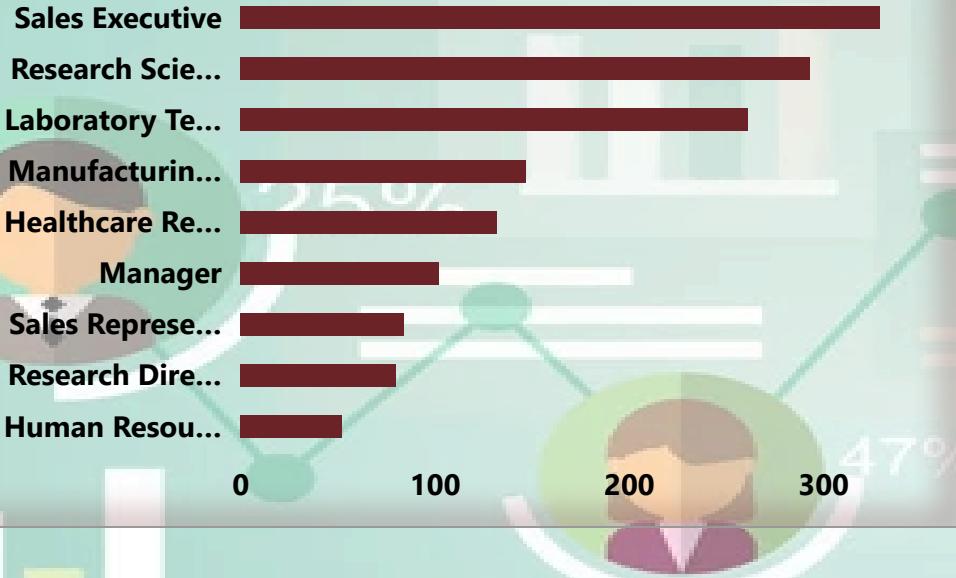
Department

- Human Reso...
- Research & ...
- Sales

JobRole

- Healthcare R...
- Human Reso...
- Laboratory T...
- Manager
- Manufacturi...
- Research Dir...
- Research Sci...
- Sales Execut...
- Sales Repres...

