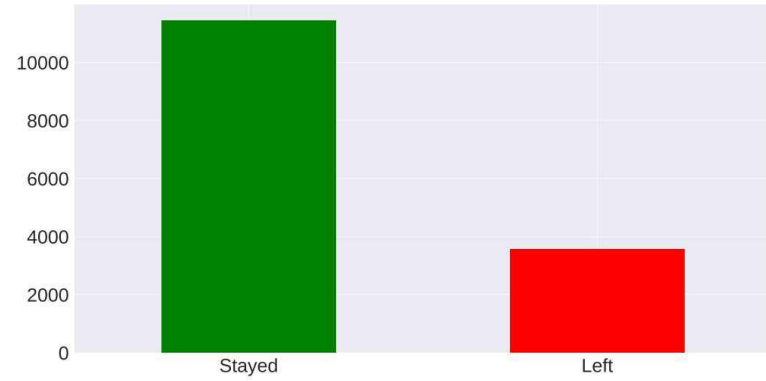
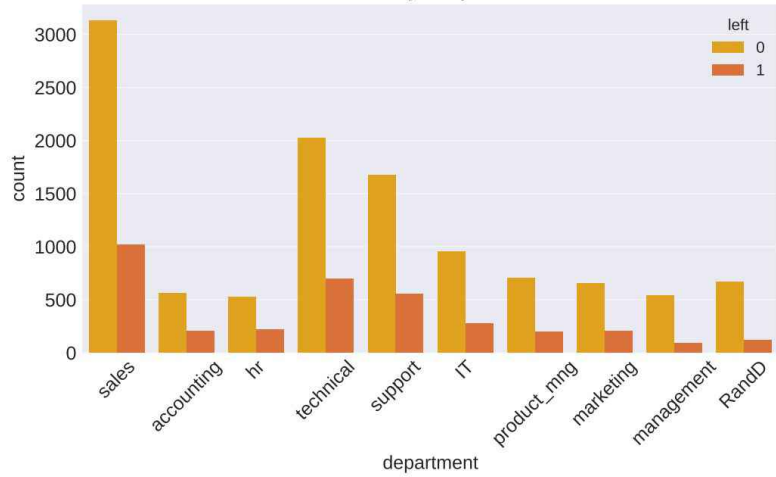


## HR Analytics - Employee Attrition Insights

### Current Workforce vs Attrition



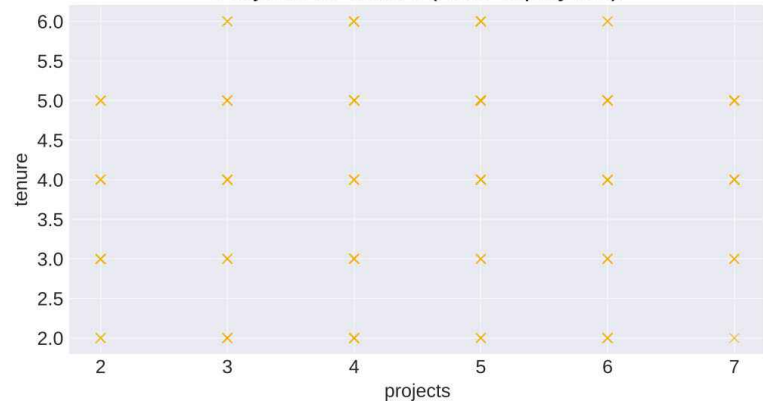
### Attrition by Department



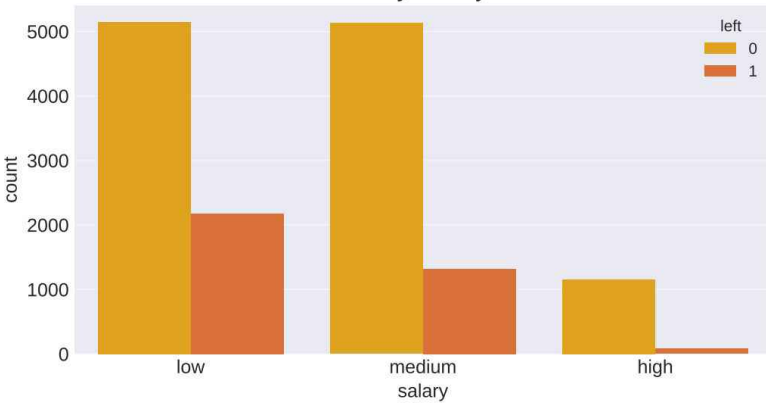
### Attrition for Employees with <3 Projects



### Projects vs Tenure (Left Employees)



### Attrition by Salary Level



Additional insights can be added here.

This report summarizes findings from an employee attrition analysis for SimpleYard. The goal is to identify key factors contributing to employee exits and help HR design retention strategies.

## **Key Findings**

1. Total Employees: 14999
2. Employees Left: 3571
3. Attrition Rate: 23.81%
4. Departments with Highest Attrition:
  - sales: 1014
  - technical: 697
  - support: 555
5. Attrition Rate for Employees with <3 Projects: 65.62%
6. Salary Level vs Attrition:
  - Low: 29.69%
  - Medium: 20.43%
  - High: 6.63%

**Q1. What is the current workforce size, and how many employees have already left the organization?**

**Total Employees:** 14,999

**Employees Left:** 3,571

**Attrition Rate:** 23.81%

*This shows that roughly 1 in 4 employees have left the company.*

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**Q2. Which departments are experiencing the highest rates of attrition?**

Here are the top departments by attrition count:

**Department Employees Left**

**Sales**            1,014

**Technical**      697

**Support**        555

*Sales, Technical, and Support are the most impacted departments.*

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**Q3. Are employees working on fewer than 3 projects more likely to leave the company?**

**Yes, attrition Rate for employees with <3 projects: 65.62%**

*Employees working on fewer than 3 projects are nearly 3× more likely to leave than average.*

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**Q4. How does the number of projects correlate with time spent at the company, particularly for those who have left?**

There is **no strong linear correlation**, but:

Employees who left tend to have either **very low** (2–3 projects) or **very high** (6–7 projects) project counts.

This suggests **both under-utilization and burnout** may lead to attrition.

*Extreme workloads (too little or too much) correlate with exits.*

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**Q5. Could compensation levels be influencing an employee's decision to leave?**

**Salary Level Attrition Rate (%)**

**Low**            **29.69%**

**Medium**      **20.43%**

**High**          **6.63%**

**Yes.** Employees with low salaries are **4.5x more likely** to leave than high-salary employees.

*Compensation has a strong inverse relationship with attrition.*