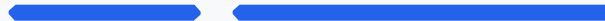


HR ATTRITION DASHBOARD ANALYSIS

A comprehensive analysis of employee attrition trends, demographics,
and departmental insights



August 2025

Executive Summary & Key Metrics

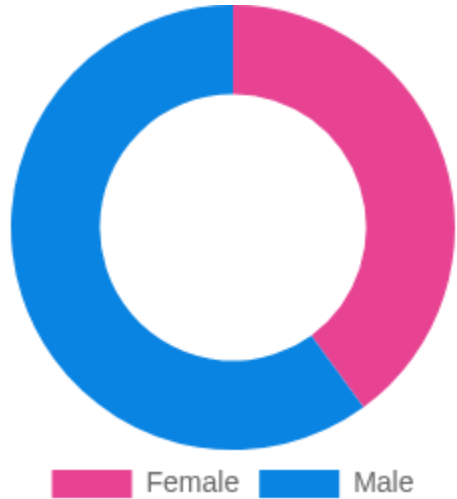


Summary

This dashboard provides a comprehensive view of our organization's workforce and attrition patterns. With a 16.12% attrition rate across 1,470 employees, we face challenges in retention, particularly given the below-average job satisfaction score of 2.6/5. Further analysis of demographic and departmental data reveals specific areas requiring focused retention strategies.

Gender Demographics

Workforce Gender Distribution



40%

Female



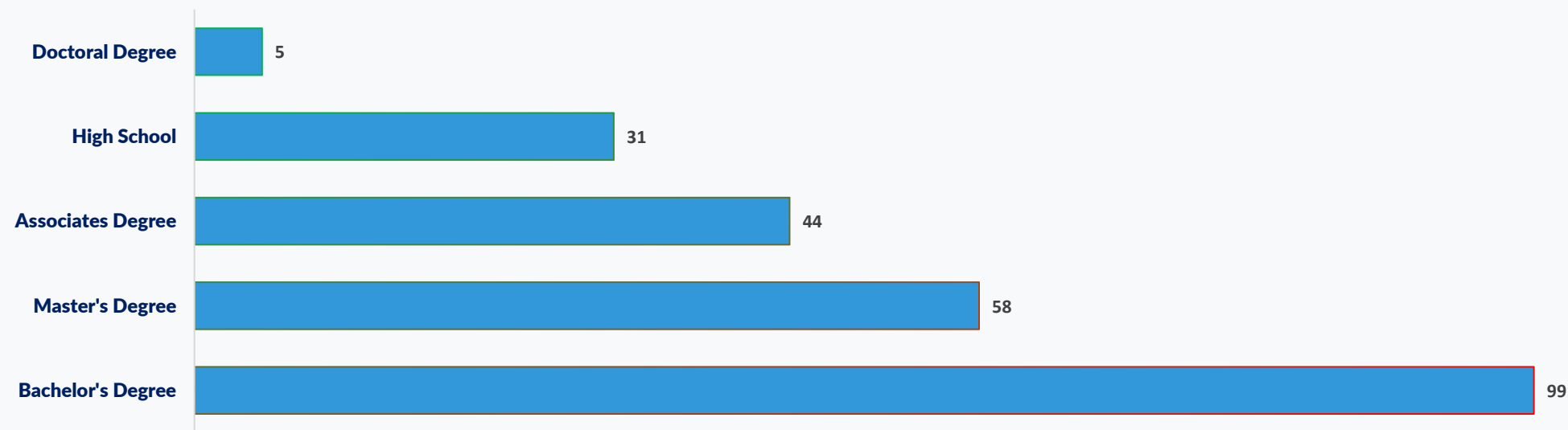
60%

Male

Insights

The workforce consists of 60% male and 40% female employees. This gender distribution provides valuable context for understanding attrition patterns. Further analysis can reveal whether attrition rates differ significantly between gender groups, which could inform targeted retention strategies and diversity initiatives.

Educational Qualification Breakdown

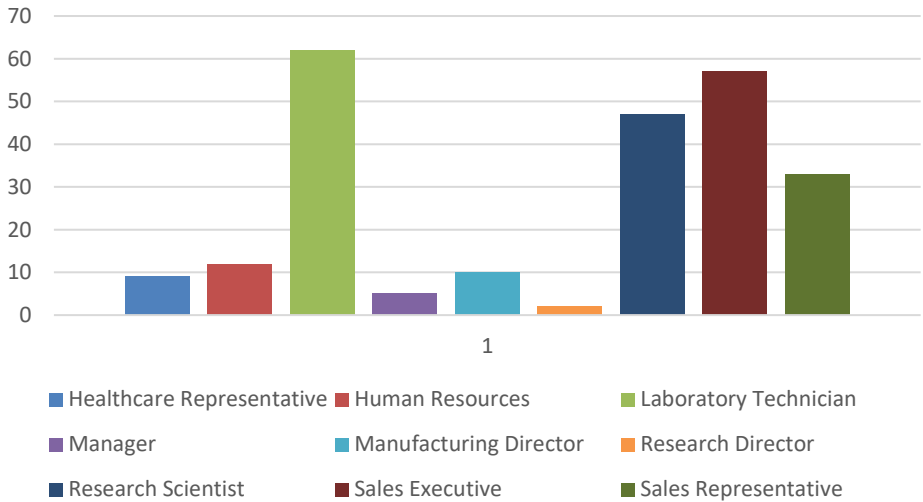


Key Insights

Bachelor's degree holders show the highest attrition (99), representing 42% of total attrition. This is followed by Master's degree holders (58) at 24%. Education level correlates with attrition patterns, with higher education potentially linked to greater job mobility. Retention strategies should be tailored by education level, with particular focus on bachelor's degree holders.