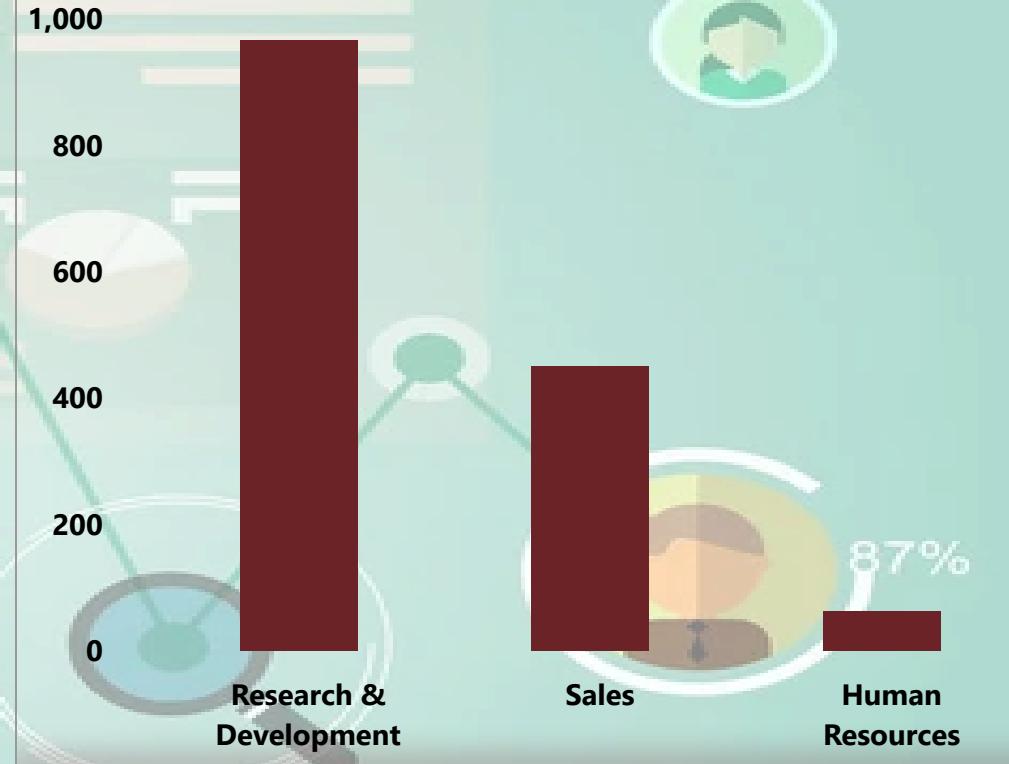
## Job role distribution



## Attrition Rating by Department and Job Role



## Department Distribution of Employee

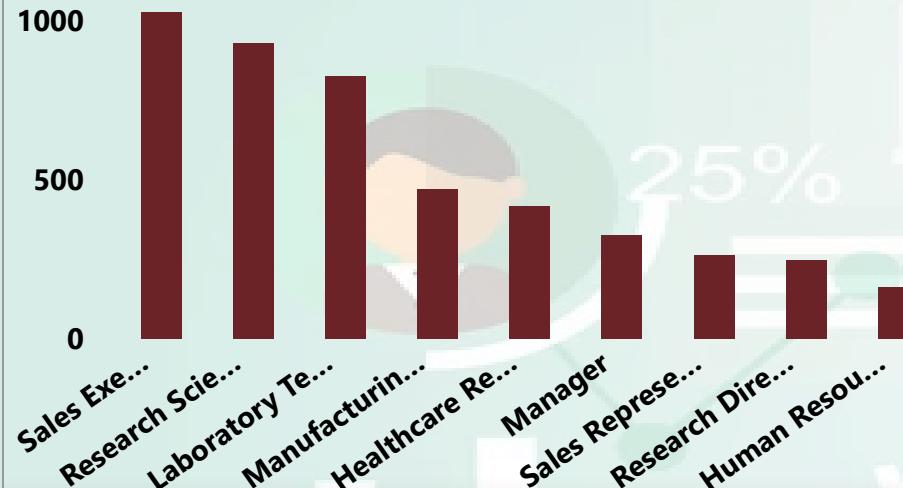


## Monthly Income by Job Role



# PERFORMANCE AND SATISFACTION ANALYSIS

Performance rating by Job Role



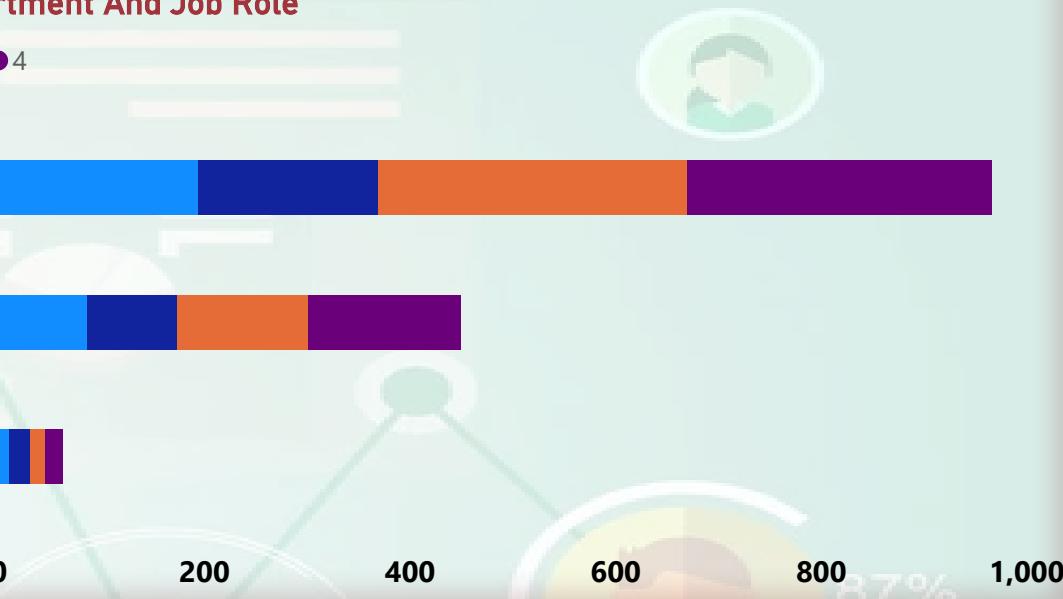
Job Satisfaction by Department And Job Role

JobSatisfaction ● 1 ● 2 ● 3 ● 4

Research & Development

Sales

Human Resources

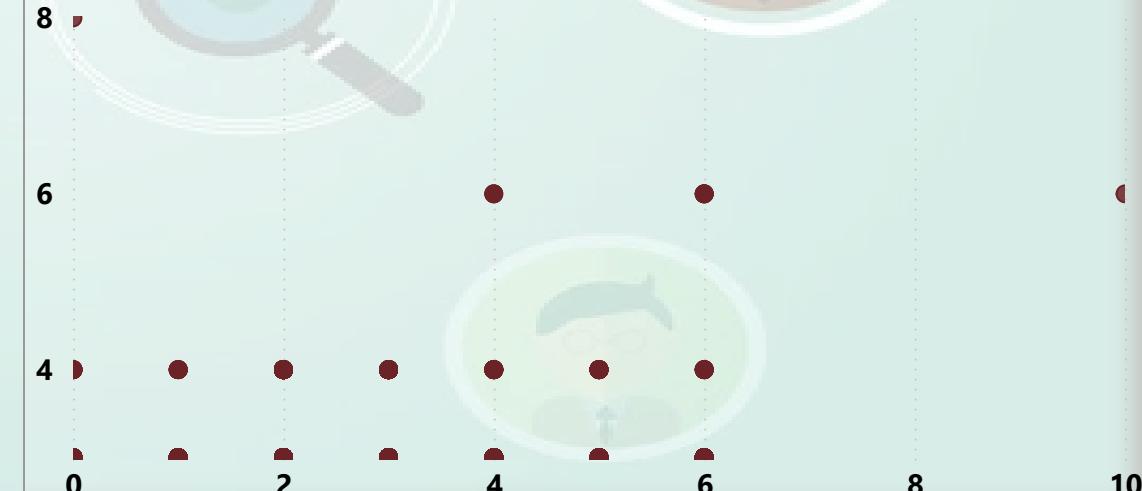


WorkLifeBalance by EmplID and Attrition

Attrition ● No ● Yes

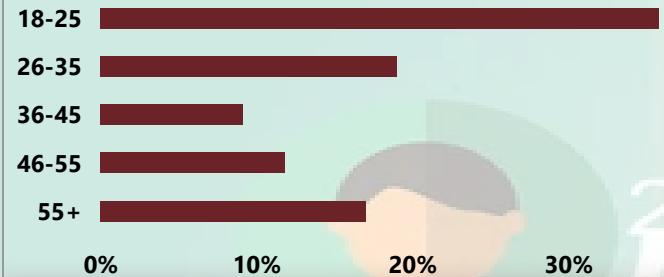
1 2 3 4 5 6 7 8

TrainingTimesLastYear and PerformanceRating by EmplID



# ATTRITION ANALYSIS

Attrition Rate By Age Group



Attrition Rate

16.1%

Attrition count

238

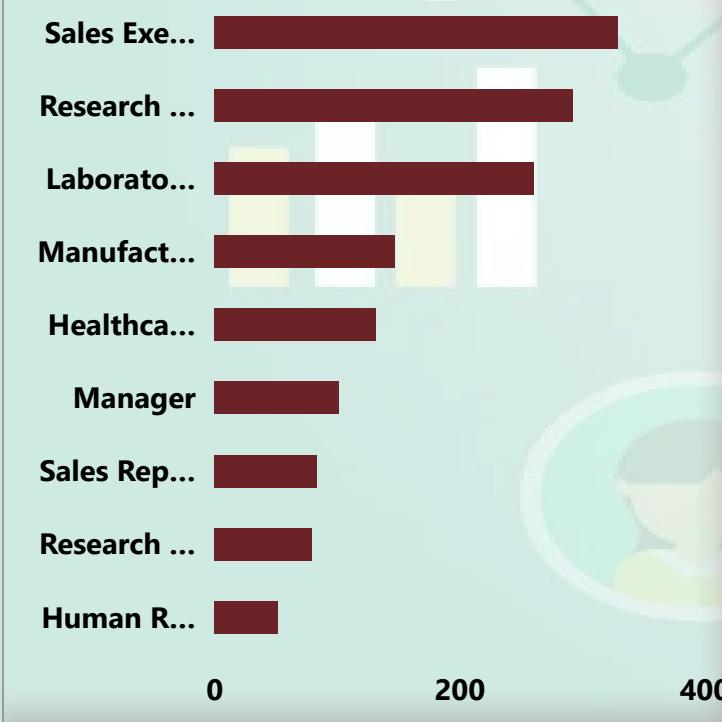