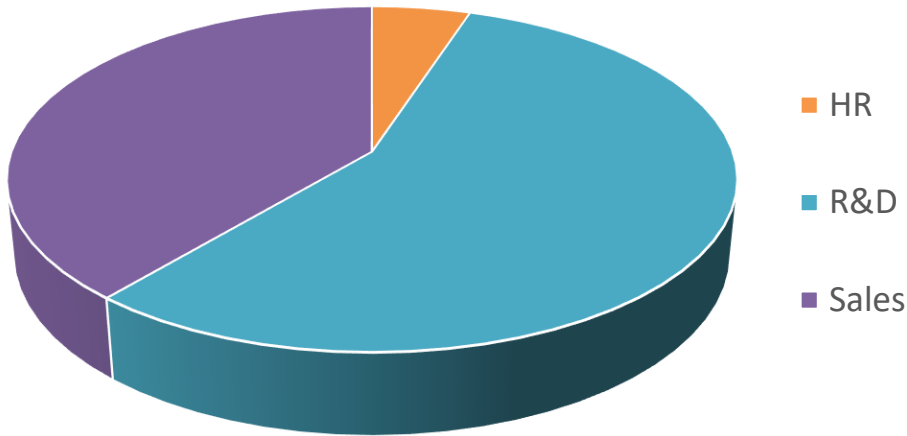
Work Profile & Departmental Analysis

 **Work Profile Attrition**



Highest attrition observed in Laboratory Technicians (62) and Sales Executives (57), with Research Scientists (47) following closely.

 **Departmental Breakdown**



Sales department shows concerning attrition at 39%, while HR maintains a low 5% rate. R&D holds the remaining 56% of attrition cases.

Key Insights

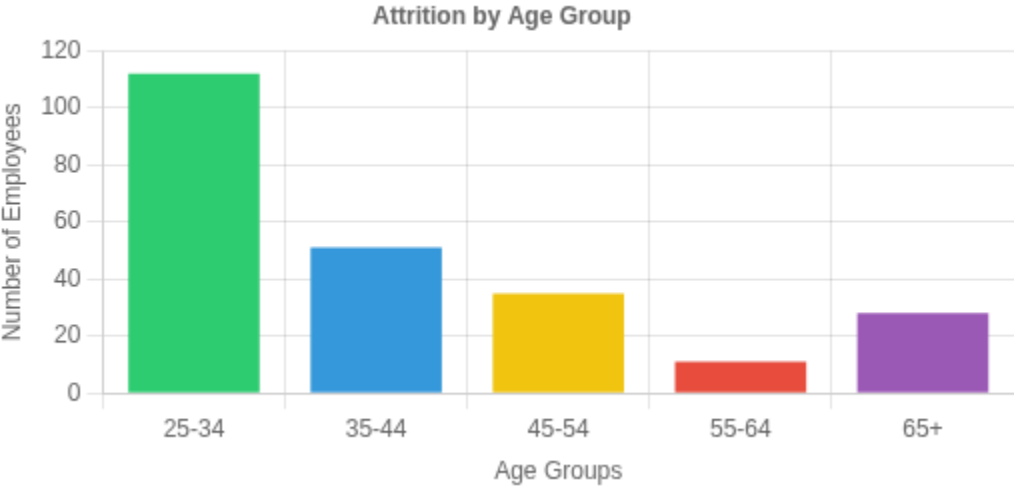
- **High Technical Attrition:** Laboratory roles show highest turnover, suggesting potential issues with technical career advancement.
- **Customer-Facing Roles:** Sales Executive positions show concerning attrition levels, potentially impacting customer relationships.

- **Departmental Focus:** Sales department requires immediate retention strategies, contributing significantly to overall attrition.
- **Management Stability:** Lower attrition in HR (5%) suggests more stable leadership and satisfaction in this department.