Performance Rating

100.00%

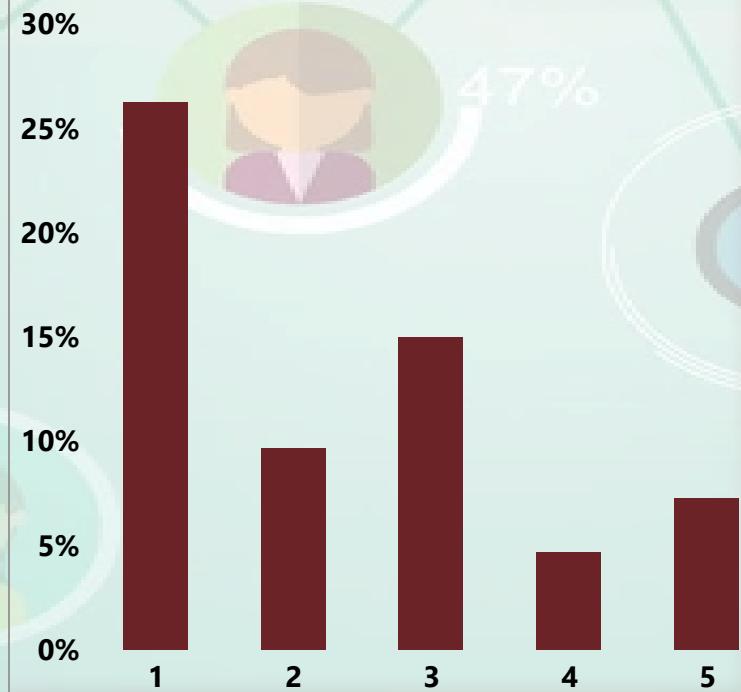
Work Life Balance

2.76

Count of Department by JobRole

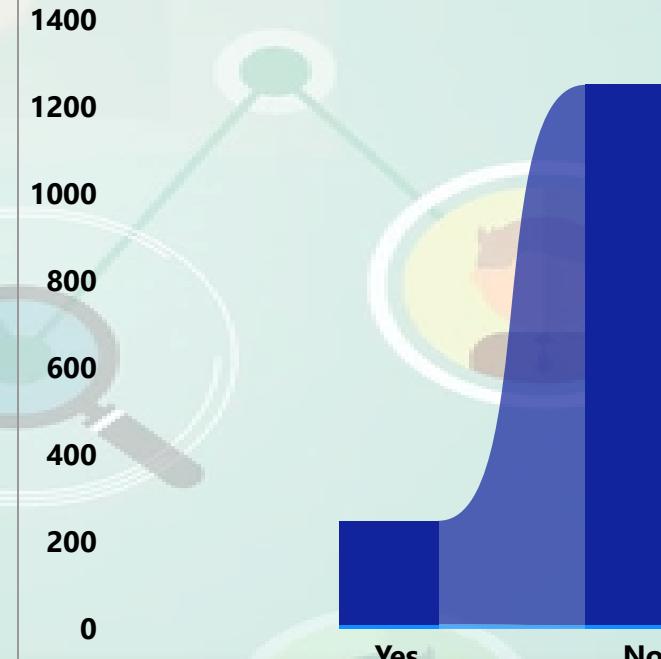


Attrition Rate by Job Level



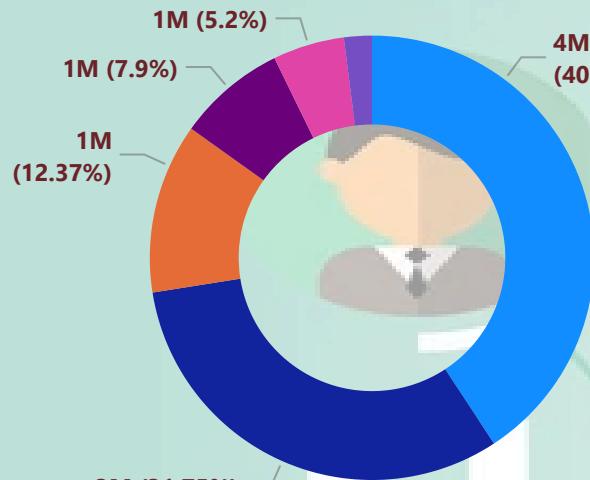
Distance From Home Impact Attrition

● Average of DistanceFromHome ● Sum of EmployeeCount

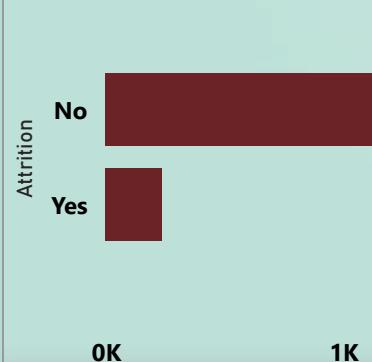


# COMPENSATION ANALYSIS

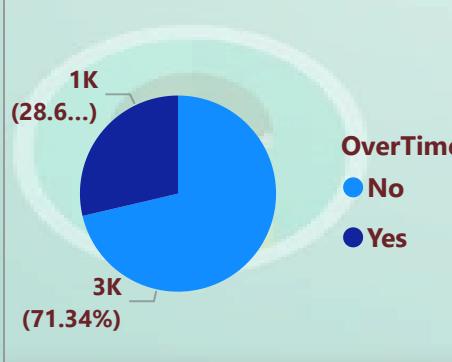
Monthly Income By Education Level



Count of Overtime by Attrition



Sum of Job Satisfaction by OverTime



SalarySlab

- 10k-15k
- 15k+
- 5k-10k
- Upto 5k

Average Monthly Income

6.50K

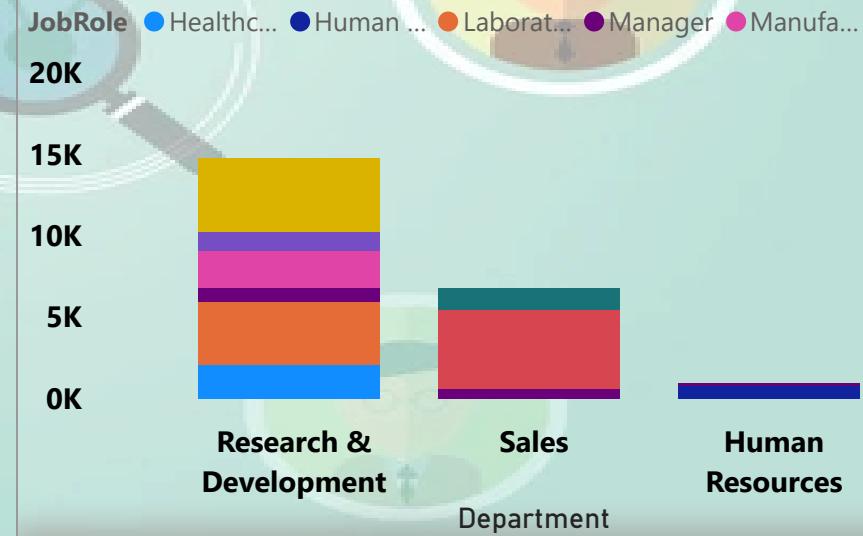
EmployeeCount by SalarySlab



Sum of Performance Rating by OverTime



PercentSalaryHike by Department and JobRole

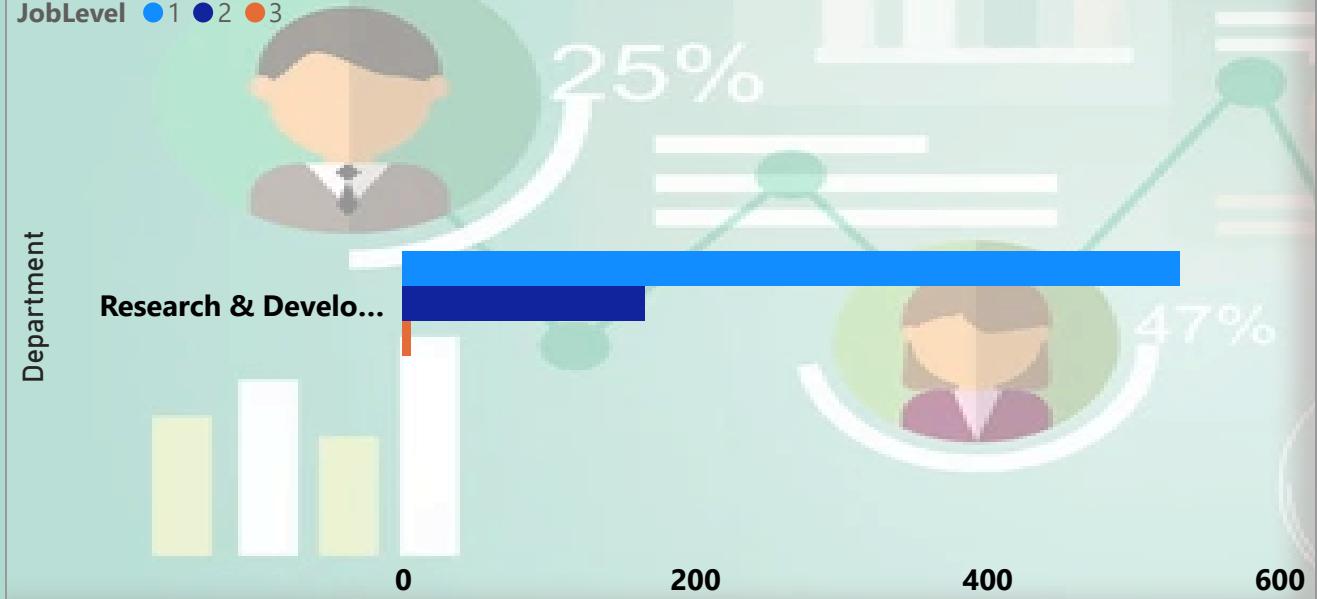