Age & Marital Status Insights



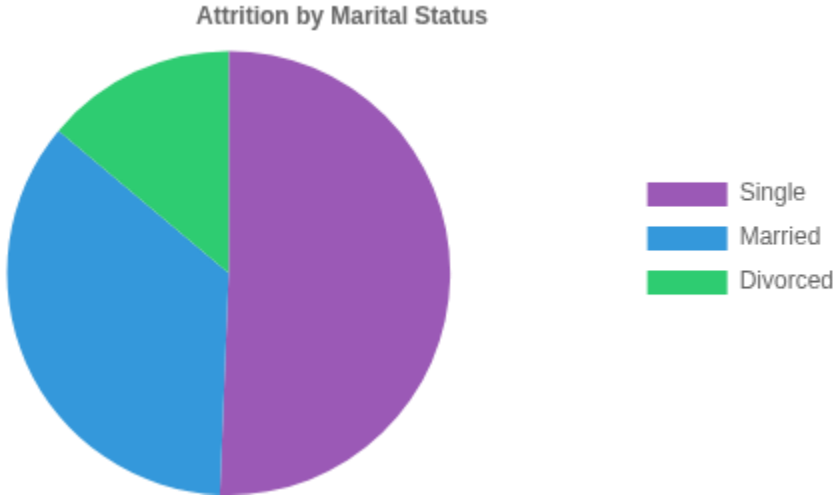
Age Distribution



- Highest attrition in **25-34** age group with **112** employees
- Lowest attrition in **55-64** age group with only **11** employees
- Second highest: **35-44** age group with **51** employees



Marital Status Breakdown



- **Single** employees have highest attrition with **120** cases
- **Married** employees show moderate attrition with **84** cases
- **Divorced** employees have lowest attrition with **33** cases

Key Insights

Analysis shows that younger employees (25-34) and single individuals have the highest attrition rates in the organization. This demographic correlation suggests that targeted retention strategies for younger, unmarried professionals could significantly improve overall employee retention. Additionally, employees nearing retirement (55-64) have the lowest attrition rates, suggesting a strong commitment to the organization.

DASHBOARD

HR ATTRITION DASHBOARD



JOB
SATISFACTION
RATING

2.6



Total Employees
1470



Attrition
237



Active Employees
1233



Attrition Rate
16.12%



Average Age
37



Total Employee by Gender

Gender



Female

Male

40%

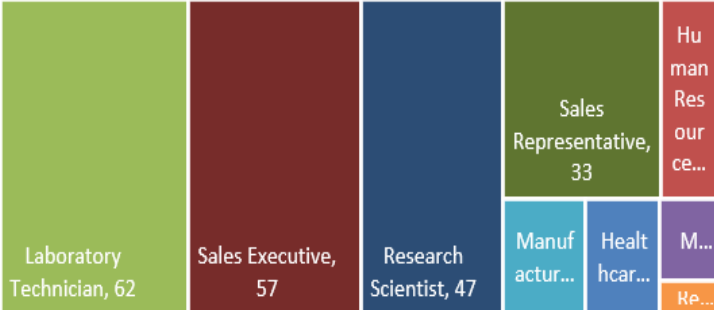


60%

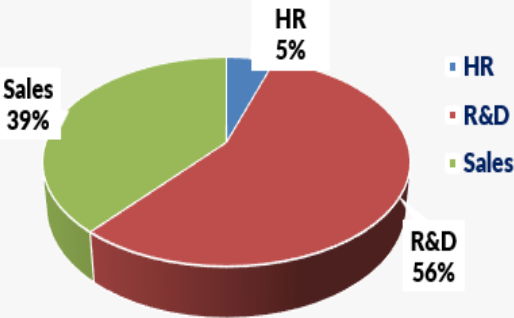
Qualification wise attrition



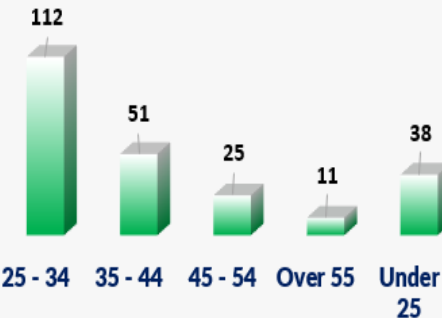
Work profile wise attrition



Department wise attrition



Age wise attrition



Marital status wise attrition



Filter panel

Depa...

HR

R&D

Sales

Educa...

Human ...

Life Scie...

Marketi...




Medical






SECTION 03

Key Findings & Recommendations

Major Attrition Trends

-  High attrition in Sales Department (39%)
-  Bachelor's degree holders show highest attrition (99)
-  25-34 age group most affected (112 employees)

Recommended Strategies

-  Implement targeted retention programs for Sales
-  Address low job satisfaction (currently 2.6/5)
-  Develop career growth paths for young professionals

Next Steps




Detailed analysis reveals opportunities to improve retention through targeted initiatives. The following slides outline specific action plans to address these findings.






SECTION 04

Action Plan & Next Steps

Immediate Actions

-  Implement exit interviews for Sales department
-  Launch engagement survey focusing on job satisfaction
-  Create retention bonuses for critical roles

Long-term Strategies

-  Develop career advancement paths for young professionals
-  Establish mentorship program for Bachelor's degree holders
-  Create professional development budget for each department

Implementation Timeline

Immediate actions to be implemented within 30 days. Long-term strategies to be rolled out over the next 6 months. HR will provide monthly progress reports to leadership team tracking key attrition metrics.