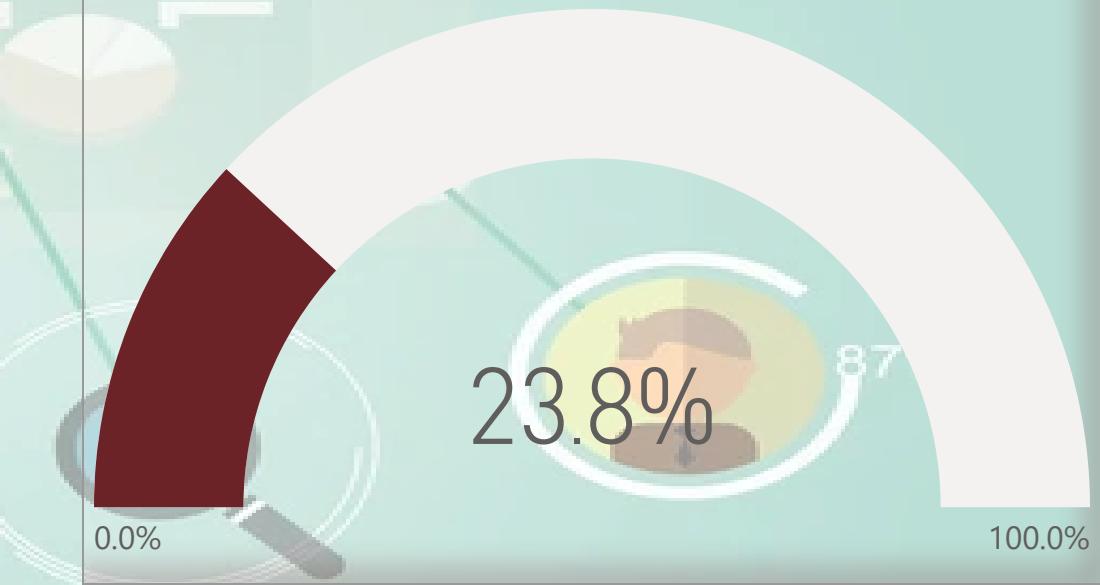
# DRILL THROUGH-DETAILED VIEW

Sum of JobSatisfaction by Department and JobLevel

JobLevel ● 1 ● 2 ● 3



attRating



3.16

Average of PerformanceRating

# WORKFORCE INSIGHTS DASHBOARD

Attrition ▾

- No
- Yes

Attrition Rate  
**16.1%**

Gend... ▾

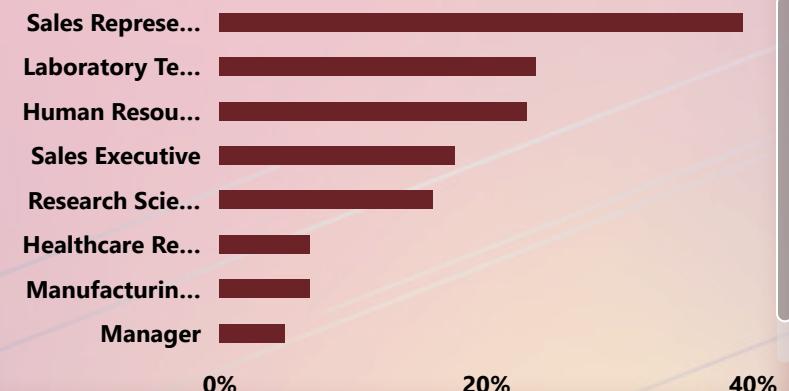
- Female
- Male

Low Satisfaction Score  
**2.73**

JobRole ▾

- Healthcare Repr...
- Human Resources
- Laboratory Tech...
- Manager
- Manufacturing ...

attRating by JobRole



Department ▾

- Human Resources
- Research & Development
- Sales

Top Department By Attrition

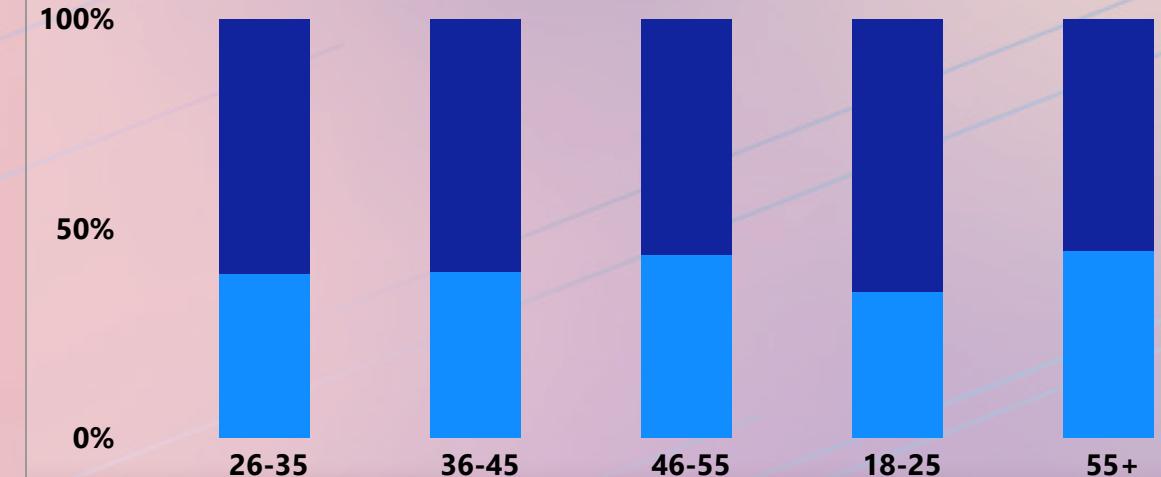
**Sales**

Highest Satisfaction Score

**3.15**

Sum of EmployeeCount by AgeGroup and Gender

Gender ● Female ● Male



Sum of JobSatisfaction and Sum of PerformanceRating by MonthlyIncome

